



Penrith Town Council

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EQUALITY AND DIVERSITY POLICY

Commitment to equality and diversity

Penrith Town Council is committed to eliminating and avoiding all forms of unlawful discrimination, promoting equality of opportunity for everyone in employment and service delivery and valuing diversity.

Scope

This policy applies to all elected members and employees of Penrith Town Council and the contractors and other parties who act on its behalf. Elected members and employees have responsibilities when representing the Town Council or carrying out their functions, responsibilities and duties to act in accordance with this and other policies of the Council. This policy will apply in particular to council decision-making, the delivery of services and activities, community consultation and engagement, procurement and employment. All elected members and employees have a responsibility for equality and in ensuring that we meet our duties and obligations.

The Equality Act 2010

The Equality Act protects people against discrimination, harassment or victimisation in employment and as users of public services based on nine protected characteristics. The protected characteristics are:

Age

Disability

Gender re-assignment (gender status)

Marriage and civil partnership

Pregnancy and maternity

Race

Religion or belief

Sex

Sexual orientation.

The Act applies a public sector equality duty to public authorities including parish councils. This public sector equality duty requires public authorities, in exercising their functions, to have due regard to the need to:

Eliminate discrimination, harassment and 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 relevant protected characteristic and those who do not share it.

The purpose of the policy

The purpose of the policy is to express Penrith Town Council's commitment to:

- a) Meet our obligations under the Equality Act.
- b) Promote equality of opportunity in all our services and eliminate unlawful discrimination.
- c) Treat everyone fairly and with respect.
- d) Challenge inequality, discrimination and disadvantage.
- e) Achieve the highest possible quality of service delivery and employment practice.
- f) Build links with communities to promote equality.

The Council's commitment

The Council commits to:

1. apply the policy through all our activities.
2. apply the policy and express and undertake specific actions in support and confirmation of the policy in the areas of service delivery and employment.
3. engage with people in communities and develop our means of communication and consultation and encourage feedback.
4. assess our policies and services to ensure that they are fair and identify impacts upon people within our community.
5. ensure our suppliers and contractors operate in ways which are consistent with our commitment.

6. provide services which are responsive and accessible to all and free of discrimination
7. provide information on our website that is accessible.
8. encourage suggestions on improvements to our services and activities.

Adopted: May 2017

Reviewed: April 2021

Next review: April 2024