








**PENZANCE COUNCIL – 19 JANUARY 2026****REPORT FOR DECISION****DISPOSAL OF ASSET – TRANSFER OF PAINTING TO THE NATIONAL ARMY MUSEUM**

Our Culture	Our Decision Making	Our Environment	Our Money	Our People	Our Places	Our Resilience & Wellbeing
						

**Recommendation:**

The oil on canvas painting ‘*The Battle of Tubabacelong*’ by Louis Chevallier Desange be transferred to the National Army Museum, London.

**Background:**

Louis William Desanges (1822 – c.1887)

**The Capture of Tubabecelong, Gambia, 1866**

Oil on canvas

This painting commemorates the heroism of Lance-Corporal Samuel Hodge of the 4th West India Regiment, who was the first soldier of African descent to be awarded the Victoria Cross.

Col. D’Arcy, who took a distinguished role in this battle (and who also features in the painting), was a resident of Penzance following his retirement from the army.

In the late 1850s, Louis Desanges, a British painter descended from an aristocratic French émigré family, embarked on a series of portraits of soldiers and sailors who had been awarded the recently instituted Victoria Cross for their actions during the Crimean War and Indian Mutiny. Some of these paintings were displayed at the Crystal Palace in 1862 and there were numerous unsuccessful moves to acquire the collection for the nation.

The collection was eventually given to Wantage Town Council and later dispersed; this one being given to Col. D’Arcy. Upon his death, he bequeathed it to his neighbour, Mrs Nicholas Paul who, in turn, gifted it to Penzance Museum in 1931.

Its inclusion in the exhibition *Africa's Sons under Arms: The West India Regiments and the British Empire*, held at the Museum of London in 2017, highlighted the national significance of the painting. After discussion and consideration by the Curatorial and Directorial staff at Penlee House, as the work does not fit with Penlee House Gallery & Museum's Collecting Policy, which seeks '*To collect, preserve, display and interpret art depicting the far west of Cornwall and art associated with that area*' it is felt that the painting should be transferred to an institution where it has a greater connection to the context of the existing collection, thereby giving it a stronger narrative, and where it can be accessed by a much larger audience.

The Museums Association Disposals Toolkit framework advocates that items for disposal be transferred to a more relevant, preferably public, institution.

We have therefore contacted the National Army Museum which owns several other works by Desanges, including many from this series to see if they would be willing to accept the transfer of the painting into their collections.

They state: 'This is a donation that will certainly build on our representation of work by the artist Desanges and in re-telling the associated VC history of Samuel Hodge. In the collection we already have a VC document which details early VC recipients, of which Samuel Hodge is featured. It feels fitting that this painting can be re-homed in the context of the National Army Museum'.

The painting was recently valued at £145,000.

This report was considered by the Arts and Culture Committee at its meeting held on 24 November 2025 where it unanimously resolved to make the recommendation set out above.








Verity Anthony  
Director (maternity cover) / Visitor Experience & Retail Manager, Penlee House  
Gallery & Museum

Katie Herbert  
Curator/Deputy Director, Penlee House Gallery & Museum

**PENZANCE COUNCIL – 19 JANUARY 2026**

**REPORT FOR DECISION**

**PROPOSED CHANGES TO POLICIES**

Our Culture	Our Decision Making	Our Environment	Our Money	Our People	Our Places	Our Resilience & Wellbeing
						
	✓			✓		✓

**RECOMMENDATION**

1. The updated Whistleblowing Policy, set out using tracked changes at Appendix 1 to this report, be approved and the document be adopted.
2. The updated Equal Opportunities Policy, set out using tracked changes at Appendix 2 to this report, be approved and the document be adopted.

**BACKGROUND**

As part of the ongoing review and revision of the Council’s suite of governance and employment policies, officers have undertaken a comprehensive evaluation of key documents to ensure they remain legally compliant and aligned with relevant guidance including ACAS and NALC.

These form part of the wider rolling programme of policy review and further reviewed policies will be presented in due course.

