

SANDOWN TOWN COUNCIL
EQUALITY AND
DIVERSITY POLICY

REAFFIRMATION DATE: 16-Mar-20
REVIEW DATE: 31-Jan-20
MINUTE NUMBER: 1859/19(1)



EQUALITY AND DIVERSITY POLICY

STATEMENT OF INTENT - Our Commitment to Equality and Diversity

Sandown Town Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.

Sandown Town Council will comply with current legislation with regard to diversity and equality. We believe that meeting the needs of our residents and staff can only be achieved through recognising the value of every individual. Our aim is to create an environment that respects the diversity of staff and service users and enables them to achieve their full potential, to contribute fully, and to derive maximum benefits and enjoyment from their involvement with the Town Council.

To this end the Town Council acknowledges and strives to embed in all its activities the following basic rights for all:

- To receive a professional and appropriate service
- To be treated with respect and dignity
- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential

These rights carry with them responsibilities, not just for Sandown Town Council as a corporate body, but also its staff, volunteers, service users and those who supply services on our behalf. We must all recognise and uphold these rights and act in accordance with them in dealings with others. Councillors and any employees have a personal responsibility for fostering a fully integrated community, at work, by adhering to the principles of equal opportunity and maintaining racial harmony in the provision of dedicated services to people on equitable terms

Our statutory duty under the Equality Act 2010

As a public body leading and speaking on behalf of the community the Town Council must play its part in making society fairer by tackling discrimination and providing equality of opportunity for all. The Equality Act 2010 places a new Equality duty on the Town Council to work to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it

No individual will be unjustifiably discriminated against. This includes, but is not limited to, discrimination because of the following characteristics (known as protected characteristics under the Act)

- Age
- Disability
- Gender
- Marital status and civil partnerships
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality

Sandown Town Council is aware that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated

We will engage with people to ensure the service is relevant and meets their needs.

We will empower people to recognise and counter discrimination, and be supportive in doing so.

No form of intimidation, bully or harassment will be tolerated.

**This Policy was initially adopted at the meeting of the Town Council held on 15th
January 2018**

