



# Buckfastleigh Town Council Personnel Policies & Procedures

## Equality and Diversity Statement

### Background

The Equality Act became law in October 2010 and replaces and consolidates previous legislation such as the Equal Pay Act 1970, the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995 to ensure consistency in what is required to make the workplace a fair environment and to comply with the law.

### Legal Position

It is unlawful to discriminate against an individual on the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Under the **Equality Act 2010** these are known as the 9 “protected characteristics” and the Town Council has a duty to ensure that no person receives less favourable treatment on the basis of the above.

### Purpose

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken).

Under the Equalities Act 2010, Buckfastleigh Town Council has a duty in carrying out its functions to have due regard to:

- eliminate unlawful discrimination, harassment and victimization;
- advance equality of opportunity between different groups; and;
- foster good relations between different groups
- duty to make reasonable adjustments, as far as is reasonable for a disabled worker to have the same access to everything that is involved in doing and keeping a job as a non-disabled person.

## **Scope**

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Council.

## **Commitment**

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Breaches of our equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimization through the Council's Grievance procedure.

This policy is fully supported by all Members of Buckfastleigh Town Council and adopts the model contract as devised by the local government employee professional body known as the Society of Local Council Clerks to remain an Equal Opportunities employer.

**Updated by Buckfastleigh Town Council's Personnel Committee and adopted by  
Buckfastleigh Town Council 13.04.2011  
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