

UCKFIELD TOWN COUNCIL



EQUALITY POLICY

Policy Number 19		
Issue No.	Date agreed	Details of amendments
1	17.09.07	GP.037.09.07
2	24.01.11	Complete revision of policy following changes to the Equality Act 2010. (GP.078.01.11)
3	23.01.17	General review at GP Committee

1.0 LEGAL POSITION

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds:

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

These are known as “protected characteristics.”

2.0. PURPOSE

This Equality Policy helps us to meet our statutory duties under the Equality Act 2010. The Act requires us to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

In particular, the Town Council intends to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We have due regard under The Public Sector Equality Duty to oppose 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 defined in the Equality Act 2010. This Policy underpins all policies, procedures and strategies developed and delivered by the Town Council.

3.0. SCOPE

All employees whether full-time, fixed term contract, agency workers or temporary staff, 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. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximize the efficiency of the Council.

4.0. OUR COMMITMENT

Uckfield Town Council will through its policies and training seek to avoid discrimination and create:

- A prejudice free and supportive working environment;
- Equal pay;
- Relaxation of pay secrecy for equal pay claims.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense.

Breaches of our Equality Policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimisation through the Council's grievance procedure.

The policy will be monitored and reviewed annually. Other personnel policies will be reviewed against the values stated in this main Equality Policy to ensure that the Council has a due regard for these protected characteristics and fosters good relations with its staff, members and customers.