



BEXHILL-ON-SEA TOWN COUNCIL

DRAFT EQUALITY AND DIVERSITY POLICY

ADOPTED XX/XX/XXX

Bexhill-on-Sea Town Council's aim is to ensure that all its employees, councillors, job applicants and individuals and organisations worked with, are treated fairly and with equity. The Town Council will ensure that every aspect of its governance and operation promotes equality of opportunity.

1. Legislation

Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds, which are known as 'protected characteristics':

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

In addition, the Bexhill-on-Sea Town Council will not discriminate on the grounds of:

- Ethnic or national origin
- Political views and/or trade union membership
- HIV/AIDS status or other chronic illnesses
- Personal family circumstances
- Socio-economic status

This list is not intended to be exhaustive but reflects the intention of this policy.

2. Responsibilities

The Council, its councillors and employees all have a duty both morally and legally not to unfairly discriminate against individuals. They all hold a personal responsibility for the practical application of the equality of opportunity across the Council.

The Equality and Diversity Policy is a key element of all aspects of the Council including recruitment, recruitment advertising, training, promotion, benefits, facilities, procedures, terms and conditions of employment and services to users.

The Council recognises that training and development are crucial to ensure that councillors and officers have the knowledge and appropriate behaviour to implement its policy.

3. Employees

All employees, whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally.

4. Breaches

If there is any doubt about appropriate treatment under the Council's Equal Opportunities Policy, employees should consult their line manager or the Town Clerk. Members of the public should refer to the Council's Complaints Procedure.

Where a councillor has concerns about appropriate treatment under the Equal Opportunities Policy, they should in the first instance seek the advice of the Town Clerk or Democratic Services.

Breaches by an employee of the Council's Equality and Diversity Policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Breaches by a Councillor of the Council's Equality and Diversity Policy will be regarded as a serious breach of the Code of Conduct and referred to the Local Monitoring Officer by the Full Council.