



UTTOXETER TOWN COUNCIL

Equality and Diversity Policy

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Uttoxeter Town Council is committed to eliminating discrimination and encouraging diversity amongst its workforce. The aim is that the workforce will be true representatives of all sections of society and each employee feels respected.

To that end, the purpose of this policy is to provide equality and fairness for all in Council's employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. Council oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Council's commitment:

- To create an environment in which individual differences and the contributions of its staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- Council will review all of its employment practices and procedures to ensure fairness.
- Breaches of Council's equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by Council *and agreed with trade unions. (To be submitted to Unison, following agreement by Council).*
- This policy will be reviewed annually.

Adopted/Approved at the Meeting held on Tuesday, 10 December 2013

Adopted/Approved by Uttoxeter Town Council at its Annual Meeting held on 13 May 2014.

Adopted/Approved by Uttoxeter Town Council at its Annual Meeting held on 19 May 2015.

Adopted/Approved by Uttoxeter Town Council at its Annual Meeting held on 10 May 2016.

Adopted/Approved by Uttoxeter Town Council at its Annual Meeting held on 9 May 2017.

Adopted/Approved by Uttoxeter Town Council at its Annual Meeting held on 8 May 2018.

Adopted/Approved by Uttoxeter Town Council at its Annual Meeting held on 14 May 2019.

Reviewed/Adopted by UTC – AGM held on 5 May 2021

To be reviewed by UTC at its meeting on 10 May 2022