



BECCLES TOWN COUNCIL

Equality and Diversity Policy

Beccles Town Council has a responsibility to actively promote and monitor equalities in all the services it provides. Beccles Town Council complies fully with its obligations under the Equality Act 2010. The Council confirms that it is fully committed to treat everyone fairly, and that it expects all members and officers to be aware of and understand the obligations under the Equality Act. Specifically, the Council will:

- 1) ensure that all information produced or used to deliver services to the public is as accessible as possible to people with disabilities and to people whose understanding of English is limited. This includes ensuring that documents on the council's website fully meet the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.
- 2) provide equality, fairness and respect for all in delivering services and in our governance and employment practices, and not to unlawfully discriminate directly or indirectly against any person in relation to the Equality Act 2010 protected characteristics of age, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), gender, disability, sexual orientation, religion or belief, marital status, pregnancy or gender transition.
- 3) ensure that proper procedures are in place that cover:
 - a) Recruitment and selection of staff – how the organisation will ensure that its recruitment processes are open to all and do not discriminate.
 - b) Staff training – making sure that all members of staff have an equal opportunity to access training.
 - c) Service delivery – ensuring that where applicable, the users of the organisation are representative of the target population and that all users receive the same level of service.
 - d) Dealing with discrimination, harassment and victimisation – council has an Anti-Harassment and Bullying Policy, which includes information on how to report incidents and how such reports will be dealt with.
 - e) Complaints procedure, so that the Council has a system for managing complaints of discrimination.
 - f) Monitoring and record-keeping.