

Burford Town Council

EQUAL OPPORTUNITIES POLICY

The aim of this policy is to demonstrate the Town Council's commitment to treat everyone equally in accordance with the Equality Act 2010 (the 2010 Act).

1. LEGAL OBLIGATIONS

The 2010 Act makes it unlawful to discriminate against an individual for any of the following reasons:

Age
Disability
Gender reassignment
Marriage and civil partnerships
Sex (gender)
Pregnancy and maternity (a protected characteristic separate to sex) Race
Religion or belief
Sexual orientation.

These are protected characteristics.

The Town Council has a duty to conduct its activities in accordance with the 2010 Act and this applies to everyone the Council has dealings with whether it be employees, contractors or members of the public.

2. PURPOSE

The purpose of this policy is to ensure that all individuals are treated equally and have the same opportunities, irrespective of their characteristics.

Section 149 of the 2010 Act commits the Council to:

Eliminate discrimination and harassment, victimisation and any other conduct that is prohibited by or under the Act;

Promote equality of opportunity between persons whether they share or do not share a relevant protected characteristic;

Foster good relations between persons whether they share or do not share protected characteristics.

3. SCOPE

The Town Council will treat all individuals fairly. Selection for employment, promotion, training, remuneration or any other benefit will be based solely on qualifications and ability. Neither employees nor Councillors will be prevented from developing their full potential by discrimination.

The appointment of contractors will also be carried out in a fair and unbiased manner and in accordance with the Council's Standing Orders and Financial Regulations. The Council is committed to offer the same opportunities for all.

4. OUR COMMITMENT

As an employer the Council has a responsibility to abide by the 2010 Act and is committed to promoting good practice and treating all employees with dignity and respect. Discrimination is unlawful in respect of the recruitment process and it is also unlawful to force an employee to retire unless the employer can justify it or the employee agrees to it. Should the Council be found to have failed to abide by the 2010 Act it has policies and procedures in place to deal with any breaches in inequality, including bullying and harassment.

Misconduct by employees will lead to disciplinary proceedings.

The Council will not discriminate in the selection or recruitment of applicants to serve the Council, neither will the Council discriminate in the engagement of a contractor.

5. COMPLAINTS

Should anyone have reason to complain about whether the Council has failed to comply with the 2010 Act their complaint will be dealt with in accordance with the Council's Complaints Procedures.

If the Town Council is unable to deal with misconduct by Members and any incidents of misconduct or failure to follow the Members' Code of Conduct should be reported to the Monitoring Officer, West Oxfordshire District Council.

Policy Accepted 2nd March 2022

