

BINGLEY TOWN COUNCIL

Bingley Town Council, Myrtle Place, Bingley, BD16 2LF



Equality Policy

Date of review: 25th June 2024

Next review date: May 2027

This policy sets out Bingley Town Council's commitment to providing equality of opportunity for everyone who comes into contact with the Council, its employees and Councillors irrespective of their characteristics.

Bingley Town Council aims to create a culture that respects and values each other's differences and promotes dignity, equality and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realizing their potential and contributing fully to the community.

In recognising and adhering to its legal requirement, the Council wishes to play its part in creating a fairer society and an environment in which all individuals are treated with respect.

The legal framework

The Equality Act 2010 protects individuals from discrimination due to the following 'protected characteristics':

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

Discrimination means being that a person is treated less favourably, harassed, victimised or subjected to a provision, criterion or practice which puts them at a disadvantage.

The Public Sector Equality Duty included in the Act states that all public bodies and organisations carrying out public functions have a duty to consider the needs of all

individuals in their day to day work when shaping policy, delivering services and in relation to their employees.

The Council's commitment

Bingley Town Council opposes all forms of unlawful and unfair discrimination whether direct or indirect discrimination, victimisation or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010.

We are committed to the promotion and delivery of equality of opportunity in the provision of representation, information, facilities and in the delivery of our services.

In all our activities we will take into account the three aims of the Equality Duty:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not.

Employees

The Council will not discriminate in respect of job applicants, employees and workers. 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 utilized to maximize the efficiency of the Council.

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 (this is further defined in the Dignity at Work policy adopted by the Council).

Breaches of the Council's Equality Policy may be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimisation through the council's Grievance Procedure.

Public office

The Council will not discriminate against a member of the Council in relation to the member's carrying out of official business, and will make reasonable adjustments for disabled members.

Delivery of services

The Council will not discriminate against or harass a person because of a protected characteristic or victimise a person when providing services. The Council will deliver services that are relevant, of the highest quality possible and accessible. Training in relation to the roles and responsibilities of employees and the Council in delivering services will be sought and undertaken.

Training

All Councillors and staff are provided with equality training with the aim of ensuring the effective implementation of this policy and reinforcing the Council's commitment to equality principles.

Monitoring and reviewing

This policy will be monitored and reviewed every three years. The Council will ensure that other personnel policies will be reviewed against this policy to ensure that it continues to promote and adhere to equality principles.

In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.