



Yateley Town Council Equalities Policy 2020

1.0 Introduction

1.1 The purpose of this policy is to ensure equal opportunities for everyone who comes into contact with Yateley Town Council, irrespective of their characteristics (unless there are genuine occupational qualifications or objectively justified reasons for a different approach to be taken).

2.0 Legal Position

2.1 It is unlawful to discriminate against an individual on the following grounds:

- Age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Under the Equality Act 2010 these are known as “protected characteristics”.

3.0 Employees

3.1 All employees whether full-time, part-time, fixed term contract, agency workers or temporary staff, will be treated fairly and equally. Selection for employment, promotion, training, remuneration 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 Council.

3.2 The commitment to equal opportunities in the workplace is good management practice and makes sound business sense as it seeks to utilise the talents available from the local community, representing society as a whole.

4.0 Our Commitment

4.1 Every employee, Councillor, resident, visitor or anyone else who comes into contact with the Council is entitled to be treated with dignity and respect. No form of intimidation, bullying or harassment will be tolerated.

4.2 Breaches of this policy will be regarded as serious misconduct and could lead to disciplinary proceedings. Employees are entitled to complain about discrimination, harassment or bullying through the Council’s grievance procedure.

4.3 The policy will be monitored and reviewed annually. Other Personnel policies will be reviewed against the values stated in this main Equalities policy to ensure that Yateley Town Council remains an Equal Opportunities Council.

Amendment Record

Version 1:	Agreed March 2016
Version 2:	Agreed September 2018
Version 3:	Agreed January 2019
Version 4:	Agreed May 2020