The Parish of Thornton & Allerton
Equal Opportunities Statement

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The parish of Thornton & Allerton is committed to providing equal opportunities in employment and the workplace and in avoiding unlawful discrimination. Accordingly, the parish of Thornton & Allerton will ensure that recruitment and selection, training and development, and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, class or caste, religious belief or lack of religious belief (unless this is an occupational requirement), disability, trade union membership or non-membership, gender or sex, sexual orientation, marital status, age, responsibility for dependents or being a part-time or fixed-term worker.

The parish of Thornton & Allerton has an objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

The Senior Leadership Team and Line Managers have the primary responsibility for successfully meeting these objectives by:

- Not discriminating in the course of employment against employees or job applicants;
- Not inducing or attempting to induce others to practise unlawful discrimination; and
- Bringing to the attention of employees the fact that they may be subject to action under the Disciplinary Policy and Procedure for discrimination of any kind that may arise.

Employees can contribute by:

- Not discriminating against fellow employees, suppliers or members of the public with whom they come into contact during the course of their duties;
- Not inducing or attempting to induce others to practise unlawful discrimination; and
- Reporting any discriminatory action to their line manager and/or the HR team.

The successful achievement of these objectives necessitates a contribution from everyone and we all have an obligation to report any act of discrimination known to us. If any employee considers that they are a victim of discrimination, they should raise the issue using the Grievance Policy and Procedure to a senior member of the leadership team who is independent from the situation.