



## EQUALITY & DIVERSITY POLICY

### LEGAL OBLIGATIONS

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

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

Under the Equality Act 2010 (“the Act”) the above group is now known as “protected characteristics”. Cinderford Town Council (“the Council”) recognises its obligations under the Act and the spirit and intent of the related Codes of Practice. The Act extends some protections to characteristics that were not previously covered, and also strengthens particular aspects of equality law.

**PURPOSE** The Council is committed to the elimination of unlawful or unfair discrimination on the grounds of gender, race, colour, ethnic or national origin, nationality, citizenship, disability, sexual preference, gender reassignment, marital status, responsibility for dependants, religion, trade union activity and age; known as the “diversity” group. The Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation, or harassment on the grounds of any of the protected characteristics under the Act.

**EMPLOYEES** All employees of the Council whether full-time, part-time, fixed contract, agency workers, temporary workers or volunteers, 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. When vacancies are advertised the Council will continue to ensure that such advertising, in placement, content and language, is compatible with the terms of this Policy. All employees will be helped and encouraged to develop their full potential, as is consistent with good management practice.

**COMMUNICATION** The principles in this Policy will be brought to the attention of all Members and employees who are encouraged to advise the Clerk to the Council of any act of discrimination they observe. The Clerk will investigate the incident and report it to the Chairman of Council in the first instance and to the next appropriate Council meeting for a course of action to be decided. Members and employees who are disabled or become disabled are encouraged to bring this to the attention of the Clerk to enable a review of their work environment to be made. This review will include an assessment of physical features and arrangements to ensure that these do not place the disabled

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person at a substantial disadvantage. Where they do, then adjustments will be made where reasonable to do so.

**HARASSMENT** The Council recognises the problems that all forms of harassment and intimidation may cause at work (whether it is related to protected characteristics) and is committed to ensure that such unacceptable behaviour does not take place. Harassment is improper and inappropriate behaviour which lowers morale and interferes with the effectiveness of people at work. It is the policy of the Council to make every effort to provide an environment free from harassment and intimidation. All Members and employees are expected to comply with the policy and to ensure that such conduct does not occur. Appropriate disciplinary action including summary dismissal for serious offences will be taken against any employee who violates this policy.

**MONITORING AND REVIEW** The effectiveness of the Equality Policy will be monitored and reviewed by the Personnel Committee.