

## EQUAL OPPORTUNITIES POLICY

### The Policy

The aim of this policy is to communicate the commitment of Tuxford Town Council (hereinafter referred to as 'the Council'), its Members and employees, to promote equality in relation to the provision of the Council's services and its employment practices. This applies to all, irrespective of:

- Gender, including transgender
- Marital or civil partnership status
- Having or not having dependents
- Age
- Disability
- Race (including colour, nationality, ethnic or national origins)
- Religious belief or political opinion
- Sexual orientation
- Socio-economic factors
- Any other matter that could cause a person to suffer an injustice.

The Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination. The Council will challenge all discrimination within its sphere of influence.

The Council recognises that the provision of equal opportunities in the community is good practice. This equal opportunities policy will help all those who are Council Members or who work for the Council, to develop sound and effective policies that impact on the town and surrounding area. The Council aims to create a culture that respects and values each others' differences and that promotes dignity, equality and diversity. The Council aims to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community, so as to develop an inclusive culture that values diversity.

The Council is committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct or indirect discrimination, harassment and victimization.
- Fulfilling its legal obligation under equality legislation and associated codes of practice.
- Complying with its own equal opportunities policy and associated policies.
- Taking lawful positive action where appropriate.

This policy is fully supported by all Members of the Council and was adopted at its meeting on 20 September 2016.

**Implementation**

The Chairperson of the Council has specific responsibility for the effective implementation of the Equal Opportunities policy. In order to implement this policy he or she shall:


- Communicate the policy to Members, employees and the public.
- Incorporate equal opportunities into general practice.
- Make sure that other persons or organisations comply with the policy in their dealings with the Council.

**Policy History and Review**

This policy was approved by Tuxford Town Council on 20 September 2016 and took effect from this date.

This policy was reviewed by Tuxford Town Council on 15 October 2020 and took effect immediately.

In the event of any significant change to the legal position on Equal Opportunities, any relevant statutory requirements or any other related matter, this policy will be subject to review. In the event of no change the policy will be reviewed by October 2022.

Approved: .....  ..... Chairman of the Council

Date: ..... 15 / OCT / 2020 .....

Folio Reference: ..... FC153/20 .....

**Review Reference**

Review Date	Recorded Amendment to the Policy	Signed
15 October 2020	No Amendment	