

Castle Cary Town Council

Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Town Council, its Members, Staff and Clerk and Volunteers, to the promotion of equality and diversity in relation to Castle Cary Town Council.

Castle Cary Town 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 below grounds. Decisions about recruitment and selection of staff will be made objectively and without unlawful discrimination.

Castle Cary Town 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 work for the Council to develop sound and effective policies that impact on the parish and surrounding areas. Castle Cary Town Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

It is our policy to provide services, employment and volunteering opportunities to all irrespective of:

- ◆ Gender, including gender reassignment
- ◆ Marital or civil partnership status
- ◆ Having or not having Religious belief or political opinion
- ◆ Race (including colour, nationality, ethnic or national origins)
- ◆ Disability
- ◆ Sexual orientation
- ◆ Age

Equality Commitments

Castle Cary Town Council is committed to:

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

Implementation

The Chair has specific responsibility for the effective implementation of this policy. In order to implement this policy s/he shall:

- ✓ Communicate the policy to Councillors, the Clerk and Staff, Volunteers and members of the public
- ✓ Incorporate equal opportunities into general practices
- ✓ Ensure that other people or organisations will comply with the policy in their dealings with the Council

Monitoring and Review

Castle Cary Town Council will establish information and monitoring systems to assist the effective implementation of our equal opportunities policy.

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The effectiveness of our equal opportunities policy will be reviewed at least annually, and action taken as necessary.

In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the following anti discrimination legislation:

- ◆ Sex Discrimination (Gender Reassignment) Regulations and Gender Recognition Act 2004
- ◆ Civil Partnership Act 2004
- ◆ Disability Discrimination Acts 1995,2006
- ◆ Disability Equality Duty 2006
- ◆ Equality Act 2006
- ◆ Employment Equality (Religion or Belief) Regulations 2003
- ◆ Employment Equality (Age) Regulations 2006
- ◆ Rehabilitation of Offenders Act 1974
- ◆ Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- ◆ Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- ◆ Equal Pay Act 1970 (As amended)
- ◆ Race Relations Act 1976 (Amendment) Regulations 2003
- ◆ Race Relations Code of Practice 1983

This policy is fully supported by all Members of Castle Cary Town Council and has been approved at its meeting on

Reviewed and agreed on

Signed **Chair**

Date