<b><u>Policy Name</u></b>	<b><u>Notes</u></b>

<b>Whistleblowing</b>	Key points:  <ol style="list-style-type: none"><li>1. Clear alignment with Public Interest disclosure Act 1998 and Employment Rights Act 1996</li><li>2. Clearer explanations, more procedural less narrative approach gives clearer transparency and encourages staff to raise concerns earlier.</li><li>3. Three options for consistency and transparency</li><li>4. Inclusion of legal rights and routes to escalate externally</li></ol>
<b>Equal Opportunities</b>	Key points:  <ol style="list-style-type: none"><li>1. Updated to reflect Equality Act 2010 requirements, Worker protection (Amendment of equality act 2010) Act 2023, and EHRC best-practice guidance.</li><li>2. Supreme court ruling on the definition of “man” “woman” and “sex” has been considered and is correctly applied</li><li>3. Duplication and unnecessary wording removed</li></ol>

This report was considered by the Finance and General Purposes Committee at its meeting held on 15 December 2025 where it was resolved to make the recommendations set out above.

Appendix 1 – Updated Whistleblowing Policy  
Appendix 2 – Updated Equal Opportunities Policy

Cal Bagshaw  
Corporate Services Manager



**CURRENT POLICY STATUS**

Version:	3	Approving Body:	Full Council
Date:	23/08/2023	Date of Approval:	16/08/2023
Responsible Officer:	Town Clerk	Minute Reference:	50(a)
Overview Committee:	Personnel	Review Date:	08/2024

**VERSION HISTORY**

DATE	VERSION	AUTHOR/EDITOR	COMMENTS
02/2019	2	Senior Admin Officer	Update provide by SW Councils
23/08/2023	3	SG	
15/12/25	4		

**REVIEW RECORD**

DATE	TYPE OF REVIEW	COMPLETED BY
02/2019	Annual	Senior Admin Officer
08/2023	Annual	CSM/Town Clerk/Council

**4. POLICY STATEMENT**

~~Employees are often the first to realise that there may be something wrong within their organisation. However, they may not feel able to express their concerns because they feel that speaking up would be disloyal to their colleagues or to their employer. They may also be apprehensive about the consequences and they may mistakenly feel that it may be easier, therefore, to ignore the concern rather than report what may be no more than a suspicion of malpractice.~~

~~Penzance Council is committed to the highest standards of openness, probity, and accountability. It expects employees, and others that it deals with, who have serious concerns about any aspect~~

(v3) Approved and adopted by Penzance Council: 16 August 2023

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Penzance Council

Whistleblowing Policy

~~of the Council's work, to come forward and voice those concerns. The word 'whistleblowing' in this procedure refers to the disclosure, internally or externally, by employees of malpractice, as well as illegal acts or omissions at work.~~

~~This policy makes it clear that all employees can report, in a confidential manner, their concerns without fear of victimisation, subsequent discrimination or disadvantage, and is intended to encourage and enable serious concerns to be raised with the Council, rather than overlooking a problem or 'blowing the whistle' outside. It is stressed that under the Public Interest Disclosure Act 1998, employees of the Council who speak out against corruption or malpractice at work have statutory protection against victimisation, dismissal or other disadvantage.~~

~~Penzance Council expects that any fraud, misconduct or wrongdoing by staff or others working on behalf of the council is reported and properly dealt with. The Council therefore requires all individuals to raise any concerns that they may have about the conduct of others who are a part of, or are employed by, the Council. This policy sets out the way in which individuals may raise any concerns that they have and how those concerns will be dealt with.~~

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**Background**

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~~The Public Interest Disclosure Act 1998 amended the Employment Rights Act 1996 to provide protection for workers who raise legitimate concerns about specified matters in the public interest. These are called "qualifying disclosures". A qualifying disclosure is one made by an employee who has a reasonable belief that:~~

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- ~~• a criminal offence;~~
- ~~• a miscarriage of justice;~~
- ~~• an act creating risk to health and safety;~~
- ~~• an act causing damage to the environment;~~
- ~~• a breach of any other legal obligation; or~~
- ~~• concealment of any of the above;~~

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~~is being, has been, or is likely to be, committed.~~

~~It is not necessary for the complainant to have proof that such an act is being, has been, or is likely to be, committed - a reasonable belief is sufficient. The complainant has no responsibility for investigating the matter - it is the Council's responsibility to ensure that an investigation takes place.~~

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~~Any officer/employee who makes such a protected disclosure has the right not to be dismissed, subjected to any other detriment (e.g. disciplinary action), or victimised because they have made a disclosure, provided that the employee reasonably believes that the subject of the disclosure is in the public interest and the employee reasonably believes that the information disclosed and any allegation contained in it are substantially true.~~

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~~Workers- are We encouraged you to raise any your concerns under this procedure in the first instance.~~

2. SCOPE

This policy applies to ~~officersemployees~~ of Penzance Council, ~~Agency workers, casual workers and other individuals performing functions for the Council, such as contractors.~~ ~~are also encouraged to use the procedure.~~

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3. AIMS

This policy aims to:

- Encourage ~~workersemployees~~ to feel confident in raising serious concerns ~~in these cases where they do not wish to use the normal reporting routes within their departments;~~
- Provide alternative ~~avenues options~~ for raising concerns;
- Ensure that responses to concerns are made; and
- Reassure ~~workersemployees~~ that they will be protected from possible reprisals or victimisation if they have made a qualifying disclosure to address their concerns.

