



BURNHAM-ON-SEA & HIGHBRIDGE TOWN COUNCIL

EQUALITY & DIVERSITY POLICY

POLICY Adopted Minute 28/16/TC Next Review: April 2020

The Town Council recognises that promoting equality and respecting people's differences is at the core of an open, impartial and trusted Council. When carrying out the functions of the Town Council, Members will consider

Equality: - Regardless of Age, Race, Religion, Gender, Sexual Orientation, Marital Status or any Disability

In doing this they will:

- ensure that people are treated equally on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio- economic background, or any other inappropriate distinction
- promote diversity and equality for all staff and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic and distinctive backgrounds
- promote and sustain an inclusive and supportive work environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group

The Town Council will also take into account

Crime & Disorder 1995

Health & Safety 1974 as amended

Human Rights 1998