



DIVERSITY POLICY

POLICY STATEMENT

It is the Council's policy to monitor the composition of the workforce and introduce positive action if it appears that this policy is not fully effective. To this end, the Council also promotes diversity in the workplace and constantly strives to achieve a positive diversity culture.

PROCEDURE

- I. Positive diversity is about good employment practices and efficient use of our most valuable asset – the clerk. Every councillor as well as the clerk has a personal responsibility for the implementation of the policy.
- II. The council recognises and celebrates the fact that diversity in our workforce is key to delivering a culture whereby everyone feels valued and respected. The Council promotes values, behaviours and working practices that recognise and value the difference between people, releasing their potential, enhancing performance and delivering improved services to customers.
- III. The Council will positively influence workplace attitudes and culture, and focus on individual skills, contributions and potential through effective recruitment, training, communication and support.
- IV. This policy applies to the advertisement of jobs, recruitment and appointment, training, conditions of work, pay and to every other aspect of employment. This policy also equally applies to the treatment of our parishioners.