



VERWOOD TOWN COUNCIL

Equality, Diversity & Inclusion Policy

This Procedure applies to all staff, part time and full time.

Verwood Town Council is committed to support civil liberties and human rights, to treat all individuals with respect and dignity and to strive to create an environment which is accessible to all.

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

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity/paternity

Race/Ethnicity

Religion or belief

Sex

Sexual orientation

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

Principles

Equality, diversity and inclusion principles and practices are integral to policy development, decision-making and resource allocation within Verwood Town Council.

Objectives

Verwood Town Council’s overall objectives are to:

- Ensure employment policies and practices are fair and equitable;
- Ensure equitable access to the Town Council for all service users;
- Develop and support an effective consultation and participation process to enable groups at risk of discrimination and disadvantage to have the opportunity to influence the Council’s practices;

Employment Policy

Verwood Town Council is committed to ensuring that:

- Job applicants or existing employees receive no less favourable treatment on grounds of age, colour, impairment, marital status, nationality, lifestyle and culture, race, religion, gender or sexuality;
- All posts are advertised and applications welcomed from under-represented groups;
- All individuals are selected, promoted and treated on the basis of their ability;
- Employees are protected from harassment and that the Council provides an effective response to deal with perpetrators and support complainants;

Service Users

Verwood Town Council is committed to ensuring that all service users have equal and independent access to Council services as far as is reasonably possible. The Council will:

- Collaborate closely with the community and endeavour to eliminate policies and practices which inhibit equal access to Council services;
- Whenever practical monitor the use of services to identify the reason for the lack of use then take action to remedy the situation within the resources available;
- Ensure that Verwood Town council buildings are accessible to service users;
- Ensure that Council publications are non-discriminatory and present a positive image for all sections of the community, welcoming and encouraging diversity.

Role of Employees

As an employee of Verwood Town Council, each individual has a responsibility to:

- act in ways that respect and value the diversity of others;
- ensure all people are treated fairly, with dignity and respect;
- challenge and report any behaviour that could be interpreted as discriminatory;
- understand what is expected in terms of performance, behaviour and conduct towards others;
- set a positive example at all times;

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Responsible Committee	Full Town Council
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