

# **FARINGDON TOWN COUNCIL**

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Clerk: Sally Thurston



## **Equality and Diversity Policy**

The Council is committed to providing and promoting equal opportunities, eliminating discrimination and celebrating diversity amongst our community. The purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of age, disability, gender, marital status, race, ethnic origin, nationality, national origin, sexual orientation, religion or belief. We oppose all forms of unlawful and unfair discrimination.

### **1. The Council as an employer**

We provide equal opportunities and are committed to the principle of equality in accordance with legislative provisions. Full details of our employment equality and diversity policies are available in our staff handbook: <https://www.faringdowntowncouncil.gov.uk/wp-content/uploads/2021/07/Employee-handbook.pdf>

### **2. The Council as a community leader and advocate**

We are committed to creating a socially inclusive and cohesive community by:

- a) Promoting equal opportunity and equal access to employment, services and information.
- b) Identifying and addressing the barriers that different groups face to participation in community life.
- c) Working towards ensuring fair and equitable resources.
- d) Respecting and celebrating diversity as a vital part of the strength of our community.
- e) Working with others to ensure that our community is a safe place in which to live, work or visit.
- f) Listening and responding to the views of our communities through appropriate and widespread consultation and participation mechanisms, which are accessible to all.
- g) Ensuring the communications, we produce and the events we hold positively reflect and promote the diversity of our communities and are fully accessible.

### **3. The Council as a service provider**

We are committed to ensuring that our services are accessible to all and responsive by:

- a) Ensuring that we deliver our services in ways that are sensitive to everyone's needs.
- b) Ensuring that all employees, contractors and partners have the information they need to provide equality of opportunity and that this is reflected in their conduct.
- c) Ensuring that all those in the community are able to visit our community halls.
- d) Ensuring that the information we provide about our services is accessible to our community.
- e) Consulting and involving all sections of our community in the development and monitoring of our policies and services in ways which enable people to participate.

### **4. Complaints**

The Town Council has a formal Complaints Procedure Policy, including for any anonymous complaints available on our website: <https://www.faringdowntowncouncil.gov.uk/wp-content/uploads/2021/07/Complaints-procedure.pdf>