



## **Ulverston Town Council**

### **Equality and Diversity policy**

#### **1. Policy Statement.**

- 1.1 Ulverston Town Council is committed to eliminating all forms of discrimination and will promote equal opportunities for its employees, partners, customers, volunteers and in delivery of its services and activities.
- 1.2 The Council is committed to providing the highest quality of service provision and recognises that the implementation of an effective Equality and Diversity Policy is an integral part of such an approach.
- 1.3 The Council understands its obligations under the Equality Act 2010 and is fully committed to its duty, imposed by Section 149 of the Act.
- 1.4 The Council completely supports all the principles of equal opportunity and declares opposition to any form of direct or indirect discrimination.
- 1.5 The Council will ensure that all recipients of the services delivered directly by the Council are guaranteed the same opportunity.
- 1.6 The 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.
- 1.7 The Council is an Equal Opportunities employer and provider of services.
- 1.8 The Council is committed to the promotion, maintenance and protection of the rights of individuals.
- 1.9 This policy sets out how the Council will meet these commitments by working alongside everybody regardless of age, race, religious beliefs, creed, colour, disability, ethnic origin, nationality, marriage or civil partnership, pregnancy, maternity, sex, gender reassignment or sexual orientation. These are all protected characteristics under the Equality Act 2010.
- 1.10 All aspects of this policy apply to elected members.

**2. The Town Council will adhere to the five core values:**

- 2.1 Equality Recognition. Everybody is of equal value and will be respected according to individual needs and abilities.
- 2.2 Reasonableness. To be fair, reasonable and just in all Council activities.
- 2.3 Accessibility. Providing equal access for all employees and members of the public.
- 2.4 Empowerment. Helping individual take on responsibility so that they can influence and participate in the decision-making process.
- 2.5 Quality. Providing the highest standards in service delivery.

**3. The Town Council's responsibilities:**

- 3.1 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.
- 3.2 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.
- 3.3 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.
- 3.4 Challenge inequality and less favourable treatment at all times.
- 3.5 Promote greater participation of underrepresented groups by encouraging positive action to address inequality.
- 3.6 Promote an environment free from harassment and bullying on any grounds.
- 3.7 Work towards the elimination of discrimination, direct or indirect and all forms of harassment.
- 3.8 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.
- 3.9 Provide public information in a variety of formats to ensure it meets the needs of the person requesting it.

**4. The Council as a Direct Service Deliverer.**

- 4.1 The Council's customers have the right to expect fair and non-discriminatory treatment whilst participating in or receiving any of the Council's services or activities.
- 4.2 All aspects of the Council's Equal Opportunities Policy impact on the manner in which it directly delivers services to and for its residents.
- 4.3 The above requirements apply to all services and activities of Ulverston Town Council.

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

- Equality Act 2010
- Human Rights Act 1998
- Equal Pay Act 1990
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Acts 1975 as amended by Equality Act 2006
- 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

**6. Monitoring and review of the policy.**

6.1 The Clerk shall be responsible for reviewing this policy to ensure that it meets legal requirements and reflects best practice. Council will review and approve the policy annually.

Compiled and approved: 2018

Reviewed and approved: May 2025

Minute number: C017

Date for review: May 2026