



Equality & Diversity Policy

Date Adopted: 2017 Date Reviewed: 2020, July 2023	Review Date: July 2026
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Foreword

The law on equality has been consolidated into the Equality Act 2010.

Section 1 of the Equality Act 2010 states that:

An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

Section 149 of the Equality Act 2010 states the Public Sector Equality Duty:

A public authority must, in the exercise of its function, have due regard to the need to –

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between person who share a relevant protected characteristics and persons who do not share it.

The protected characteristics listed in the Equality Act 2010 are:

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

Madeley Town Council's Commitment to Promoting Equality and Diversity

Madeley Town Council is committed to the vision of improving the quality of life for local people.

Our core values commit us to being:

‘Accessible, Accountable, Fair, Inclusive, Proactive, Professional, Responsive, Transparent.’

The Council views this policy as a real opportunity to build on existing work in a way which will ensure that we deliver against the duty placed on us to eliminate discrimination, celebrate diversity and equality of opportunity and foster community cohesion across the Parish.

Madeley Town Council aims to improve the quality of life for all individuals and communities in the parish and this policy sets out our commitment to this. We recognise that we cannot be complacent. The Council is committed to the objectives of the policy and will strive to ensure that this remains a living document and guides decision making across this organisation.

1. Our Commitment to Equality and Diversity

Madeley Town Council is committed to achieving equality of opportunity and valuing diversity in all aspects of the Council's work:

1. Through the delivery of our services to the community by ensuring that these services are accessible to all and that we fully recognise the diversity of people's needs
2. Through the way we recruit, employ and train our workforce to reflect the diversity of people in the parish to enable us to provide better services
3. In our community leadership role, working with partners to promote the importance of treating every individual with dignity and respect

The policy explains how we will do this

2. Scope

The 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:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (i.e. race, colour, ethnic or national origin, nationality or citizenship)
- Religion or belief
- Sex
- Sexual orientation

The list above is not exhaustive

3. Responsibility

The corporate responsibility for this policy rests with the Full Council and all employees. The Lead Officer for this policy is the Clerk

4. Objectives

4.1 To improve the delivery, information and access to services we will:

- Ensure all employees, contractors and users of our services are informed about our Equality and Diversity Policy.
- Apply equal opportunities principles to work undertaken for the council by external contractors, other organisations in receipt of council funding and in work with our partners.
- Rectify any elements of our work with potential for discrimination and prejudice

4.2 To improve access and opportunity to employment and training we will:

- Implement our Equality and Diversity Policy in our role as an employer
- Demonstrate our commitment in the way we:
 - o Recruit and select people
 - o Train and develop people
 - o Recognise the abilities that people display

- Expect the highest standards of employees conduct and behaviour
- Not accept any form of unfair treatment , discrimination or harassment or removal of dignity by any of our employees or to any of our employees
- Review and develop procedures in the context of equality and diversity.

4.3 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 parish
- Challenge all forms of discrimination within our own organisation and the wider community
- Support the development of communities and assist them in challenging discrimination, harassment and violence.

5. Monitoring

The monitoring of this policy will be carried out every three years by the Clerk and reported to the Full Council.