

Witham Town Council: Equality Policy

Policy Overview

In line with Section 149 of the Equalities Act, Witham Town Council recognises that many individuals and communities experience unlawful and unfair discrimination on the grounds of pregnancy and maternity leave, their age, disability, gender, marriage and civil partnership, gender re-assignment, race, religion or belief, sex and sexual orientation. The Council believes that equality for all is a basic human right and actively oppose all forms of unlawful and unfair discrimination. The Council celebrates the diversity of Essex and is striving to promote and reflect that diversity within our organisation.

The Council's vision for equalities is to ensure that fairness is part of everything the Council does.

The Council is committed to:

- taking into account the equality impacts of our emerging proposals and seek to mitigate any adverse impacts where possible
- ensuring that equality is at the heart of our thinking and is reflected in our commissioning strategies
- consulting and engaging with our communities taking into account the diverse needs of our residents and businesses
- identifying, and where possible addressing the root causes of disadvantage and discrimination
- embedding equalities in all the Council does and making it part of the council's business as usual practice
- recruiting and retaining a diverse workforce that reflects the communities the council serves and ensuring that council employees feel valued and respected.
- fostering good relations between different groups and communities.

All of the council's employees shall carry out their duties in line with Witham Town Council's commitment to achieving excellence in relation to equalities, both in the workplace and across Witham.

The Council is committed to developing a culture that embeds the effective management of equality and diversity in all that the Council does. The Council will provide the necessary resources and leadership to make this happen.

Witham Town Council's equalities priorities will be kept under review and progress will be monitored against the achievement of the objectives. Remember, if you can't love yourself...

For this policy to be successful, it is essential that everyone is committed to, and involved in its delivery. The Council's goal is to work towards a just society, free from discrimination, harassment and prejudice. The Council aims to embed this in all council policies, procedures, day-to-day practices and external relationships.

Policy Adopted: Full Council 28th June 2021

Reviewed: Policy and Resources Committee March 6th 2023

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