

## **HEXHAM TOWN COUNCIL** **EQUALITY AND DIVERSITY POLICY**

Hexham Town Council recognises that it functions at a fundamental level of democracy and that its services affect, both directly and indirectly, the lives of all those who work for the Council and all those who visit the Council's Cemetery, play areas, allotment sites and elsewhere. It recognises it has a role in the pursuit of access and opportunity for all.

The Council acknowledges that certain groups and individuals within society are discriminated against and wishes to declare its commitment to working towards equality in employment and delivery of its services.

In particular, the Council will work to combat discrimination and to ensure that prospective and present employees and those who may use or wish to use the Council's properties and services are not treated less favourably on the grounds of age, disability, ethnicity, gender, marital status, sexual orientation, culture, religion or nationality or are disadvantaged by the application of other conditions or requirements which cannot be shown to be justified. In doing so, the Council will work within its resources and the appropriate legislative framework.

In employment the aim is to provide a non-discriminatory working environment where discrimination, harassment or bullying is unacceptable and will not be tolerated. Employment policies, procedures and practices will promote equality of opportunity and all decisions regarding recruitment, selection, training, promotion and career management will be based solely on objective and job related requirements.

In access to services at the Cemetery, play areas, allotment sites and elsewhere the aim is to ensure that all those who receive a service from the Council or wish to use a Council service can do so without fear of discrimination or disadvantage.

Translating this policy and ethos into practice is the responsibility of all employees (no matter how employed) and members of the Council.

People are entitled to be treated fairly, in a consistent manner and with dignity and respect.

**(NOTE:** This document is an appendix to the Staff Handbook, given to all employees when commencing employment with the Council.)

**First adopted by Hexham Town Council on 2 March 2009**

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