

WOODLEY TOWN COUNCIL

EQUALITY AND DIVERSITY STATEMENT

The aim of this policy is to explain the commitment of Woodley Town Council, its councillors and officers, to meet the Public Sector Equality Duty, in force from April 2011.

The Equality Duty applies to public bodies and others bodies carrying out public functions/services.

The Equality Duty supports good decision making and encourages public bodies to understand how different people will be affected by their activities so that policies and services are accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective. The Equality Duty helps public bodies to deliver the government's overall objectives for public services.

It is the Town Council's policy to provide representation, information, facilities, services and employment to all irrespective of:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race - this includes ethnic or national origins, colour or nationality
- religion or belief - this includes lack of belief
- sex
- sexual orientation
- marriage and civil partnership

The Town Council is required to have due regard to the aims of the Act which are to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

Woodley Town Council is opposed to all forms of unlawful and unfair discrimination and believes that supporting equality is important.

The Council aims to engender a culture where people's differences and values are respected and where dignity, equality and diversity are promoted. The Council will also aim to help individuals or groups to achieve their full potential in our community by removing barriers, bias or discrimination.

The Council's aim is to challenge discrimination and to provide equality and fairness to all in the community - it expects all councillors and employees to be aware of their duty under the Public Sector Equality Duty.

Equality Commitments

The Town Council will:

- Promote equality of opportunity for all persons.
- Ensure a positive and harmonious environment where all are treated with respect.
- Prevent unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Take lawful and positive action where appropriate.
- Fulfil the Council's legal obligations under equality legislation and associated codes of practice.