

ASPATRIA TOWN COUNCIL

EQUALITY AND DIVERSITY POLICY

Adopted by Full Council – January 2024

To Review January 2025

Introduction

1. Aspatria Town Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the Community.
2. Aspatria Town Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
3. An up-to-date copy of this Policy shall be maintained on Aspatria Town Council's website.

Purpose

Aspatria Town Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees of the Council to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

Scope

1. This policy applies to all employees, volunteers, and elected members of Aspatria Town Council.
2. It is the responsibility of every employee and Councillor of Aspatria Town Council to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles. Any breach of this policy will be dealt with appropriately.

Equality Act 2010

1. The Equality Act 2010 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 the activities, policies and services provided.
2. The Equality Act 2010 places a Public Sector Duty on Aspatria Town Council to work to:
 - Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
 - Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
 - Foster good relations between persons who share a relevant protected characteristic and persons who don't share it
3. No individual will be discriminated against. This includes, but is not limited to the following characteristics (known as protected characteristics under the Act)
Age, Disability, Gender, Marital status and civil partnerships, Pregnancy and maternity, Race, Religion and beliefs, Sexual orientation, Ethnic origin, Nationality.

Equality Commitments

Aspatria Town Council supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their

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personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.

Aspatria Town Council will actively promote equality throughout the organisation through the application of policies, which will ensure that individuals receive treatment that is fair and equitable and consistent with the relevant aptitudes, potential, skills, experiences and abilities.

Aspatria Town Council is committed to:

- Promoting equality opportunity for all persons
- Promoting a good and harmonious environment in which all persons are treated with respect and valued
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling its legal obligations under the Equality Act 2010

Policy Review

The Chairman/Mayor has specific responsibility for the effective implementation of this policy.

Monitoring and reviewing the effectiveness of our equal opportunities policy will take place annually, and any action required taken as necessary.

This policy is fully supported by all Members of Aspatria Town Council.