

## **ALCESTER TOWN COUNCIL**

### **EQUALITY AND DIVERSITY POLICY**

The aim of this policy is to communicate the commitment of Alcester Town Council, its Councillors and staff to meeting the Public Sector Equality Duty, which came into force on 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies, representation and services, which are efficient and effective, accessible to all and which meet different people's needs.

#### 1. Policy Statement

It is Alcester Town Council's policy to provide representation, information, facilities, services and employment to all residents irrespective of:

- Gender
- Marital or civil partnership status
- Having just had a baby or being pregnant
- Having or not having dependants
- Religious belief or political opinion
- Country of origin
- Length of residence in the town
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

Alcester Town Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions will be made objectively and without unlawful discrimination.

Alcester Town Council recognises that supporting Equality is of primary importance. This policy will help all those who are Councillors or who work for the Council to develop sound and effective policies that impact on the town, community and surrounding areas.

Alcester Town Council aims to create a culture that respects and values each other's differences and that promotes dignity, equality and diversity. The Council aims to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

Alcester Town Council will challenge discrimination. The Council aims to provide equality and fairness to all in the community and expects all Councillors and staff to be aware of and understand the Equality Act 2010.

## 2. Equality Commitments

Alcester Town Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a positive and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling the Council's legal obligations under equality legislation and associated codes of practice.
- Complying with the Council's Equality and Diversity Policy.
- Taking lawful affirmative and positive action where appropriate.

## 3. Implementation

In order to implement this Policy, the Clerk will:

- Communicate the policy to all Councillors and staff
- Communicate the policy to residents via the website
- Incorporate the principles contained in this Policy into general practices
- Make this policy accessible in hard copy for those who are unable to access the website

## 4. Monitoring & Review

The effectiveness of this Equality and Diversity Policy will be reviewed annually, and action taken as necessary.

In addition to the Council's internal complaints procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

September 2018

Approved by Presidium – 25<sup>th</sup> September 2018

Adopted by Full Council – 6<sup>th</sup> November 2018