

OTTERY ST MARY TOWN COUNCIL



EQUALITY AND DIVERSITY POLICY REVIEWED JULY 2018

EQUALITY AND DIVERSITY STATEMENT

The Parish of Ottery St Mary ('The Parish') is a multi-racial, multi-cultural and multi-faith town. We value and celebrate the diversity that exists amongst both the members of the public of the Parish and our workforce. As a Council we want to ensure that everyone can fully participate in the social, cultural, political and economic life of the Parish.

Ottery St Mary Town Council ('the Council') opposes all forms of discrimination on the grounds of race, gender, sexual orientation, age, religion and disability. We recognise that discrimination creates barriers to achieving equality for all people.

We are committed to working with our workforce, and with the people of the Parish to develop and deliver high quality services that meet the needs of everyone in our Parish.

This policy is central to achieving the Council's vision which is:

- To be among one of the best performing town councils, providing the best quality support and services
- To work in active partnership with the community to create a successful parish with a good quality of life for all its residents

OUR COMMITMENTS

When we make plans and policies, we will:-

- Design our services to meet the diverse needs all our communities
- Ensure that plans and policies do not negatively discriminate against particular groups;
- Make sure all staff, customers, contractors and community groups are aware of our equality policy.

When we work in partnership we will:-

- publicise this equality policy widely and positively;
- encourage the involvement of the diverse communities of the Parish in decision making and developing services through partnerships at local level;
- actively consult with all sections of the population of the Parish

When we deliver services we will:-

- ensure that our services are relevant to the people of the Parish and take into account different needs;
- provide information about services that is clear, accurate and accessible to all.
- treat all customers positively, regardless of sexual orientation, race, gender, disability, religion or age;
- respond seriously to, and investigate, complaints of bullying, harassment, discrimination or victimisation;

As an employer we will:

- recruit and retain a workforce that reflects the expertise and diversity of our community;
- welcome the special knowledge and skills that a diverse workforce contributes to the Council;
- provide equal access to training and development for all our staff;
- listen to staff ideas and suggestions for improving services and ways of working;

HOW WE WILL MAKE SURE THIS HAPPENS:

- Elected Members will promote the Council's commitment to equality and ensure adequate resources are made available.
- We will monitor this policy and see how far we are achieving our commitments.
- The Council will take make sure equality and diversity issues are core to service delivery and staff management.

All employees will ensure that they are aware of this policy and take responsibility to promote equality and challenge discrimination.

Approved at the Full Council Meeting on 2nd July 2018