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4. Background

~~The law provides protection for employees who raise legitimate concerns about specified matters. These are called 'qualifying disclosures'. A qualifying disclosure is one made in the public interest by an employee who has a reasonable belief that one of the following is being, has been, or is likely to be committed:~~

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- ~~A criminal offence;~~
- ~~A miscarriage of justice;~~
- ~~An act creating a risk to health and safety;~~
- ~~An act causing damage to the physical environment;~~
- ~~A breach of any other legal obligation; or~~
- ~~Concealment of any of the above~~

~~An employee who makes such a protected disclosure has the right not to be dismissed, subjected to any other detriment (e.g. disciplinary action), or victimised because he/she has made a disclosure.~~

~~The employee has no responsibility for investigating the matter; it is the Council's responsibility to ensure that an investigation takes place.~~

~~The Council fully understands that employees who are members of a Trade Union may, in the first instance, wish to seek advice and guidance from their Union on the application of this Procedure.~~

~~This procedure is for disclosures about matters other than a breach of an employee's own contract of employment. If an employee is concerned that his/her own contract has been, or is likely to be, broken, he/she should use the Council's Grievance Procedure.~~

**PRINCIPLES**

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(v3) Approved and adopted by Penzance Council: ~~16 August 2023~~

- Workers may choose to raise a concern internally or directly with an appropriate external prescribed body. Both routes may result in a protected disclosure under the Public Interest Disclosure Act 1998.
- Everyone should be aware of the importance of preventing and eliminating wrongdoing at work. OfficersStaff and others working on behalf of the Ceouncil should be watchful for illegal or unethical conduct and report anything of that nature when~~that~~ they~~become first become~~ aware of.
- Any matter raised under this procedure will be investigated thoroughly, promptly and confidentially, and the outcome of the investigation reported back to the person who raised the issue.
- If misconduct is discovered as a result of any investigation under this procedure the Council's~~our~~ disciplinary procedure will be used, in addition to any appropriate external measures.
- An instruction to cover up wrongdoing is itself a disciplinary offence. If told not to raise or pursue any concern, even by a person in authority such as a manager, officers~~you~~ should not agree to remain silent. T~~You should report the matter should be reported to te~~ either the Town Clerk or the Chair of the Council or, if they may be involved, the Democratic Services and Governance Officer who will then make arrangements to convene the appropriate Committee to consider the matter.

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## SAFEGUARDS

6.

### a. Harassment or Victimisation

~~Penzance Council recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from the person(s) who is/are the subject of the complaint. However, if employees state the truth when making a disclosure they should have nothing to fear because they will be doing their duty to their employer and those for whom they are providing a service.~~

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~~The Council will not tolerate any form of harassment or victimisation by any worker and will take appropriate action to protect individuals when they make a qualifying disclosure.~~

- The Council will ensure that no officer, or any person working on its behalf, is subjected to any detrimental treatment by Penzance Council as a result of raising a concern in good faith under this procedure.~~officerG~~ This means that the continued employment and opportunities for future promotion or training of the officer/worker will not be prejudiced because they have raised a legitimate concern.
- Victimisation of an individual for raising a qualified disclosure will be a disciplinary offence.

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**b- Confidentiality**

- All concerns will be treated in confidence and every effort will be made to protect an ~~worker~~employee's identity if that is their wish. ~~However, a~~At the appropriate time, ~~however,~~ they may need to be called as a witness, following a full factual investigation of the concerns raised.
- ~~When an individual makes a disclosure, the Council~~we will process any personal data collected in accordance with the data protection policy. Data collected from the point at which the individual makes the report is held securely and accessed by, and disclosed to, individuals only for the purposes of dealing with the disclosure.

