



**STAMFORD TOWN COUNCIL**  
**EQUALITY & DIVERSITY POLICY**

**What do we value?**

- We value people from all backgrounds and believe they have a right to be free from prejudice and discrimination.
- We believe that while people are all different, they have an equal right to benefit from opportunities.
- We recognise that discrimination can be overt or covert – open or hidden.
- We do not discriminate on the grounds of: ability; age; colour; ethnic or national origin; gender; gender reassignment; intellect; marital status; nationality; race; religion or belief; sexual orientation; social or economic status (this is not an exhaustive list)
- Equality is an integral part of what we do, not an afterthought.

**How will we do this?**

**People (members, staff, volunteers and service users)**

- We challenge discriminatory comments, and support colleagues in challenging discriminatory comments.
  - We recognise that people on the receiving end of such behaviour may need support.
  - We welcome discussion with people with special requirements to identify how their needs might be met.
  - We make sure anyone providing information about discrimination is not victimised.
- Resources**
- We ensure that any resources are balanced and reflect the diverse nature of the community.
  - We do ensure that any resources are as accessible as possible to all abilities/cultures/languages of the community.

**Meetings**

- We endeavour to hold these at a time and place suitable to the majority in compliance with current legislation.

**Employment and volunteering**

- We have a commitment to equal opportunities as part of any job description;

- We advertise as widely as possible, in accordance with needs and resources;
- We focus on ability, not disability;
- We treat all applicants fairly;
- We regularly review our procedures and application forms for staff and volunteers;
- Volunteers are as respected and supported as members of staff;
- We have an induction procedure for staff and volunteers.

### **Training**

- Staff and volunteers are encouraged to attend training relevant to their work.
- We encourage staff and volunteers to look at their personal/career development.

### **Disability Discrimination Act**

- We seek advice on making information and premises accessible under the DDA, where it is feasible to do so.
- We seek advice on recruitment and employment issues as necessary under the DDA.

### **Monitoring and Reviewing**

- The make-up of volunteers, staff, service users and participants to be inclusive of the whole community wherever possible.

### **The Law**

The policy will be implemented within the framework of the relevant legislation, as updated, which includes:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations (Amendment) Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Marriage (Same Sex Couples) Act 2013.