

# Equal Opportunities Policy

## Statement of intent



1. The London Borough of Waltham Forest recognises and welcomes the Equal Pay Act 1970: the Sex Discrimination Act, 1975, The Race Relations Act, 1976 and the Disability Discrimination Act 1995, and their attempts to provide equal opportunities for all.
2. It is the policy of this Council to ensure that all employees are recruited , trained and promoted on the basis of ability, the requirements of the job, and similar objective and relevant criteria. All employees will be encouraged to take advantage of facilities to better themselves at work.
3. No applicant for employment or employee status will be treated less favourably than another on the grounds of race, gender, marital status, nationality, ethnic or national origin, colour, creed, disabilities, age (except where there are legal limitations, e.g. persons aged over 65 and under 18 in certain jobs or because they are lesbians or gay men.
4. It is the duty of all employees to accept their personal responsibility for the practical application of the policy but the Council acknowledges that specific responsibilities fall upon management, supervisors and individuals professionally involved in recruitment and personnel management.
5. To ensure that this policy is consistently applied co-coordinating responsibilities have been assigned to the Head of Personnel Strategy Unit who will monitor the operation of the policy for both employees and job applicants and undertake periodic audits.
6. To safeguard individual rights under the policy any employee who believes that the Council has applied inequitable treatment to him or her within the scope of the policy should raise the matter through the appropriate grievance procedure.
7. To make the policy work requires much more than this formal statement. The policy will assist the creation of the right climate for success but it is for each employee to make his or her own contribution. The policy will, therefore, be brought to the attention of every employee and job applicant and will be kept under constant review.

Waltham Forest London Borough Council wishes to be known as an Equal Opportunity Employer by the community as a whole and by other employers in the Borough.