



Camelford Town Council

Equality Policy

Adopted 6 December 2018

Camelford Town Council (CTC) is committed to encouraging equality and diversity among our Council and eliminating unlawful discrimination.

The aim is for our Council to be truly representative of all sections of society, and for each member of staff and Councillor to feel respected and able to give their best.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

CTC commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense; and
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued

This commitment includes training staff and Councillors about their rights and responsibilities under the equality policy. Responsibilities include staff conducting themselves to help CTC provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff and Councillors should understand they, as well as CTC, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, Councillors and the public.

CTC take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, Councillors, the general public and any others in the course of CTC's activities.

Such acts will be dealt with as misconduct under the CTC's Grievance Procedures and Disciplinary Procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

CTC will make opportunities for training and development available to all staff and Councillors, who will be helped and encouraged to

develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of CTC.

Decisions concerning staff are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

CTC will review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

CTC will monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by the Chairman.

Details of CTC's Grievance Procedures and Disciplinary Procedures and procedures can be found on CTC's website/HR policies and copies are also available in the Town Hall. This includes with whom an employee or Councillor should raise a grievance.

Use of CTC's Grievance Procedures and Disciplinary Procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

To be updated annually