



## **Nailsworth Town Council**

# **Equality and Diversity Policy**

### **Equality and Diversity Statement**

Nailsworth Town is a multi-racial, multi-cultural and multi-faith town. We value the diversity that exists within our Town, our paid employees, councillors and volunteers. As a Council, we will work towards promoting social, cultural, political, economic and spiritual life of the town.

Nailsworth Town Council opposes all forms of discrimination on the grounds of race, gender, sexual orientation, age, religion and disability. We recognise that discrimination creates barriers to achieving equality for all people.

We are committed to working with the people of Nailsworth to develop and deliver high quality services that meet the needs of everyone in the Town.

### **Our Commitments**

#### **When we make plans and policies, we aim to**

- Design our services to meet the diverse needs of our communities
- Ensure that plans and policies do not negatively discriminate against particular groups
- Make sure all staff, councillors, customers, contractors and community groups are aware of our equality policy via our website

#### **When we work in partnership we aim to**

- Publicise this equality policy widely and positively
- Encourage the involvement of the diverse communities of Nailsworth in decision making and developing services
- Actively consult with diverse sections of the population of Nailsworth, where appropriate

#### **When we deliver services, we aim to**

- Ensure our services are relevant to the people of Nailsworth and consider different needs
- Where asked for, provide information that is clear, accurate and accessible
- Treat all our community positively, regardless of sexual orientation, race, gender, disability, religion or age
- Respond seriously to investigate complaints of bullying, harassment, discrimination or victimization (see NTC's Grievance Policy and Complaints Policy)

#### **As a council, we aim to**

- Recruit and retain a workforce that reflects the expertise and diversity of our community



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- Welcome the special knowledge and skills that a diverse population contributes to the Council
- Provide equal access to training and development for all staff and councillors
- Listen to staff ideas and suggestions for improving services and ways of working

#### How we will make sure this happens

- Elected Members will abide by the Council's commitment to equality and ensure adequate resources are made available to fulfil its obligations
- Nailsworth Town Council aims to put equality and diversity issues at the core of service delivery and staff management.

All employees, councillors and volunteers will ensure that they are aware of this policy and take responsibility to promote equality and challenge discrimination.

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|-----------------------------------|-------------------------------|-------------------------------|--------------------------|-----------------|
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