

## **EQUAL OPPORTUNITIES**

### **GENERAL POLICY STATEMENT**

The Office of the Police and Crime Commissioner is committed to a policy of equal opportunities in employment.

The aim of this policy seeks to ensure that no job applicant or member of the force receives less favourable treatment on the grounds of sex, marital status, race, colour, ethnic origin, nationality, religion, politics, disability, age, social position, sexual orientation or is disadvantaged by conditions or requirements which cannot be shown to be justified.

The Office of the Police and Crime Commissioner seeks to ensure that its employees are not victimised or subjected to sexual or racial harassment.

This policy concerns all aspects of employment for existing staff and potential employees.

Both the employer and any individual employee can be held personally liable in actions brought under Equal Opportunities legislation.

The Office of the Police and Crime Commissioner have particular responsibility for the implementation, monitoring and regular review of the policy. To ensure that supervisors and other relevant staff understand their position in law and under force policy, training and guidance will be provided.

The law requires that individuals shall not unlawfully discriminate nor help others to do so.

Eliminating discrimination and providing equality of opportunity depends upon personal commitment and all members of staff without exception must observe the requirements of this policy and apply its principles.

Individuals who feel that they have grounds for complaint in relation to discrimination may pursue their complaints through the South Yorkshire Police Grievance Procedure or the relevant statutory avenues.

Recruitment, selection, training and promotion practices and policies within the Office of the Police and Crime Commissioner will be consistently monitored to ensure that the equal opportunities policy is being properly implemented and where barriers to equality of opportunity are identified, any necessary changes will be made.

In addition to the strict compliance with the law, it is believed that the efficiency and integrity of the Office of the Police and Crime Commissioner will be improved if it seeks to develop the skills and abilities of all employees. It is further expected that its commitment to fairness and equality will be reflected in the dealings of its staff with the public.