



Serving Durrington and Larkhill

DURRINGTON TOWN COUNCIL
EQUALITY AND DIVERSITY POLICY

POLICY REVIEW	
Signed	(Having been approved)
Minute reference	161/22 c.
Date ratified	28 th February 2023
Date of next review	February 2026

PURPOSE

The purpose of this policy is to provide equal opportunities to all employees, volunteers, and Councillors (to be referred to as members of the Town Council), irrespective of their characteristics. The Town Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization, or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

LEGAL POSITION

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It is unlawful to discriminate against an individual on the following grounds:

- **age**
- **disability**
- **gender reassignment**
- **marriage and civil partnership**
- **pregnancy and maternity**
- **race**
- **religion or belief**
- **sex**
- **sexual orientation**

Under the Equality Act 2010 these are known as “protected characteristics”.

SCOPE

All Staff and members of the Town Council, whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability. All members of the Town Council will be helped and encouraged to develop their full potential, the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council.

OUR COMMITMENT

All staff and members are entitled to a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated. The commitment to equal opportunities in the Council is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole. Breaches of the Town Council’s equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Staff and members are entitled to complain about discrimination or harassment or victimisation through the council’s Grievance Procedure. This policy is fully supported by all members of the Council. The policy will be monitored and reviewed annually.

The Council’s clients and service users have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Council’s services. The Council will ensure that all recipients of the services delivered directly by the Council are guaranteed the same opportunity. The Council will always look for ways that it can make its services more accessible to all. All members are expected to apply this policy to the delivery of services and use of Council facilities, breaches of this policy by members will be subject to the disciplinary procedures.

Local residents, members of local organisations, businesses and visitors have the right to expect fair and non-discriminatory treatment when engaging with the Council. The Council recognises the diversity within the community and seeks to reflect this in the work it undertakes within that community. The Council will always look for ways to make it easier for everyone to engage with it.