



Desborough Town Council

Desborough Town Council Equal Opportunities Statement

Statement

Desborough Town Council is committed to ensuring that all individuals and groups are treated fairly and valued equally. The Town Council's policies and procedures will be governed by this commitment in its dealings with its staff, volunteers, contractors, clients and with all it has dealings with. The Town Council will actively promote equality of opportunity for all, so to create a good mix of talent, skills and potential that will further the Council's aims and objectives. The Town Council aims to create a culture that respects and values each others differences.

Desborough Town Council will oppose discrimination against any individual or group specifically on the grounds of race, ethnic or national origin, religion or creed; mental or physical disability or impairment; gender, sexual orientation or marital status; employment status; social class; age; dependent care responsibilities or need; appearance or size; unrelated criminal conviction or any other unjustified grounds. Therefore no one will receive less favourable treatment, or will be disadvantaged by unjustifiable requirements or conditions.

Breaches of the Town Council's equal opportunities statement will be regarded as misconduct and could lead to disciplinary action.

This statement will be reviewed on an annual basis or as required through changes in legislation/guidance. Where necessary, expertise will be sought from NCALC.

The Legal background

The question of discrimination is referred to in the following Acts:

1. Rehabilitation of Offenders Act 1974
2. Equal pay Act 1970
3. Sex Discrimination Act 1975
4. Race Relations Act 1976
5. Trade Union and Labour Relations Act 1974/6
6. Disability Discrimination Act 1995
7. Equality Act 2010 (harmonises previous legislation such as Race Relations Act 1976 and Disability Discrimination Act 1995)

The original document was adopted by Desborough Town Council by resolution on 21st May 2015.

This Document was reviewed by Desborough Town Council on 16th February 2017

Signed:

Cllr A Matthews, Chairman