



POLICY	EQUALITY
VERSION	1.1
LAST REVIEWED	02 February 2021

## 1 Policy statement

The Council is committed to encouraging equality and diversity amongst its workforce and councillors and eliminating unlawful discrimination.

The aim is to be truly representative of all sections of society and for each person to feel respected and able to give their best.

The Council, in providing goods and/or services and/or facilities is committed to the prevention of discrimination.

Everyone should understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow employees, suppliers and the public.

## 2 Purpose

- 2.1 Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- 2.2 Uphold the Equality Act 2010, which protects characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- 2.3 Oppose and avoid all forms of discrimination. This includes selection for employment, pay and benefits, terms and conditions of employment, grievances and discipline, dismissal, redundancy, parental leave, requests for flexible working, promotion, training and other developmental opportunities.

## 3 Commitment

- 3.1 Encourage equality and diversity in the workplace
- 3.2 Create an environment free from bullying, harassment, victimisation and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued
- 3.3 Include training about rights and responsibilities under the equality policy.

#### **4 Operation**

- 4.1 All complaints of bullying, harassment, victimisation and discrimination by fellow employees, suppliers, visitors, the public and any others in the course of the Council's activities will be taken seriously.
- 4.2 Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- 4.3 Opportunities for training and development will be made available to all to help and encourage development of their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the Council.
- 4.4 Decisions concerning staff will be based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act)
- 4.5 Employment practices and procedures will be reviewed when necessary, to ensure fairness and currency
- 4.6 The make-up of the Council and its employees will be monitored and reviewed to seek equality and diversity, to meet the aims and commitments of the Equality policy
- 4.7 Annual reviews and any necessary action will be carried out.