

Introduction

It's our people that make Fife Council and we are committed to supporting our workforce through a positive culture, good leadership, inclusive experiences, development opportunities and support for employee wellbeing. That's why we work hard to be an inclusive employer, so everyone at Fife Council can be themselves and deliver their best work. It's an important part of being a fair and responsible organisation.

We want our people to feel confident to share their perspective so we can share ideas and challenge each other's thinking because our people matter.

Purpose of this policy

This policy sets out our commitment to equality, diversity and inclusion as an organisation, whilst highlighting our zero tolerance to discrimination, harassment, bullying and victimisation. Our Discipline and Grievance policies are in place to ensure fair treatment and encourages all employees to achieve and maintain standards of conduct.

Guiding principles

Everyone who works with and for us should be treated fairly, with respect and should feel safe to be themselves. We don't tolerate discrimination, harassment, bullying or victimisation at work in any form and our Discipline and Grievance policies are in place to deal with breaches. We expect all our employees to work together to create an inclusive working environment.

We make employment opportunities at Fife Council equally available to all. We make employment decisions fairly, based on merit, qualifications, ability, performance and skills.

This policy applies to all elements of employment and work and is particularly relevant when we make decisions about:

- Our employment policies
- Recruitment and selection
- Skills development

We believe everybody should be treated equally because it's the right thing to do and our people matter. There are laws in place to protect people from discrimination, based on the following characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

Scope

Our policy applies to everyone who works at Fife Council and those who may be applying for jobs with us. It encompasses how we behave towards our colleagues, members of the public, contractors and customers.

Review of Policy

We will continually seek to develop our approach to equality, diversity and inclusion by identifying best practice in employment and Service delivery.

This policy will be kept under review to ensure that it reflects best practice and changes to legislation. We will review this in consultation with the Trade Unions, Services and Fife Centre for Equalities.

While Human Resources are responsible for developing and monitoring this policy, it is the responsibility of every employee to ensure that the policy is followed.

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