



Elstree and Borehamwood Town Council

Equality and Diversity Policy Statement

The aim of this Policy is to communicate the commitment of Elstree and Borehamwood Town Council to the principles of fairness and valuing diversity for everyone who lives, works, invests or visits Elstree and Borehamwood.

The Council recognises that everyone who lives in the community has a stake in the future of Elstree and Borehamwood and wants its activities to be accessible, relevant, and meaningful to everyone. It also seeks to reduce social exclusion by making its services, facilities, and resources more responsive to community and individual needs.

It is committed to equality of opportunity in all aspects of employment. All employees will be treated equally regardless of gender, race, colour or nationality, age, disability, sexual orientation, religious and political beliefs, marital status, or offending history.

It is also committed to achieving the highest standard of service delivery and employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment. It is also to promote dignity at work and respect of each other through embracing diversity and celebrating differences at all times.

The purpose of this Policy is to ensure that all employees, contractors, job applicants and customers of Elstree and Borehamwood Town Council will be treated fairly by the Council and its employees, and by contractors employed by the Council. The Council is therefore committed to ways of working and communicating which ensure that no service user (or potential service user) or employee experiences unfair discrimination and harassment.

The aim is to serve all members of the communities in the Town Council area. If people from some social groups are under-represented, the Council will endeavour to develop strategies to reach them.

The Council posts the following statement (as a poster in reception area):

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Equality Act 2010: The general public sector equality duty places an obligation on a wide range of public bodies (including Town and Parish Councils) in the exercise of their functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The protected characteristics are:

Age

Race

Religion or Belief

Disability

Sex

Gender Reassignment

Marriage and Civil Partnership

Sexual Orientation

Pregnancy and Maternity

Review Body: General Management Committee

Review Period: every 1 year

Next Review: July 2023