



BRIDLINGTON TOWN COUNCIL

EQUALITY AND DIVERSITY POLICY

To be re-adopted at the Full Council meeting on 15.05.19

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1.0 GENERAL STATEMENT

Bridlington Town Council expect the highest level of respect and consideration for members of the Council, the staff and users of all Council facilities in line with the requirements of the Equality Act 2010.

The Equality Act 2010 explicitly states that it is against the law to treat any person unfairly or less favourably than someone else because of a personal characteristic. The personal characteristics that are mentioned in the Act include age, sex, race, religion, pregnancy and maternity, disability and sexual orientation. These are called 'protected characteristics'.

In addition to these legal requirements the Town Council includes bullying and any other form of discrimination no matter whether in the form of communication, interaction or behaviour.

2.0. Aims

1.1 The aim of this policy is to communicate the commitment of Bridlington Town Council, its Members and Officers to meeting the Public Sector Equality Duty, which came into force on 5 April 2011. The Equality Duty applies to public bodies and others carrying out public functions. It 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.

3.0. Policy Statement

It is Bridlington Town Council's policy to provide representation, information, facilities, services and employment to all irrespective of: Gender, including gender reassignment; Marital or civil partnership status; Having just had a baby or being pregnant; Having or not having dependants; Religious or political beliefs; Race (including colour, nationality, ethnic or national origins); disability; Sexual orientation or Age.

Bridlington Town Council recognises that supporting Equality is of primary importance. This policy will help all those who are Council Members or work for the Council to develop sound and effective policies that impact on the town, community and surrounding areas.

Bridlington Town Council aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community to develop a culture that positively values diversity.

Bridlington Town Council will challenge discrimination. It aims to provide equality and fairness to all in the community and expects all Members and Officers to be aware and understand the Equality Act 2010.

4. Arrangements and Responsibilities

a) The Mayor has overall responsibility for the effective implementation of this policy.

b) The Town clerk will be responsible for ensuring that the policy is:

- Communicated to Members, staff, volunteers and members of the public
- Incorporate equal opportunities into general practices
- Ensure that contractors comply with this policy in their dealings with the Council
- Ensure that organisations using the council's facilities have their own Equality Policy or accept our own.

5. Monitoring and Review

Bridlington Town Council will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed annually, and action taken as necessary.

In addition to the Council's internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010