



# Bungay Town Council – Equality and Diversity Policy

## BUNGAY TOWN COUNCIL EQUALITY AND DIVERSITY POLICY

The aim of this policy is to communicate the commitment of Bungay Town Council to its Members, Officers, Employees, Trustees, Service users and volunteers under the Equality Act 2010., 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. It is our policy to provide representation, information, facilities, services and employment to all irrespective of:

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

Bungay Town Council is opposed to all forms of discrimination. Everyone will be treated fairly and will not be discriminated against on any of the above grounds. All decisions will be made without unlawful discrimination.

Bungay 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.

Bungay Town Council aims to create a culture which respects and values each other's differences, that promotes dignity, equality and diversity.

Bungay 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 of and understand the Equality Act 2010.

### **Equality Commitments**

Bungay Town Council is committed to:

- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Promoting equality of opportunity.
- Promoting a harmonious environment in which all persons are treated with respect.
- Challenge occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.



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## Implementation

The Clerk has specific responsibility for the effective implementation of this policy. In order to implement this policy, they shall:

- Communicate the policy to Councillors, staff and members of the public via the BTC Website.
- Incorporate equal opportunities into the day to day running and dealings of the Council
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council.

## Monitoring and Review

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

In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

Reporting procedure – any incidents should be reported to the Town Clerk or Town Mayor at 1a, Broad Street, Bungay. NR35 1EE. 01986 894236. [clerk@bungaytowncouncil.gov.uk](mailto:clerk@bungaytowncouncil.gov.uk)

This policy will be reviewed annually or when any legislation affecting it is passed.

This policy is fully supported by all Members of Bungay Town Council and has been approved at its

meeting on \_\_\_\_\_ Signed \_\_\_\_\_

Policy dated and signed off 23<sup>rd</sup> January 2020

Date of next review February 2021