

# Thame Town Council

## Equality and Diversity Policy

### 1. Policy Statement

- 1.1 The Council is committed to providing and promoting equal opportunities, eliminating discrimination and celebrating diversity amongst our community.
- 1.2 The purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of age, disability, gender, marital status, race, ethnic origin, nationality, national origin, sexual orientation, religion or belief. We oppose all forms of unlawful and unfair discrimination.

### 2. The Council as an employer

- 2.1 Our aim is that our workforce will be truly representative of the community from which it is drawn and each employee feels respected and able to give of their best.
- 2.2 All employees, whether part-time, full-time or temporary workers, will be treated fairly and with respect.
- 2.3 Selection for employment, promotion, training or any other benefits will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### 3. Our Commitment

- 3.1 To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- 3.2 Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- 3.3 Training, development and progression opportunities are available to all staff.
- 3.4 Equality in the workplace is good management practice and makes sound business sense.
- 3.5 Provide functions and services that all members of the public to the best of our ability can access.
- 3.6 Make reasonable adjustments when required for staff, councillors and members of the public where required.
- 3.7 We will periodically review all our practices and procedures to ensure fairness.
- 3.8 Breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.
- 3.8 The policy will be monitored and reviewed annually to ensure it is compliant with current equal opportunities legislation and follows best practice.

#### **4. The Council as a community leader and advocate**

4.1 We are committed to creating a socially inclusive and cohesive community by:

- a) Promoting equal opportunity and equal access to employment, services and information.
- b) Identifying and addressing the barriers that different groups face to participation in community life.
- c) Working towards ensuring fair and equitable resources.
- d) Respecting and celebrating diversity as a vital part of the strength of our community.
- e) Working with others to ensure that our community is a safe place in which to live, work or visit.
- f) Listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.
- g) Ensuring the communications we produce and the events we hold positively reflect and promote the diversity of our communities and are fully accessible.

#### **5. The Council as a service provider**

5.1 We are committed to ensuring that our services are accessible to all and responsive by:

- a) Ensuring that we deliver our services in ways that are sensitive to everyone's needs.
- b) Ensuring that all employees, contractors and partners have the information they need to provide equality of opportunity and that this is reflected in their conduct. The Council will require, where legally possible, partners and contractors to have equal opportunities policies, and will seek sufficient information and evidence that compliance with equalities legislation is genuine.
- c) Ensuring that all those in the community are able to visit the community halls.
- d) Ensuring that the information we provide about our services is accessible to our community.
- e) Consulting and involving all sections of our community in the development and monitoring of our policies and services in ways which enable people to participate.