



## **FAZELEY TOWN COUNCIL DIVERSITY & INCLUSION STATEMENT**

Individuals with different cultures, perspectives and experiences are at the heart of the way Fazeley Town Council functions. We want to elect, recruit, engage with, develop and retain the most talented people regardless of their background; specific reference being the protected characteristics of sex, gender reassignment, race, disability, age, sexual orientation, religion or belief, marriage and civil partnership and pregnancy and maternity.

At Fazeley Town Council we are guided by our values in everything we do; recognising that being a diverse and inclusive Council helps us fulfil our responsibility to make a difference for those who work with us and those we represent.

We seek to develop an environment where we treat all individuals fairly and in a consistent way.

We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity; actively challenging discrimination should it ever arise.

We go out of our way to remove unnecessary barriers for all of those engaged in carrying out the duties and responsibilities of Fazeley Town Council; especially in the areas of providing training or development that will result in the Council becoming more effective in the execution of those duties and responsibilities.

**Signature:**

**Date:**

**Position:** Mayor of Fazeley Town Council

**Print name:**



## **FAZELEY TOWN COUNCIL'S EQUALITY AND DIVERSITY POLICY**

### **1. Purpose**

This policy sets out Fazeley Town Council's approach to equality and diversity. Fazeley Town Council is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

Fazeley Town Council aims to be an inclusive organisation that is committed to providing equal opportunities throughout its entire operational spectrum; including recruitment, training, development of individuals and its election process.

Fazeley Town Council is also committed to pro-actively tackling and eliminating discrimination.

### **2. Equality and Diversity at Fazeley Town Council**

At Fazeley Town Council, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups; especially in the areas of employment and the provision of goods and services.

We consider diversity to mean celebrating difference and valuing everyone. We recognise that each person is an individual, with visible and non-visible differences, and that by respecting this everyone can feel valued for their contributions; which is beneficial not only for the individual, but also for Fazeley Town Council and those it represents.

We acknowledge that equality and diversity are not inter-changeable but inter-dependent; in that there can be no equality of opportunity if difference is not valued and harnessed.

### **3. Scope**

The rights and obligations set out in this policy apply equally to all who are engaged in some way with the operational activities of Fazeley Town Council; whether it be on a voluntary, part time or full-time basis. It also extends to those on a substantive or fixed-term contract as well as associated persons such as secondees, agency staff, contractors and others employed under a contract of service.

It is the responsibility of each person connected with Fazeley Town Council to familiarise themselves with this policy and subsequently observe/comply with the principles contained within.

This policy is also of particular relevance to those within a position of Leadership or Governance within Fazeley Town Council.

## **4. Fazeley Town Council's commitment**

Every individual actively engaged in the execution of Fazeley Town Council's duties and responsibilities, in respect of those it has been elected to represent, is entitled to a working environment that promotes dignity, equality and respect for all.

Fazeley Town Council will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, volunteer, contractor, job applicant or visitor because of a protected characteristic: namely...

- sex;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (including ethnic origin, colour, nationality and national origin);
- disability;
- sexual orientation;
- religion and or belief; and
- age.

Discrimination on the basis of work pattern (voluntary, part-time working, fixed term contract, flexible working), which is unjustifiable, will also not be tolerated.

All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of any training, development and progression opportunities able to be provided by Fazeley Town Council. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability.

No form of intimidation, bullying or harassment will be tolerated. If anyone believes that they may have suffered discrimination because of any of the above protected characteristics, they should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with the Mayor, Deputy Mayor, Leader, Clerk or Elected Councillor. Alternatively, they may decide to raise the matter by way of Fazeley Town Council's Harassment Policy or Grievance Policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. Fazeley Town Council will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by Fazeley Town Council as a result. However, false allegations of a breach of this policy, which are found to have been made in bad faith, will be dealt with under Fazeley Town Council's Discipline Policy.

A person found to have breached this policy may be subject to disciplinary action under Fazeley Town Council's Discipline Policy. Individuals may also be personally liable for any acts of discrimination that they commit, which are prohibited by way of this policy, meaning that they can be sued by the victim.

## **5. When does this policy apply?**

This policy applies to all conduct in the working environment and also to conduct outside of the workplace that relates to an appointed role (e.g. at meetings, social events and social interactions with colleagues) or which may impact on Fazeley Town Council's reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Fazeley Town Council).

We set out below some specific areas of application:

**a) Recruitment**

Selection for employment at Fazeley Town Council will be on the basis of aptitude and ability. Further detail is set out in Fazeley Town Council's Recruitment and Selection Policy. Where possible, Fazeley Town Council will capture applicants' diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.

**b) Training**

Fazeley Town Council may also require individuals to participate in training and development activities from time to time, so as to encourage the promotion of the principles of this policy.

**c) Promotion**

All promotion decisions will be made on the basis of merit, and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be Fazeley Town Council led so as to ensure that equality of opportunity exists at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

**d) During employment**

The benefits, terms and conditions of employment and facilities available to Fazeley Town Council employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or under-represented groups.

**6. Fazeley Town Council's legal duties**

As a public body, Fazeley Town Council is additionally subject to public sector equality duties under the Equality Act 2010. This policy will be reviewed on an ongoing basis by Fazeley Town Council to assess its effectiveness and may be amended from time to time.

This policy document is for guidance only.

**This policy has been in operation since 1<sup>st</sup> October 2010 and was last reviewed in March 2024.**