



Lowestoft Town Council Equality and Diversity Policy

Lowestoft Town Council is committed to encouraging equality and diversity and eliminating unlawful discrimination within the Council (including employees, councillors, volunteers and contractors) and in the delivery of its service to the public.

1.0 Aims

1.1 Our aim is to treat people with respect.

1.2 The Town Council aims to operate equality and diversity in the framework of the law and is not selective in its application of equality and diversity and where the rights of two protected¹ groups come into conflict the town council will endeavour to resolve the issue without taking a partisan position.

1.3 Our aim is to encourage all employees, councillor, volunteers and contractors to give their best and treat each other and members of the public with respect.

1.4 The aim of this policy is to provide a framework for:

- Providing equality, fairness and respect for all in delivering our services and in our governance and employment practices
- Not unlawfully discriminating in delivering our services and in our governance and employment practices, in relation to the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- Opposing and avoiding all forms of unlawful discrimination. This includes in delivery of our services to the public, in our governance, employment conditions, recruitment practices and in training or other developmental opportunities

2.0 Commitments of the Council

2.1 The Council commits to:

- Encourage equality and diversity in the delivery of our service and within our governance and employment practices and gender neutrality in our language use, as this is good and proper practice and helps us to make the most of skills and deliver our services well
- Create a service-delivery and working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and contributions are recognised and valued. This commitment includes training employees and councillors about their rights and responsibilities under this policy. Responsibilities include employees conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination
- All employees should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

¹ Equality Act 2010



Lowestoft Town Council Equality and Diversity Policy

- Make opportunities for training, development and progress available to all employees and councillors, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- Decisions concerning employees being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- Review employment practices and procedures when necessary to ensure fairness, and to update them and the policy to take account of changes in the law
- Monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in this policy. Monitoring will also include assessing how this policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues
- Implement measures to promote positive enablement to facilitate greater participation by under-represented groups or groups who experience particular barriers to positive participation.
- Work to promote equality of access and opportunity both in its directly managed and tenanted assets.

3.0 Misconduct

3.1 Acts of bullying, harassment, victimisation and unlawful discrimination will be dealt with as misconduct under the organisation’s grievance and/or disciplinary procedures, or by way of Code of Conduct complaint as appropriate, in relevant circumstances and any appropriate action will be taken. In the case of councillor misconduct in this respect, complaints may be made to the District Council Monitoring Officer, under the Council’s Code of Conduct.

3.2 Sexual harassment and sexual assault (which is classed as a criminal matter) may amount to a Code of Conduct investigation (via the District Council Monitoring Officer). In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence. All matters of a criminal nature should be referred immediately to the Police.

3.3 The Council has a corporate Complaints Procedure which can consider complaints against the council as a corporate body and individual employees. Complaints against individual councillors can only be considered against the code of conduct by the District Council Monitoring Officer. All matters of a criminal nature should be referred to the Police.

3.4 Use of the organisation’s grievance and/or disciplinary procedures does not affect an employee’s right to make a claim to an employment tribunal within three months of the alleged discrimination.

| Revisions | |
|------------|---|
| Date | Amendment |
| April 2023 | -Added Clause 1.2 – <i>“The Town Council operates equality and diversity in the framework of the law and is not selective in its application of equality and diversity and where the rights of two protected groups come into</i> |



Lowestoft Town Council Equality and Diversity Policy

| | |
|---------------|--|
| | <p><i>conflict the town council will endeavour to resolve the issue without taking a partisan position.”</i></p> <ul style="list-style-type: none">-Added footnote with reference to Equality Act 2010-Added to clause 2.1 <i>“Commits to implement measurements to promote positive enablement to facilitate greater participation by under-represented groups or groups who experience particular barriers to positive participation” and “Will work to promote equality of access and opportunity both in its directly managed and tenanted assets.”</i> |
| February 2024 | <ul style="list-style-type: none">-Removed references to Staff which is now covered in the new Staff Handbook-Added <i>“...aims to...”</i> in clause 1.2-Amended Clause 3.2 to <i>“Sexual harassment and sexual assault (which is classed as a criminal matter) may amount to a Code of Conduct investigation (via the District Council Monitoring Officer). In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence. All matters of a criminal nature should be referred immediately to the Police.”</i>-Amended Clause 3.3 to <i>“The Council has a corporate Complaints Procedure which can consider complaints against the council as a corporate body and individual employees. Complaints against individual councillors can only be considered against the code of conduct by the District Council Monitoring Officer All matters of a criminal nature should be referred to the Police.”</i> |