

LYMINGTON AND PENNINGTON TOWN COUNCIL

Equality Policy

1. Introduction

This policy is fully supported by all Members and Officers of the Council.

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”.

Lymington and Pennington Town Council is fully committed to equality for all and to fully recognising and embracing diversity in our community.

The Town Council therefore wholeheartedly accepts its legal obligations, and will fulfil its duties and responsibilities under, and act in accordance with both the spirit and the requirements of, the Equality Act 2010, the Public Sector Equality Duty set out in it, and any other relevant legislation.

The Public Sector Equality Duty supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies, representation and services which are efficient and effective; accessible to all; and which meet different people's needs.

2. Purpose

The purpose of this policy is to provide equality to all employees, suppliers and service users irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). We oppose all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

3. Scope

All employees 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 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 council.

All suppliers and service users will be treated fairly and equally.

4. Our Commitment to Employees

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.

The commitment to equal opportunities in the workplace 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 our equality policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimization through the council's Grievance procedure.

5. Our Commitment to Suppliers and Service Users

Every supplier and service user is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities for all suppliers and service users is good management practice and makes sound business sense as it promotes fairness in Society as a whole.

Breaches of our equality policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Suppliers and service users are entitled to complain about discrimination or harassment or victimisation through the council's Complaints procedure.

6. Review

The policy will be monitored and reviewed annually.

(With acknowledgement to SLCC / HALC for some content)