

**OFFICE OF THE POLICE & CRIME COMMISSIONER
Equal Opportunities Policy**

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1. Purpose

- 1.1 The aim of this Policy is to communicate the commitment of Avon and Somerset Police & Crime Commissioner to the promotion of equality of opportunity within its organisation.

2. Scope

- 2.1 This procedure is applicable to any employee employed within the Office of the Police & Crime Commissioner.

3. Policy Statement

- 3.1 It is our policy to provide employment equality to all, irrespective of age, sex, marital status, race, sexual orientation, gender re-assignment, religion or belief or disability.
- 3.2 We are opposed to all forms of unlawful and unfair discrimination, harassment & victimisation. All full-time and part-time employees and job applicants (actual or potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- 3.3 We recognise that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our Equal Opportunities Policy will help all employees develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.
- 3.4 We are committed to:
- (a) Preventing any form of direct or indirect discrimination or victimisation, discriminatory harassment or bullying.
 - (b) Promoting equal opportunities.

- (c) Promoting a good and harmonious working environment where all are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated.
 - (d) Fulfilling all legal obligations under the relevant legislation and associated Codes of Practice.
 - (e) Taking any necessary positive/affirmative action including setting goals and timetables.
- 3.5 Breaches of our Equal Opportunities Policy and Practice will be regarded as misconduct and could lead to disciplinary proceedings. In serious cases this may constitute serious misconduct and could lead to dismissal without notice or payment in lieu of notice.
- 3.6 This Policy is fully supported by the Police & Crime Commissioner and the Chief Executive.

4.

Implementation

- 4.1 The Chief Executive has specific responsibility for the effective implementation of this Policy. Each Line Manager also has responsibilities and we expect all of our employees to abide by the Policy and create the equality environment which is its objective.
- 4.2 In order to implement this Policy we will ensure that:
- (a) The Policy is communicated to all employees, through induction, training, team briefings etc and made known to job applicants.
 - (b) Line Managers are aware of their responsibilities through appropriate and regular training.
 - (c) Appropriate training and guidance will be provided, including training on induction and management courses. In particular, all those involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory recruitment and selection techniques.
 - (d) Adequate resources are made available to fulfil the aims of this Policy.

5.

Complaints

- 5.1 Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Grievance Procedure or the Bullying and Harassment Policy, as appropriate. All complaints of discrimination will as far as possible be dealt with seriously, promptly and confidentially.
- 5.2 These internal procedures do not replace or detract from the right of the employee to pursue complaints under the relevant Equality Act 2010 legislation or exercise the Rights within the General Data Protection Regulation.
- 5.3 Every effort will be made to ensure that employees making complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. The OPCC have a Whistleblowing policy. Victimisation may result in disciplinary action and may warrant dismissal without notice or payment in lieu of notice.

Policy Statement Information	
Policy Owner (Job Title)	Chief Executive
Date to be Reviewed	August 2020
Date Last Reviewed Completed	August 2018
Effective Commencement Date	May 2015