



## Item 11

### Equalities Policy Statement

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#### Purpose

This policy sets out the Council's approach to equalities so that Members, employees and the community as a whole are fully aware of the Council's commitment to equality in all of its activities.

#### Scope

This policy applies to all employees of Syston Town Council including trainee and apprentices.

Agency staff, contractors and others working on its behalf whether paid or unpaid (for example casual contracts, those on work experience, volunteers etc) are also expected to adhere to this policy.

#### The Equality Act 2010

Syston Town Council is committed to meeting its legal and moral obligations of eliminating all forms of discrimination. The Equality Act 2010 brought together separate pieces of legislation and covers nine protected characteristics:

Age

Disability

Gender reassignment

Marriage and civil partnership

Pregnancy and maternity

Race

Religion and belief

Sex

Sexual orientation

### **The Council's Responsibilities**

Syston Town Council requires all its employees to behave in ways that promote equality and are non-discriminatory. This applies to the way they behave towards members of the public in the delivery of services and to other employees in the course of their work.

Employees should participate actively in measures introduced by the Council to ensure that there is equality of opportunity and non-discrimination. Employees should also draw the attention of management to alleged unlawful or unfair discriminatory acts or practices.

### **Equality Impact Assessments**

Equality Impact Assessments (EIAs) are an extremely effective way of assessing and understanding how well our services meet the needs of our diverse communities. EIAs also identify whether we need to change what we do and how we do it, to make sure that everyone is properly and effectively considered and that their needs are addressed. Further information about EIAs is shown in Appendix 1.

### **Public Sector General Equality Duty**

The General Equality Duty which came into force on 5 April 2011, replaces the three previous duties on race, disability and gender, bringing them together into a single duty, and extends it to cover age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment.

Public bodies are required to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations in the course of developing policies and delivering services. The aim is for public bodies to consider the needs of all individuals in their day to day work, in developing policy, in delivering services, and in relation to their own employees.

In the event that any employee is alleged to be in breach of this Policy, an investigation will be carried out in accordance with agreed STC procedures, including, where appropriate, disciplinary procedures.

This Policy will be monitored to ensure it is working in practice and is updated where appropriate.

### **Your Rights**

If you feel you have been unfairly discriminated against, you can follow the grievance procedure.

### **Related Policy Documents**

All Policies are affected by this Policy.

More information can be found on the [Government Equalities Website](#)

### **Further Information**

A guide to the Equality Act can be found at the [Government Equalities Office Website](#).

This Policy was adopted by Syston Town Council on 20 October 2020.

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Chairman

### **Equality Impact Assessment**

We need to understand whether our services are meeting everyone’s needs and that everyone who needs them has access to those services. We have developed an Equality Impact Assessment process for the assessment of any new or significantly changed policies, practices, procedures, functions and services.

Undertaking Equality Impact Assessments enables us to take action to prevent direct and indirect discrimination by ensuring that as far as possible any negative consequences for a particular group or sector of the community are eliminated, minimised or counterbalanced by other measures.

Our ultimate aim is to improve our services. By making sure we have considered the potential impacts of a policy, strategy or plan at an early stage potential barriers or problems can be avoided and actions put in place these it can be fully incorporated into any decisions and not just a ‘bolt-on’ at the end. Working in this way helps us to integrate and mainstream equalities into our work. Likewise, when reviewing the effectiveness and performance of our services, we can use this procedure to identify equality issues and opportunities as an integral part of our review.