

PERSHORE TOWN COUNCIL
EQUALITY AND DIVERSITY POLICY

Policy Statement

Pershore Town Council will aim to ensure that:-

- Individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/economic background or any other appropriate distinction.
- It affords all individuals and employees the opportunity to fulfil their potential
- It promotes an inclusive, supportive environment for staff and visitors
- It recognises the varied contributions to the achievement of the Council's aims and objectives made by individuals from diverse backgrounds with a wide range of experiences.

The policy applies to all staff, councillors and visitors to the Town Hall, together with those contracted to work for the Council.

The aim of the policy is to ensure the Council has due regard to:-

Promoting equality of opportunity
Promoting good relations
Eliminating unlawful discrimination

The Council's policy is guided by the following principles:-

- All staff councillors and visitors should enjoy a safe environment free from discrimination, harassment and bullying and have equal access to quality services made available by the Council
- All staff should have equal access to opportunities for personal, professional or academic development, career progression and promotion opportunities

The Council will take seriously any instances of non adherence to the Equality and Diversity policy by staff, councillors or visitors. Any instances of non-adherence will be investigated and where appropriate will be considered under the disciplinary policy for staff or the Code of Conduct for councillors. With regard to any breach of the policy by visitors, the Council will take appropriate action in relation to the nature of the incident.