

# **WEST MOORS TOWN COUNCIL**



## **EQUALITY and DIVERSITY POLICY**

Adopted by the Council on 26<sup>th</sup> November 2020  
Reviewed 25.01.2024

# **EQUALITY and DIVERSITY POLICY**

## **1. POLICY STATEMENT**

West Moors Town Council is committed to complying with current and future legislation with regard to diversity and equality. The Town Council believes that meeting the needs of our residents, councillors and staff can only be achieved through recognising and appreciating the value of each individual.

Our aim is to create an environment that respects the diversity of councillors, staff, and service users and enable them to achieve their full potential, to contribute fully, derive maximum benefit from their contact or involvement with the Town Council.

To this end the Town Council is committed to and will strive to embed in all its activities, the following rights for ALL:

- To receive a professional and appropriate service.
- To be treated with respect and dignity
- To be treated fairly with regards to all procedures, assessments and choices.
- To receive encouragement to reach their full potential.
- No form of intimidation, bullying or harassment will be tolerated.

To achieve the above, it is recognised that responsibility does not just lie with West Moors Town Council as a corporate body, but with Councillors individually, staff, service users, appointed contractors or service providers. They must all individually and collectively uphold these rights and act in accordance with them in their dealings or interaction with others.

## **2. STATUTORY DUTY**

The Council has legal and moral obligations specified in Equal Opportunities legislation in the Equal Opportunities Act 2010, Sex Discrimination Acts, the 1970 Equal Pay Act, the Race Relations Acts of 1976 and 2000, Disability Discrimination Act 1995, Equality Act 2010 and Public Sector Equality Duty.

Equality is inseparable from quality service provision. It represents good management practice.

No individual will be discriminated against. It is unlawful to discriminate or disadvantage against an individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Under the Equality Act 2010 these are known as “protected characteristics”.

### **3 POLICY OBJECTIVES**

Section 149 (Public Sector Equality Duty) of the Equality Act 2010 sets both general and specific duties to which public bodies are legally bound. The General Duties have resulted in WMTC having ‘due regard’ of the need to:

- 3.1 Ensure employment policies and practices are fair and equitable
- 3.2 Provide equality of access to the Town Council’s services by having regular access audits (Council office, pavilion, play areas, parking on TC owned land, cemetery)
- 3.3 Develop and support effective consultation (ensuring all sections of the community are part of our engagement)
- 3.4 Integrate equalities into mainstream policy, planning and service delivery and monitor and evaluate progress.
- 3.5 Accommodating and understanding different religious beliefs (consecrated and non-consecrated sections in the cemetery).
- 3.6 Provide suitable sports provisions in order to accommodate all.

### **4. IMPLEMENTATION**

The Town Council is committed to equality of opportunity in the provision of services and access to its facilities. The Council will deliver services that are relevant, of the highest quality possible and accessible. Training in relation to the roles and responsibilities of employees and the Council in delivering services will be sought and undertaken, in order to:

- Communicate the policy to Members, the Clerk and members of the public.

- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council.

**5. GRIEVANCE/DISCIPLINE**

Employees have a right to pursue a complaint concerning discrimination or victimisation via the council's grievance policy and procedure and bullying and harassment policy and procedure.

Discrimination and victimisation by employees will be treated as disciplinary offences and they will be dealt with under the council's disciplinary policy and procedure. Discrimination and victimisation by members will be referred to the monitoring officer.

**6. COUNCIL DOCUMENTS AND PROCEDURES**

- (a) Protocol 04 - Code of Conduct
- (b) Protocol 05 - Complaints procedure
- (c) Protocol 10 – Grievance Procedure
- (d) Protocol 21 – Standing Orders (As amended)

**7. POLICY REVIEW**

West Moors Town Council will review this policy as is necessary and appropriate, and at a minimum every 3 years.