



## **Kirkbymoorside Town Council**

### **COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION POLICY**

**Adopted 15<sup>th</sup> July 2019**

Kirkbymoorside Town Council are committed to:

- Our continuing duty as a public authority to have due regard to the need to eliminate discrimination, harassment, and any other conduct prohibited under the Equality Act 2010;
- Developing a culture that embeds the effective management of equality, diversity and inclusion in our day-to-day practices, policies, procedures, and through our external relationships.

The Town Council recognise that people still experience inequality because of their background. We will therefore lead by example and not tolerate discrimination, harassment and victimisation on the grounds of age, disability, gender reassignment, marital and civil partnership, mental health, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the workplace or in our dealings with the public.

This commitment is supported by Town Council members and staff.

#### **Putting communities first**

We are committed to:

- Working with local groups and residents to make a difference on issues and priorities that matter most
- Fostering good relations between different groups and residents
- Informing, consulting and involving a wide range of people including local groups and residents about decisions which affect them so that they can influence policies and practices
- Ensuring that people from different backgrounds or disability are able to fully participate in consultation and involvement activities

#### **Service delivery / provision**

We are committed to promoting equality of opportunity by:

- Providing accessible information about the services available
- Taking into account the equality impacts of the decisions we make and seeking to mitigate any adverse impacts where possible
- Delivering services in ways which are appropriate to residents needs and, whenever possible, removing barriers which may deny access
- Providing appropriate training and guidance to all Town Council members and staff to develop the aims of this commitment
- Investigating any instances of breaches of this commitment or relevant policies following the applicable procedures

All Town Council members and staff are accountable and responsible for taking steps to promote the Council's equality, diversity and inclusion commitment in their day to day work.