

Policy Document Ref	031
Review Date	February 2024
Date of Next Review	February 2027

EQUALITY AND DIVERSITY POLICY

Bewdley Town Council is committed to eliminating all forms of discrimination and will promote equality of opportunity for everyone in employment, service delivery and volunteering.

The town council completely supports all the principles of equal opportunity and declares opposition to any form of direct or indirect discrimination. The town council recognises that it is the duty of all employees and councillors to accept personal responsibility for fostering an integrated community by adhering to the principle of equal opportunity. The statement sets out how the council will meet these commitments by working alongside everybody regardless of race, religious beliefs, creed, colour, disability, ethnic origin, nationality, sex or sexual orientation. All aspect of this policy applies to elected members.

The town council will adhere to the five core values:

1. Equality Recognition: Everybody is of equal value and will be respected according to individual needs and abilities
2. Reasonableness: To be fair, reasonable and just in all council activities.
3. Accessibility: Providing equal access for all employees, councillors, volunteers, local residents and community stakeholders.
4. Empowerment: Helping individuals take on responsibility so that they can influence and participate in the decision-making process.
5. Quality: Obtaining the highest standards in service delivery.

The Town Council will:

- Ensure that people are treated solely on the basis of their abilities and potential regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio economic background or any other inappropriate distinction.
- Promote diversity and equality for all staff and value the contributions made by individuals and groups or people from diverse cultural, ethnic, socio economic and distinctive backgrounds.
- Promote and sustain an inclusive and supportive working environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group.
- Challenge inequality and less favourable treatment at all times.
- Promote greater participation of underrepresented groups by encouraging positive action to address inequality.

- Promote an environment free from harassment and bullying on any grounds.
- Work towards the elimination of discrimination, direct or indirect and all forms of harassment.
- Ensure that individuals are treated equally with respect to their specific needs and that there is consistency in the council's approach to working practices and conditions.
- Provide public information in a way that meets the needs of the person requesting it.

The policy will be implemented within the framework of the relevant legislation and codes of practice:

- Equal Pay Act 1990'
- Rehabilitation of Offenders Act 1974.
- Equality Act 2010.
- Gender reassignment Regulations 1999.
- Race Relations Act 1976.
- Disability Discrimination Act as amended in 2005.
- Protection from Harassment Act 1997.
- The council's code of conduct.
- The council's Equality Opportunities policy

Equality & Diversity Statement

Bewdley Town Council believes in fairness, equality and values diversity.

The Town Council will create a culture that celebrates diversity and welcomes difference; a place where everyone's rights and dignity are respected.

The Town Council will provide a work and social environment free from discrimination, prejudice, intimidation, and all forms of harassment and bullying for all staff and community.

It is the Town Council's policy to treat everyone as individuals, irrespective of ethnicity, nationality, national origins, disability, sexual orientation, religion or belief, marriage or civil partnership, family circumstances, political beliefs, gender, gender reassignment, pregnancy or maternity status, trade union membership, age, or any other unfair distinction in every interaction with our staff and residents.

The Town Council is demonstrating its commitment to equality and diversity through its day-to-day actions. Bewdley Town Council welcomes an environment where individual difference is celebrated in the places people live and work.