

Report on	Review of Equal Opportunities Policy
Date of Meeting	9 th March 2023
Reporting Officer	Marissa Canavan, Strategic Director of Organisational Development
Contact Officer	Marissa Canavan, Strategic Director of Organisational Development

Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	
	No	x

1.0	Purpose of Report
1.1	To seek Members approval of the noted revisions to Mid Ulster District Council's Equal Opportunities Policy.
2.0	Background The purpose of this policy is to:- ensure Council is compliant with current employment legislation and reflects the provisions of the law relating to Section 75 groupings. The policy covers but is not limited to:- recruitment and selection, pay and conditions of employment, training and continuous professional development, promotion, one to one reviews, grievances and disciplinary matters, finding employment, redundancy, re-organisation, re-deployment and termination of employment and giving references.
3.0	Main Report
	The Equal Opportunities Policy statement makes clear the Council's commitment to equality of opportunity to its ratepayers, employees and applicants for employment, describes methods which the Council will use in order to give effect to this policy and defines responsibilities within the Council for ensuring equality of opportunity. Revisions have been made to the policy to update in line with current employment legislation, developing caselaw, new and revised Council policies and best practice guidance as per the Labour Relations Agency and Equality Commission.
4.0	Other Considerations
	Financial, Human Resources & Risk Implications
4.1	Human Resources: - To make clear Council's commitment to equality of opportunity for all (including Officers, Job applicants, Agency and Casual workers, Placement students, Apprentices, Contractors and Consultants).

	<p>Council will not discriminate unlawfully against job applicants or employees on any of the following protected grounds:- marital or civil partnership status, sex, pregnancy or maternity, gender reassignment, religious or similar philosophical belief, sexual orientation, age, political opinion, disability, racial group, trade union membership or non-membership and criminal record (only offences relevant to post in question will be considered).</p>
4.2	<p>Financial: - To ensure that all managers and staff are adequately trained in relevant areas including:- Equal Opportunities, Recruitment & Selection, Dignity at Work, Managing Grievances etc.</p>
4.3	<p>Risk Management: The implementation of Council's Equal Opportunities Policy expresses Council's commitment to equal opportunities to attract, develop and retain a diverse and suitably skilled workforce to ensure the continued delivery and development of key Council services. The Policy expresses Council's commitment to positive employee relations and supports the implementation of key employment policies and procedures e.g. Council's Dignity at Work Policy, LGSC Code of Procedures on Recruitment & Selection, Learning and Development Policy, Re-organisation, Re-deployment and Redundancy Policy.</p>
4.4	<p>Screening & Impact Assessments</p>
	<p>Equality & Good Relations Implications: N/A</p>
	<p>Rural Needs Implications: N/A</p>
5.0	<p>Recommendation(s)</p>
	<p>Members are asked to approve the revised Equal Opportunities Policy.</p>
6.0	<p>Documents Attached & References</p>
	<p>Mid Ulster District Council's Equal Opportunities Policy</p>