

Dronfield Town Council

Equality & Diversity Policy (October 2018)

Aims

The aim of this policy is to communicate the commitment of Dronfield Town Council, its Members and Officers to meeting the Public Sector Equality Duty, which came into force on 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies, representation and services, which are efficient and effective, accessible to all and which meet different people's needs.

1. Policy Statement

It is Dronfield Town Council's policy to provide representation, information, facilities, services and employment to all residents irrespective of the following characteristics:

- Gender
- Marital or civil partnership status
- Having just had a baby or being pregnant
- Having or not having dependants
- Religious belief or political opinion
- Gender reassignment
- Length of residence in the town
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

Dronfield Town Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions will be made objectively and without unlawful discrimination. Dronfield Town Council recognises that supporting Equality is of primary importance. This policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the town, community and surrounding areas. Dronfield Town Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity. The Council aims to remove barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community to develop a culture that positively values diversity. Dronfield Town Council will challenge discrimination. The Council aims to provide equality and fairness to all in the community and expects all Members and Officers to be aware of and understand the Equality Act 2010.

2. Equality Commitments

Dronfield Town Council is committed to:

- Promoting equality of opportunity for all persons.

- Promoting a positive and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization.
- Fulfilling the Council's legal obligations under equality legislation and associated codes of practice.
- Complying with the Council's own equality policy and associated policies.
- Taking lawful affirmative and positive action where appropriate.

3. Implementation

The Town Council has a specific responsibility for the effective implementation of this policy. In order to implement this policy must;

- be communicated to Members, the Clerk and other employees 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.

4. Monitoring & Review

Dronfield Town Council will establish appropriate information and monitoring systems to assist the effective implementation of the Council's equality policy. The effectiveness of our equality policy will be reviewed annually, and action taken as necessary.

In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.