



EQUALITY AND DIVERSITY POLICY

Stonehouse Town Council is committed to promoting equality and diversity and to eliminating unlawful discrimination. Our aim is to treat people with respect by making the Council an accessible, welcoming and inclusive organisation that respects the diversity of its staff, councillors, volunteers and members of the public.

Legal Responsibilities

This policy will adhere to the legal requirement as set out by the Equality Act 2010 which protects people from discrimination based on nine protected characteristics which are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

This Policy provides a framework for making equality integral to the way we make decisions, provide services, recruit and support our employees, provide training and other developmental opportunities, work with other organisations and involve the public.

Equality and Diversity Commitments

We are committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious environment in which all are treated with respect and dignity and in which no form of Intimidation or harassment is tolerated.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- Complying with this Equality & Diversity Policy and associated policies.
- Taking lawful affirmative or positive action where appropriate.

Implementation

The Chair/Deputy Chair of Town Council and the Chair/Deputy Chair of the Business Committee have specific responsibility for effective implementation of this policy. In order to implement this policy the Council will:

- communicate the policy to Members by notifying existing and new Members.
- endeavour through appropriate training to ensure that the Council does not consciously or unconsciously discriminate in the selection or recruitment of applicants for co-option/election to the Council.

- ensure Stonehouse Town Council aims to put equality and diversity issues at the core of service delivery and staff management.
- incorporate equal opportunities notices into general communications practices.
- ensure that adequate resources are made available to fulfil the objectives of this policy.

Monitoring and review

All employees, councillors and volunteers must be made aware of this policy and take responsibility for promoting equality and diversity and challenging discrimination. Every effort will be made to ensure that the policy is effectively implemented. Any breaches of the policy on the part of staff will be considered as misconduct, and if by councillors, as breach of the code of conduct. This Equality & Diversity Policy will be reviewed every four years, and the effectiveness of its implementation reviewed at least annually.

Adopted by the Town Council

Last Reviewed: 22nd April 2024 (TC3232)

Date: 2027