

# TELSCOMBE TOWN COUNCIL

## EQUAL OPPORTUNITIES POLICY

### 1. Introduction

Telscombe Town Council's aim is to ensure that all its employees, Councillors, job applicants, members of the public and organisations worked with are treated equally. The Town Council will ensure that all aspects of its governance and operation promotes equality of opportunity.

1.1 Under the Equality Act 2010 it is unlawful to discriminate against an individual on the following grounds, known as 'protected characteristics':-

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In addition, the Council will not discriminate on the grounds of:-

- ethnic or national origin
- socio-economic status

### 2. Employees

All employees whether full-time, part-time, fixed contract, agency workers or temporary, 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 talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

### 3. Responsibilities

The Council, its Councillors and employees all have a duty both morally and legally not to unfairly discriminate against individuals. They all hold a responsibility for the practical application of the equality of opportunity across the Council. However, ultimate responsibility for achieving the Policy's objectives and for ensuring compliance with relevant statutes and codes of practice lies with the Council.

The Council recognises that training and development are crucial to ensure that Councillors and employees have the knowledge and appropriate behaviour to implement its Equal Opportunities Policy.

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## 4. Breaches

The Council's Policy & Resources Committee is responsible for overseeing the implementation, monitoring and review of the Equal Opportunities Policy.

If employees have any doubt about appropriate treatment under the Council's Equal Opportunities Policy, they should consult their line manager the Town Clerk or the Mayor.

Where a Councillor has concerns about appropriate treatment under the Council's Equal Opportunities Policy, they should in the first instance seek advice of the Town Clerk.

Breaches of the provisions or spirit of this Policy will be regarded as serious misconduct and could lead to disciplinary action.

<b>Policy</b>	Equal Opportunities
<b>Review Cycle</b>	Every 3 years, or earlier in the event of legislative changes
<b>Date Last Adopted</b>	17 <sup>th</sup> September 2025
<b>Previous Adoption Dates</b>	18 <sup>th</sup> September 2019, 28 <sup>th</sup> September 2022
<b>Responsibility</b>	Policy & Resources Committee and then adoption by Full Council