



“Stronger together”

GRANTHAM TOWN COUNCIL

EQUALITY and DIVERSITY POLICY

Date	Purpose / Change	Author	Committee	Date approved/adopted	Review Date
April 2024	Created	Anita Eckersley	April 2024		
06.11.24	Review and recommend	Anita Eckersley	Personnel Committee	06.11.24 approved	
28.11.24	Review and adopt	Anita Eckersley	Town Council	28.11.24 adopted	

1 EQUALITY POLICY

Grantham Town Council are committed to pursuing an equal opportunities approach in the employment of its staff and in every aspect of Council Activity. It recognises the statutory duties under legislation in terms of service provision and employment and is committed to meet them by complying with this policy.

2 LEGAL POSITION

It is unlawful to discriminate against an individual on the following grounds:

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

3 UNDER THE EQUALITY ACT 2010 THESE ARE KNOWN AS “PROTECTED CHARACTERISTICS”.

It is unfair to discriminate against an individual on the following grounds:

- political views
- family or caring responsibilities
- chronic illness or HIV/Aids status
- socio economic status

4 PURPOSE

The purpose of this policy is to provide equal opportunities to all employees, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken). Grantham Town Council opposes all forms of unlawful and unfair discrimination whether it be direct or indirect discrimination, victimization, or harassment on the grounds of any of the protected characteristics defined in the Equality Act 2010 or the identified additional unfair grounds. The Equality Policy underpins all policies, procedures, and strategies, therefore providing a strong foundation for equality in Grantham Town Council and the services provided.

5 EQUALITY OF OPPORTUNITY IN EMPLOYMENT, TRAINING AND ORGANISATIONAL DEVELOPMENT

All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential, and the talents and resources of the workforce will be fully utilised to maximise the efficiency of Grantham Town Council.

Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated. This is further defined in the Dignity at Work policy adopted by the council.

The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing Society as a whole.

Breaches of Grantham Town Council equal opportunities policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination or harassment or victimization through the council's Grievance procedure.

6 EQUALITY OF OPPORTUNITY IN SERVICE DELIVERY

Grantham Town Council are committed to equality of opportunity in the provision of services and access to the facilities. It will deliver services that are relevant, of the highest quality possible and accessible. Training in relation to the roles and responsibilities of employees and Grantham Town Council in delivery of services will be sort and undertaken.

7 COMMITMENT

Grantham Town Council will comply with all current and future legislation referring to equality and diversity and will aim to promote good practice in all areas of the organisation.

This policy is fully supported by Grantham Town Council and South Kesteven District Councillors and adopts the model contract as devised by the employee professional body in the local government sector (the Society of Local Council Clerks).

The policy will be monitored and reviewed bi-annually. Other Personnel policies will be reviewed against the values stated in this main Equal Opportunities policy to ensure that the council strives to remain an Equal Opportunities employer.