

## STATEMENT ON EQUAL OPPORTUNITIES IN EMPLOYMENT

Warwickshire County Council is committed to bringing about equal opportunities in its employment both for reasons of fairness and because we need to have high quality people working for us.

This statement sets out what those who work for us or want to work for us can expect.

### **We are committed to ensuring that:**

You will be considered for jobs and promotion solely on the basis of your ability to do the job. That means that we shall pay no regard to your race, gender, religion, belief, sexual orientation, age or marital status; and disability will be taken into account only insofar as it affects your ability to do the job.

If you have a disability, we shall do our best to adapt premises and equipment to meet your needs, and to obtain help from any relevant government schemes.

You will be told how you can complain if you feel you have not received fair and equal treatment. The procedure is set out in the information sent to job applicants.

Any such complaint will be promptly investigated and answered.

You will receive fair and equal consideration for training regardless of your race, gender, age, marital status, religion, belief, sexual orientation or disability and regardless of whether you work for us on a full or part-time basis.

We have a positive attitude towards achieving a work-life balance and operate a flexible working policy wherever possible, whilst managing the needs of the service.

Where job losses are unavoidable, you will not be selected for redundancy on the basis of your race, gender, age, religion, belief, sexual orientation, marital status, or any disability.

Sexual, racial or any other form of harassment, including bullying, will not be tolerated, and prompt action will be taken which will include disciplinary action where appropriate.

You will be considered for any available special training if you are a member of an under-represented group of employees and need training to be put on an equal footing in applying for promotion.

Sensitivity to equal opportunities will continue to be encouraged among our managers and employees, supported by relevant training.

Any information you supply to us on the recruitment monitoring form, concerning your race, gender, age, marital status, religion, belief, sexual orientation or disability, will not be used in the selection process.

Where information is gathered on any of these areas it will be used to monitor trends in our workforce and in our recruitment activities, and the results will be used to set targets for further strengthening our equal opportunities practices.

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