



# **Teignmouth Town Council**

## **Equality and Diversity Policy**

**Date presented for adoption: 23 June 2020**

**Agreed and Adopted: 23 June 2020**

**Review date: June 2021**

# **Teignmouth Town Council Teignmouth Equality and Diversity Policy**

## **1 Introduction**

The Equality Act 2010 came into force in October 2010. The legislation covers a prescribed set of protected characteristics, including age, disability, gender reassignment, marriage, civil partnership, pregnancy and maternity, race, religion or religious beliefs, sex and sexual orientation.

The Equality Act 2010 also covers prohibited conduct including discrimination, adjustments for people with disabilities, victimisation and harassment; services and public contracts; premises; employment; contracts and, advancement of equality. The latter provision specifies a public sector equality duty, which applies to town and parish councils.

There are a number of statutory Codes of Practice for which advice and guidance can be sought:-

- The Equality Act 2010 Code of Practice on Services, Public Functions and Associations.
- The Equality Act 2010 Code of Practice on Employment
- The Equality Act 2010 Code of Practice on Equal Pay.

## **2 Policy**

Teignmouth Town Council is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. In the implementation of this policy the town council will:

- Ensure that everyone is treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origins, religious or political belief or affiliation, age, gender, gender reassignment, marital status, sexual orientation, disability, socio economic background, or any other characteristic as listed within legislation.
- Promote diversity and equality and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio economic and other distinctive backgrounds.
- Challenge any inequality and less favourable treatment wherever practicable.
- Promote greater participation of under-represented groups by encouraging positive action to address inequality and promote an environment free of harassment and bullying on any grounds in relation to all staff, councillors, contractors, customers, and anyone who visits the council offices, other council owned or leased premises or anyone who attends meetings.

## **3 Commitment to Equality and Diversity**

Teignmouth Town Council is committed to:

- eliminating unlawful discrimination, harassment and victimisation
- advancing equality of opportunity between different groups
- fostering good relations between different groups.

Teignmouth Town Council aims to be;

- accessible
- accountable
- fair
- inclusive
- proactive
- professional
- responsible
- transparent

Teignmouth Town Council is committed to achieving equality of opportunity and valuing diversity in all areas of work. Through delivery of the services offered ensuring that they are accessible to all and that there is full recognition of the diversity of peoples' needs. Added to which, the town council's leadership role, working with and alongside partners to promote the importance of treating every individual with dignity and respect.

#### **4 Scope of the Policy**

This policy is designed to value diversity and to ensure equality of opportunity and access to services and that no one receives less favourable treatment on the grounds of:

Race

Gender reassignment

Disability

Sex

Sexual orientation

Age

Religion or belief

Caring for others

Trade Union or political activities

Pregnancy and Maternity

Marriage and Civil partnership

This list is by no means exhaustive.

## **5 Objectives of the Policy**

### **5.1 To improve delivery, information and access to services we will:**

- a) Make sure that all employees, contractors and users of any of our services are informed about our Equality and Diversity Policy
- b) Apply equal opportunities principles to work undertaken for the council by external contractors, other organisations in receipt of council funding (grants) and in work with our partners
- c) Rectify any elements of our work which have the potential for discrimination and prejudice.

### **5.2 To promote equality and diversity with other partners we will:**

Promote tolerance and respect between diverse groups and individuals.

Acknowledge and celebrate, wherever possible, the variety of lifestyles and cultures within the town.

Challenge all forms of discriminations with the town council and wider community.

Support the development of communities and assist them in challenging discrimination, harassment, bullying and violence.

### **5.3 Responsibility and Liability**

All members of staff and Councillors remain personally responsible for ensuring that they act within the law. The Town Clerk is responsible for ensuring that staff perform their duties in a lawful manner and that proper training and support is provided accordingly. In certain circumstances the Town Council as the 'body corporate' could be vicariously liable for actions carried out by staff purportedly in the Town Council's name. Any member of staff or Councillor may be personally liable if, whilst on Council business and despite training and guidance from the Council, they behave illegally in respect of the equalities Act 2010.

### **5.4 Training**

Training for staff and Councillors in Equality and Diversity and the Equalities Act 2010 is to be arranged by the Town Clerk.

## **6 Equality Aims**

- i. Teignmouth Town Council will not permit unlawful age discrimination.

- ii. Teignmouth Town council shall not permit unlawful discrimination in regard to sexual orientation.
- iii. Teignmouth Town Council will remove barriers to participation by disabled people, wherever possible.
- iv. Teignmouth Town Council will encourage participation of minority ethnic groups in its activities.
- v. Teignmouth Town Council respects people from diverse religious and cultural backgrounds and will give due regard to the needs of people who adhere to a range of cultural and religious beliefs.

## **7 Employment**

Teignmouth Town Council is an equal opportunity employer and is committed to ensuring within the framework of the law that the workplace is free from unlawful or unfair discrimination.

## **8 Review**

This document is to be reviewed annually or before if there are any changes to legislation.