



EQUALITY AND DIVERSITY POLICY

LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Under the Equality Act 2010 these are known as “protected characteristics”.

PURPOSE

The purpose of this policy is to provide equal opportunities to all employees, councillors, volunteers and members of the public irrespective of their characteristics (unless there are genuine occupation qualifications or objectively justified reasons for a different approach to be taken). The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

SCOPE

All employees, councillors, volunteers and members of the public will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability.

All premises used (where possible) will be fully accessible to all, including easy disabled access.

OUR COMMITMENT

Councillors, employees, volunteers and members of the public have a right to be treated fairly and without prejudice.

Breaches of the Equality and Diversity Policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination, harassment or victimisation through the Council’s grievance procedure.

The policy will be monitored and reviewed annually.