

STOCKSBRIDGE TOWN COUNCIL

EQUALITY POLICY

LEGAL POSITION

The Equality Act 2010 replaces the existing anti-discrimination laws with a single Act. 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

Under the Equality Act 2010 these are known as 'protected characteristics'.

The Act applies to all organisations that provide a service to the public or a section of the public.

COUNCIL'S COMMITMENT

Stocksbridge Town Council aims to ensure that its services meet the varied needs and expectations of the local people and that everyone has equal access to all services regardless of age, gender, sex and sexual orientation, disability, marital status, ethnicity, religious belief or any other individual characteristics which may limit a person's opportunity in life.

In order to promote equality of access to services the Council will aim to ensure the following:-

- The services provided are in response to the needs of the whole community
- The information on services is widely available to ensure maximum awareness of provisions

EMPLOYMENT

It is the policy of Stocksbridge Town Council to afford equal treatment to all its employees and prospective employees. The aim of this policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, sex or sexual orientation, marital status, physical or other handicap.

Whilst the main responsibility for providing equal opportunity rests with the Council, individual employees also have responsibilities. The elimination of discriminatory practices depends upon the co-operation of all employees. In particular employees should:-

- Co-operate with measures introduced to make sure there is equality of opportunity and no discrimination
- Ensure that they do not discriminate against colleagues
- Draw the Clerk's attention to discriminatory acts or practices
- Not victimise individuals on the grounds that they have made a complaint or provided information about discrimination
- Not harass, abuse, bully or intimidate employees

Where employees commit such acts in the course of their employment it will be considered a disciplinary matter and the appropriate action taken.