

## EQUALITY AND DIVERSITY POLICY

Tetbury Town Council is committed to encouraging equality and diversity and eliminating unlawful discrimination within the Council (including staff, Councillors, volunteers and contractors) and in the delivery of its service to the public.

Our aim is to treat people with respect and to encourage all staff, Councillors, volunteers and contractors to give their best and treat each other and members of the public with respect.

The objective of this Policy is to provide a framework for:

- Providing equality, fairness and respect for all in delivering our services and in our governance and employment practices
- Not unlawfully discriminating in delivering our services and in our governance and employment practices, in relation to the Equality Act 2010 protected 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.**
- Opposing and avoiding all forms of unlawful discrimination. This includes in delivery of our services to the public, in our governance, employment conditions, recruitment practices and in training or other developmental opportunities

The Council commits to:

- Encourage equality and diversity in the delivery of our service and within our governance and employment practices as this is good and proper practice and helps us to make the most of skills and deliver our services well
- Create a service-delivery and working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and contributions are recognised and valued. This commitment includes training staff and councillors about their rights and responsibilities under this policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination
- Ensure all staff and Councillors understand that they as individuals, as well as the Council as an employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- Make opportunities for training, development and progress available to all staff and Councillors, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation

The Public Sector Equality Duty also states that the Council should have due regard to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

END