



REDRUTH TOWN COUNCIL

REDRUTH TOWN COUNCIL EQUALITY AND DIVERSITY POLICY

Redruth Town Council recognises that it has moral and legal responsibilities to be fair and is committed to promoting equality and tackling discrimination. This means treating people fairly, valuing difference and removing barriers that prevent people from participating fully in public life and reaching their full potential.

This equality and diversity policy outlines our legal responsibilities and the commitments we have made which help us to ensure equality is an integral part of the way we reach decisions, provide services, recruit staff and work with other organisations.

Legal requirements

The Equality Act came into force from October 2010 and brings together all legal requirements on equality. Under the Act everyone has the right to be treated fairly at work or when using a service. It protects people from discrimination on the basis of certain characteristics, known as 'protected characteristics', these are

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race- this includes ethnic backgrounds and origins, colour or nationality
- Religion, belief or lack of belief
- Sex and sexual orientation
- Care experience

And oppose and avoid all forms of unlawful discrimination. This includes in:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other development opportunities

This policy demonstrates that Redruth Town Council will seek to ensure that every member of the community has equal access to its employment and development opportunities, to its services and to all its activities.

The policy will act as a guide and reference for the Council's employees and councillors so that they can implement its equal opportunity objectives. As a result, managers, employees and councillors will know what their responsibilities are and that they too will be treated fairly.

The policy will help the Council to meet its legal and moral obligations to be fair, and members of the public will, through publicity of this policy, have confidence in the council's objectives in terms of both employment and service provisions.

Redruth town council is committed to equality and diversity and to the vision of improving the quality of life for local people. The town council aims to be:

- Accessible
- Accountable
- Fair
- Inclusive
- Proactive
- Professional
- Responsible
- Transparent

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 which have the potential for discrimination and prejudice.

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 town and community
- Challenge all forms of discrimination within the town council and the wider community.
- Support the development of communities and assist them to challenge appropriately discrimination, harassment, bullying and violence.

Responsibilities

The Town Clerk will be responsible for ensuring the Equality and diversity Policy is developed, implemented, effective, monitored and updated.

The Town Clerk will be responsible for ensuring that monitoring takes place with regard to applications for employment trends within Cornwall (e.g. promotion, re-guarding and training) and for organising any equal opportunities training.

Employees and members have responsibilities to ensure that:

- They understand and comply with the policy and actively participate in measures introduced by the council to ensure that there is equality of opportunity and non-discrimination.
- They do not discriminate as a decision maker, or encourage others to discriminate, in matters of recruitment and selection, promotion, training and service provision.
- Council services are provided to members of the public fairly and equitably.
- They report to the Town Clerk any discriminatory practices.
- They support the proper investigation of complaints.

Service and facilities

The council recognises its duty as the provider of services and facilities and as far as is as reasonably possible will ensure that:

- All members of the public will be treated fairly and consistently.
- All services will be provided without unlawful discrimination, harassment or victimisation.
- Those using council run facilities will be offered all possible assistance to ensure that they can access these.
- All relevant forms shall state that the council will treat all applications equitably and take due considerations of those with protected characteristics.
- All licence agreements – including allotment tenancy agreements – shall refer to this equality statement.
- All digital and printed material will be designed to promote equality and diversity.

Monitoring

The Town Clerk will ensure that complaints are formally recorded and where necessary reported to staffing committee and Full Council.

The Town Council will review this policy annually so improvements can be made and in line with amendments to the law.

The Town Clerk will monitor all applications, for employment trends within the council to ensure compliance with this policy.

Date of Policy adoption: July 2024

Date for Policy review: July 2025