



# Equality and Diversity Policy

Full Council Approved: October 2018  
Reviewed: October 2024  
Due for next Review: October 2027

## 1. Introduction

- 1.1 Fleet Town Council is committed to promoting equality and diversity among its workforce and eliminating unlawful discrimination.
- 1.2 The aim is for each employee to feel respected and able to give their best.
- 1.3 The organisation is committed to no unlawful discrimination of any section of society occurring.

## 2. Scope

The policy's purpose is to:

- provide equality, fairness and respect for all our employees, whether temporary, part-time or full-time.
- not unlawfully discriminate against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

## 3 The Fleet Town Council is committed to:

- ensuring equality and diversity in the workplace.
- creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

## 4 Responsibilities

- 4.1 Fleet Town Council is committed to training employees about their rights and responsibilities under the Equality Act 2010.
- 4.2 Fleet Town Council will make opportunities for training, development and progress within their role available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- 4.3 Fleet Town Council will review employment practices and procedures when necessary to ensure fairness and update them and the policy to take into account changes in the law.