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**c- Anonymous Allegations**

In order to ensure that ~~officers~~employees receive the protection of the Public Interest Disclosure Act 1998, ~~they~~employees should put their name(s) to their concern(s). ~~Concerns expressed anonymously are much less convincing.~~ Anonymous concerns and allegations ~~may be investigated but this will therefore be investigated~~at the discretion of ~~either the Council, the appropriate Committee or the Town Clerk, dependent on the nature of the allegation.~~

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In exercising this discretion the factors to be taken into account ~~may would~~ include:

- The seriousness of the issues raised;
- The credibility of the concern(s); and
- The likelihood of confirming the allegation from factual evidence.

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**d- Unsubstantiated Allegations**

If a ~~workern~~employee makes an allegation which they reasonably believe to be true but it is not confirmed by the investigation, no action will be taken against them, ~~by the Council.~~ However, if ~~a worker~~they makes an allegation frivolously, maliciously, or for personal gain, disciplinary action may be taken against them, ~~and/or their their contract/position working on behalf of the Council may be terminated.~~

**PROCEDURE OPTIONS FOR MAKING A DISCLOSURE**

~~If a workeryou believes a Councillor has breached the Ceouncillor Code of Conduct then their concerns should be directed to the Monitoring Officer, then raise it with the Chair of the Council. Concerns relating to an alleged breach of the councillor Code of Conduct will be referred to the Monitoring Officer for investigation.~~

~~This procedure is for disclosures about matters other than a breach of an officer'syour own contract of employment, which should be raised via the Grievance Procedure.~~



Penzance CouncilWhistleblowing Policy

- [The Financial Conduct Authority](#)
- [Devon and Cornwall Police](#)

~~6. You can find the full list in The Public Interest Disclosure (Prescribed Persons) Order 2014: [www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/496899/BIS-16-79-blowing-the-whistle-to-a-prescribed-person.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/496899/BIS-16-79-blowing-the-whistle-to-a-prescribed-person.pdf)~~

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~~a. Step One – Raising a Concern~~

~~Whenever possible you should raise your concern with your line manager. If this is not appropriate, you should approach the Town Clerk. If the complaint is about the Town Clerk then your concern should be raised with the Chair of the Personnel Committee who should in turn consult the Corporate Services manager. They will then advise the Chair of the Personnel Committee on appropriate action and act on their behalf if necessary should an investigation be deemed appropriate.~~

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~~b. Step Two – How The Council Will Respond~~

~~The action taken will depend on the nature of the concern. The matters raised may:~~

- ~~• be investigated internally by management, or through the disciplinary or other internal process~~
- ~~• be referred to the Police~~
- ~~• be referred to the External Auditor~~
- ~~• form the subject of an independent inquiry.~~

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~~In order to protect individuals and the Council, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take.~~

~~Concerns or allegations which fall within the scope of specific procedures of the Council will normally be referred for consideration under those procedures. Some concerns may be resolved by agreed action without the need for investigation. If urgent action is required this will be taken before any investigation is conducted.~~

~~You will be written to within ten working days:~~

- ~~• acknowledging that the concern has been received~~
- ~~• indicating how the Council proposes to deal with the matter~~
- ~~• giving an estimate of how long it will take to provide a final response~~
- ~~• informing you if any initial enquiries have been made~~
- ~~• whether further investigations will take place and, if not, why not~~

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~~c. Contact~~

~~The amount of contact between the officers considering the issues and you will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, further information will be sought.~~

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(v3) Approved and adopted by Penzance Council: ~~16 August 2023~~

d. Attending Meetings

When any meeting is arranged, ~~a worker who is required to attend has you have~~ the right to be accompanied by a trade union representative or a workplace colleague who is not involved in the area of work to which the concern relates.

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e. Support

The Council will take steps to minimise any difficulties ~~workersyou~~ may experience as a result of raising a concern. For instance, if ~~theyyou~~ are required to give evidence in criminal or disciplinary proceedings, the Council will advise or arrange for ~~theyyou~~ to have advice about the procedure. The Council will not tolerate harassment or victimisation (including informal pressures) and will take action to protect individuals who raise a concern in good faith.

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The Council accepts that ~~workersyou~~ need to be assured that concerns will be properly addressed and, subject to legal constraints, will provide information about the outcomes of any investigations.

