Appleby-in-Westmorland Town Council

Equality and Diversity Policy

The aim of this policy is to communicate the commitment of Appleby-in-Westmorland Town Council, its Councillors and employees to meet The Public Sector Equality Duty (the Equality Duty) created by the Equality Act 2010. The Equality Duty applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies, representation and services which are efficient and effective; accessible to all; and which meet different people's needs.

It is our policy to provide representation, information, facilities, services and employment to all irrespective of:

- Gender, including gender reassignment.
- Marital or civil partnership status
- Having just had a baby or being pregnant
- Having or not having dependents
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

The Council is opposed to all forms of unlawful and unfair discrimination. All people and employees will be treated fairly and will not be discriminated against on any of the above grounds. All decisions will be made objectively and without unlawful discrimination.

The Council recognises that supporting Equality is of primary importance. This policy will help both Councillors and employees to develop sound and effective policies that impact the village/town/community and surrounding areas.

The Council aims to create a culture that respects and values each other's differences, which promote dignity, equality, and diversity. We aim to remove barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to the community to develop a culture that positively values diversity.

The Council will challenge discrimination. It aims to provide equality and fairness to all in the community and expects all Councillors and employees to be aware of and understand the Equality Act 2010.

Equality Commitments

The Council is committed to:

- Promoting equal opportunity for all persons.
- Promoting a good and harmonious environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling our legal obligations under equality legislation and associated codes of practice.
- Complying with our own equal opportunities policy and associated policies.
- Taking lawful affirmative and positive actions where appropriate.

In adopting this Equality & Diversity Policy, Appleby-in-Westmorland Town Council wishes to:

- Communicate the policy to Councillors, the Clerk and other employees, and members of the public
- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council

Policy Review

The Council will establish appropriate information and monitoring systems to assist with the effective implementation of our equal opportunities policy. In addition to our internal procedures, any person has the right to pursue complaints of discrimination under the Equality Act 2010.

This Policy will be reviewed bi-annually by Appleby-in-Westmorland Town Council at a Full Council Meeting.

This policy has been agreed and approved by Appleby-in-Westmorland Town Council.

Cllr P Davidson

Cllr Pamela Davidson
Chair of Appleby-in-Westmorland Town Council

Adopted by Appleby-in Westmorland Town Council on 19th March 2025
Review Date: March 2027