



# Peacehaven Town Council

## Equality and diversity policy statement

***Everyone is different, everyone should be treated equally, everyone should be listened to.***

1. Peacehaven Town Council:

- ✓ Treats everyone well and with respect.
- ✓ Ensures the safety and wellbeing of all employees and volunteers
- ✓ Abides by the legal requirements of the Equality Act 2010 and will not treat anyone unfairly or differently because of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation

2. Employees and Volunteers of Peacehaven Town Council are expected to:

- ✓ Challenge discrimination
- ✓ Promote equal opportunities
- ✓ Encourage good relationships.
- ✓ Co-operate with the Council in ensuring compliance with this policy.

3. When Dealing with members of the public

- ✓ Employees and Volunteers are expected to treat any members of the public with the same respect and rights as detailed in this policy.
- ✓ Likewise, Employees and Volunteers should expect that same respect back from members of the public.
- ✓ It is unacceptable for anyone to not be treated fairly and respectfully.

4. Peacehaven Town Council accepts the following organisational responsibilities:

- ✓ The Council's Personnel Committee is responsible for overseeing the implementation, monitoring, and review of the Equal Opportunities Statement.
- ✓ The Town Clerk will implement, communicate, and monitor the Equal Opportunities Statement.
- ✓ Intentional breaches of the provision or spirit of this statement will be regarded as misconduct and could lead to disciplinary action.

5. To ensure the success of this statement, Peacehaven Town Council will:

- ✓ Create an environment where Employees and Volunteers feel empowered to call out discriminatory behaviour.
- ✓ Work to understand and support the diverse needs of our community.
- ✓ Promote equality, diversity, and inclusion at every opportunity.
- ✓ Ensure all information and services are accessible for everyone.
- ✓ Support the development of all Employees to achieve their full potential and talents.