



G669

POLICY FOR EQUAL OPPORTUNITIES EMPLOYMENT

The Nottinghamshire Police is committed to providing equality of opportunity in terms of employment.

This Policy Statement applies to all staff, regardless of race, sex, marital status, colour, nationality, religious belief, ethnic or national origin, sexual orientation, age or disability.

In addition any member of staff who feels aggrieved for any other reason may use the Fairness at work Policy to raise their concern.

In matters of employment equality of opportunity will extend to all issues affecting recruitment, training, transfer and promotion, including terms and conditions of service. Selection criteria, systems and procedures will be kept under review, to ensure that individuals are selected or promoted objectively on the basis of their skills and abilities, according to the requirements of the job.

Nottinghamshire Police is committed to this policy and to the development and of Positive Action initiatives to ensure that the policy is, and continues to be fully effective.

The main aim of Nottinghamshire Police is to provide a work environment where each individual is recognised, valued and accepted.

Every effort will be made to ensure that fair non- discriminatory practices are applied to and by all staff in their dealings with each other.

All staff of the Nottinghamshire Police must be aware of their obligations under Anti- discrimination legislation and particularly the legal requirement that individuals shall not unlawfully discriminate or aid, instruct or induce others to do so. Eliminating discrimination and providing equality of opportunity depends upon personal commitment and all staff without exception, must observe anti-discrimination principles, related policies and notes of guidance. Training courses and other sources of information will be provided, where appropriate, to broaden and promote a greater understanding and awareness of these issues and personal responsibilities.

Nottinghamshire Police seeks to ensure that no member of staff is victimised or subjected to racial, sexual or any form, of harassment and that everyone feels secure and content in the work place, free from intimidation or discrimination. Individuals who believe that they have grounds for complaint in relation to discrimination, harassment or bullying should consider using the Fairness at work policy.

The implementation of this Equal Opportunities Policy will be closely monitored by the Personnel Manager (Employee Relations and Equalities).

Nottinghamshire Police undertakes to inform all staff of this policy statement.

Any act of discrimination by a member of staff or any failure to comply with the terms of this policy may result in disciplinary investigation.

This Policy is fully supported by Senior Management and the Staff Associations.

Author: _____ Date: _____

Shakeel Khalil
Personnel Officer
Employee Relations and E qualities

Signed: _____ Date: _____

Steve Green
Chief Constable

This policy should be read in conjunction with the appropriate Procedures, Guidance and Rules outlined below: -

PD108 Procedure on Fairness at Work
PD370 Procedure on Selection Appeals
PD215 Procedure on Positive Action