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~~7. HOW THE MATTER CAN BE TAKEN FURTHER~~

~~This procedure is intended to provide individuals with an avenue to raise concerns within Penzance Council. If you are not satisfied, and feel it is right to take the matter further, the following are possible contacts:~~

- ~~• Public Concern at Work~~
- ~~• Audit Commission~~
- ~~• the Police~~
- ~~• Health and Safety Executive~~
- ~~• Her Majesty's Revenue and Customs~~

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~~If a matter is taken outside the Council, you must take all reasonable steps to ensure that confidential or privileged information is not disclosed. If in doubt, check with the Town Clerk.~~



CURRENT POLICY STATUS

Version:	<del>3</del>	Approving Body:	<del>Full Council</del>
Date:	<del>22/08/2023</del>	Date of Approval:	<del>16/08/2023</del>
Responsible Officer:	<del>Town Clerk</del>	Minute Reference:	<del>50(a)</del>
Overview Committee:	<del>Personnel</del>	Review Date:	<del>08/2024</del>

VERSION HISTORY

DATE	VERSION	AUTHOR/EDITOR	COMMENTS
22/08/2023	2	SG	

REVIEW RECORD

DATE	TYPE OF REVIEW	COMPLETED BY
03/2018	Annual	Senior Admin Officer
08/2023	Annual	CSM/Town Clerk/Council
<u>12/2025</u>		<u>CSM</u>

Penzance Council is an Equal Opportunities employer.

1. INTRODUCTION

1.1 ~~1.1~~ Penzance Council is a provider of services and an employer in Penzance and understands the inequality which some individuals and groups in ~~our~~ society experience.

1.2 ~~1.2~~ Penzance Council recognises its duties under the Equality Act 2010, including the Public Sector Equality Duty (PSED) to eliminate discrimination, advance equality of opportunity, and foster good relations.

(v2) Approved and adopted by Penzance Council: 16 August 2023

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Penzance Council

Equal Opportunities Policy

1.2 ~~Penzance Council is~~~~We are~~ committed to creating and developing a positive approach to equal opportunities in the delivery of all ~~of its~~~~our~~ services and employment.

1.3 The key aims of this equal opportunities policy are to:-

- provide equality of opportunity for all
- promote an inclusive culture
- respect and value differences of everyone
- prevent discrimination, harassment, including sexual harassment, and victimisation
- promote and foster good relations across the workforce and with partners and community
- ensure decisions are based on merit, objective criteria and fair process

## 2. THE POLICY

~~Penzance Council is committed to being an effective Equal Opportunities organisation. This means that the~~~~The~~ Council will do everything in its power to ensure that everyone is treated fairly and with respect at all times.

This policy applies to employees, Councillors, volunteers, agency workers, contractors, and all applicants for employment.

This applies to all areas of the Council's activities; including recruitment, employment, and provision of Council services.

### 2.1 As an Employer

~~The Council~~~~We~~ will provide equality, respect and fairness for all in ~~its~~~~our~~ employment and will not discriminate on grounds of:-

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race (including ethnic origin, skin colour, nationality, and national origin);
- Religion or belief or lack thereof;
- Sex; or
- Sexual orientation
- 

The Council will make reasonable adjustments for disabled employees and applicants to ensure equality in recruitment, development, and day-to-day employment.

All employees will be treated fairly and with respect regardless of position, part-time/full-time working, or length of contract. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability.

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Penzance Council

Equal Opportunities Policy

All ~~employees~~Officers, Councillors and officers are required to ~~treat one another with mutual respect. Actions, behaviour, and attitudes should consistently demonstrate respect for the dignity and worth of an individual~~behave in a way that upholds dignity and respect.

Harassment and discrimination in any form is unacceptable behaviour and offenders will be ~~subject to disciplinary action~~addressed in line with the Council's Dignity at Work and Disciplinary policies.

## 2.2 As a Service Provider

The Council will strive to ensure that all services provided by, or on behalf of, the Council are made accessible to all individuals and groups equally and without discrimination.

The Council will meet its duties under the Equality Act 2010 regarding service delivery and accessibility. It will take reasonable steps to identify and remove barriers that disproportionately affect protected groups.

All service users will be treated with respect. Actions, behaviour, and attitudes will consistently demonstrate respect for the dignity and worth of an individual.

The Council will, wherever appropriate, work in partnership with other agencies in the area; including the ~~relevant unitary, county, district, and borough~~ councils, voluntary groups, and community organisations to promote equal opportunities.

The Council expects contractors, suppliers and organisations carrying out work on its behalf to comply with the Equality Act 2010 and to have appropriate equality policies and practices in place.

