



FALMOUTH & TRURO PORT HEALTH AUTHORITY

EQUAL OPPORTUNITIES AND DIVERSITY POLICY STATEMENT

- ✓ Falmouth and Truro Port Health Authority positively supports the principle of equal opportunities in the provision of services and employment. It opposes all forms of unlawful or unfair discrimination.

- ✓ Equality of opportunity means that service users, job seekers, contractors, suppliers and employees will be treated equally and fairly regardless of their colour, race, nationality, ethnic or national origin, religion, gender, marital status, sexuality, disability, age or any other unjustifiable criterion.

- ✓ The Authority welcomes and values the diversity of its workforce, the people and the communities in the district and of the people who use our services. The Authority is seeking to ensure that through its policies, service delivery, employment, contracting and funding practices, we achieve the highest possible equality standards.

Falmouth and Truro Port Health Authority's Equal Opportunities and Diversity Policy has been developed in accordance with the following legislation:

- ❖ Equal Pay Act 1970
- ❖ Race Relations Acts 1976 and 2000
- ❖ Sex Discrimination Acts 1975 and 1986
- ❖ Disability Discrimination Act 1995
- ❖ Human Rights Act 1998.

OUR COMMITMENT TO DIVERSITY

- ✓ Falmouth and Truro Port Health Authority, in the delivery of its services and in its employment of staff, will be proactive in eliminating discrimination on grounds of colour, race, nationality, ethnic or national origin, religion, gender, marital status, sexuality, disability, age or any other unjustifiable criterion.
- ✓ Falmouth and Truro Port Health Authority will take appropriate action to assist disabled persons to have access to our services and to job opportunities that arise within the Authority.
- ✓ Falmouth and Truro Port Health Authority will treat people equally and ensure their rights are respected at all times.
- ✓ Falmouth & Truro Port Health Authority will not discriminate against people because of their age.
- ✓ Falmouth and Truro Port Health Authority will respect the right of people to have a private and family life and will give every consideration to working patterns to facilitate this.
- ✓ Falmouth and Truro Port Health Authority will respect the right of individuals to have religious beliefs of their own choosing.

Breach of Policy

The policy and the procedures and practices complementing it must be strictly adhered to. Any breach of the policy will be taken very seriously and appropriate action taken. Where this applies to an employee of the Falmouth and Truro Port Health Authority, the disciplinary procedure may be invoked.

Complaints Procedure

Any person wishing to make a complaint about any matter where they feel the actions of Falmouth and Truro Port Health Authority or any of its employees, contractors or suppliers falls short of the commitments made in this statement, should write describing the nature of their complaint to the Chief Port Health Officer, Falmouth & Truro Port Health Authority, The Docks, Falmouth, Cornwall. TR11 4NR.