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The Council may include equality requirements within tender documentation and will take reasonable steps to ensure contractors uphold these standards.~~The Council will ensure that all contractors directly supplying goods and services or executing works for, or on behalf of, the Council comply with this Council's stated policy on equal opportunities.~~

## 3. THE POLICY IN ACTION

### 3.1 As an Employer

The Council ~~aims to achieve the policy by~~will:

- ~~Ensuring that its employees~~officers are made aware of their of their rights and responsibilities to each other, the customer, and the organisation regarding equal opportunities issues~~regarding~~for equality and inclusion;
- ~~Providing~~a way in which individuals can communicate any~~clear routes for raising concerns via competent named personnel as defined in the~~including informal resolution, Dignity at Work, Grievance and Whistleblowing Policies;
- ~~Treating any unacceptable behaviour seriously; and~~Respond promptly and proportionately to any concerns;
- ~~Ensuring that all Managers realise they have a key role in~~take responsibility for implementing this policy~~y and are expected to take personal responsibility for ensuring its success.~~

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(v2) Approved and adopted by Penzance Council: ~~16 August 2023~~

Penzance Council

Equal Opportunities Policy

- ~~Demonstrate~~ modelling expected behaviours
- Embed fair, transparent and objective decision-making in recruitment, training and progression

### 3.2 As a Service Provider

The Council ~~aims to achieve its policy by~~ will:

- ~~Ensure services are accessible and delivered fairly to all; Ensuring that employees are made aware of the Council's standards of service and customer care, including equal treatment in service delivery;~~
- ~~Ensuring that no member of the public is disadvantaged or treated less favourably than others in terms of access to Council services. Where the Council's practices, policies, or procedures are found to make access impossible or unreasonably difficult, we will take such steps as are reasonable in the circumstances to change these practices, policies or procedures; Identify and address barriers that prevent equitable access;~~
- Ensuring that, wherever practical, all public buildings and premises owned or managed by the Council are accessible to all. Where this is impractical in the short-term, it we will provide reasonable alternative methods of access so that no member of the public is disadvantaged by physical barriers;
- ~~Recognising the importance of communication in attaining equality and providing quality services, which are responsive to the needs of all local people, for example through the provision~~ Provide ~~of information in accessible formats (for example: large print, easy read, digital formats, audio, or alternative languages upon request)~~ of information in accessible formats (for example: large print and on audio tape on request;
- Complying with all relevant legislation relating to discrimination and equality.

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## 4. ROLE OF COUNCILLORS AND OFFICERSEMPLOYEES

4.1 ~~All Councillors, and employees are responsible for implementing the Council's Equal Opportunities Policy~~ officers and anyone else working on behalf of the Council share responsibility for upholding this policy.

~~4.2~~ Managers and supervisors are responsible for implementing it, taking early action on concerns, and ensuring fair and objective decision-making. Councillors must also follow the Councillor Code of Conduct, which requires respectful and non-discriminatory behaviour. It is important that all individuals who are employed by the Council appreciate that they have a responsibility and a role to play in the provision of equal opportunities.

## 5. COMPLAINTS

5.1 Complaints from staff about discrimination, harrasment or unfair treatment will be ~~dealt with as laid down in~~ considered under in line with the Council's Dignity at Work and/or ~~Grievance Policies~~ procedure.

5.2 Complaints from Members about discrimination or unfair treatment will be considered under ~~dealt with as laid down in~~ the Council's Protocol on Member/Officer Relations and the Dignity at Work Policy.

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(v2) Approved and adopted by Penzance Council: 16 August 2023

Penzance Council

Equal Opportunities Policy

~~5.3 Applicants who believe they have been treated unfairly may raise concerns with the recruiting manager, Corporate Services Manager or Town Clerk. Concerns will be reviewed impartially and responded to in writing. Any prospective employee wishing to raise a complaint should do so, in writing, to the Town Clerk within 15 days, at the latest, of the alleged incident. An investigation will then be conducted by a representative of the Council who has not been previously involved with the selection procedure. The individual will receive written notification of the outcome.~~

~~5.4 Complaints from m~~Members of the public ~~may use about discrimination or unfair treatment will be dealt with through the~~ the Council's Complaints Procedure ~~to raise concerns about discrimination or unfair treatment.~~

## 6. MONITORING AND REVIEW

[6.1](#) The Council's Personnel and Finance and General Purposes Committees will have responsibility for the implementation and monitoring of the policy as it applies to the Council as an employer.

[6.2](#) Penzance Council will have responsibility for implementing and monitoring the policy as it applies to the Council as a service provider, involving local community and voluntary groups in the monitoring process where appropriate.