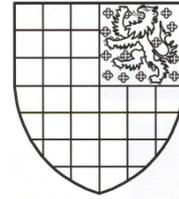


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**LEWES
TOWN
COUNCIL**

To: Cllrs Baah; Bird; Catlin; Handy; Herbert and Maples

A Meeting of the **Equality; Diversity and Inclusion Working Party** will be held on **Tuesday 1st October 2019**, in the **Council Chamber, Town Hall, Lewes** at **7:00pm** which you are summoned to attend.

S Brigden, Town Clerk
17th September 2019

AGENDA

1. ELECTION of CHAIRMAN

To elect a Chairman for the Working party for the 2019/20 municipal year

2. APOLOGIES FOR ABSENCE:

To receive apologies from members of the working-party who are unable to attend.

3. MEMBER'S DECLARATIONS OF INTEREST:

To note declarations of any personal or prejudicial interests in matters on this agenda.

4. QUESTION TIME

5. REMIT of the WORKING PARTY

To note the remit of the Working Party, which is to:

- › identify and catalogue over the forthcoming year improvements and moderations to the current policy*
- › meet annually to update and refresh council principles.
- › demonstrate to the public that the Council is fully committed in developing Equality, Diversity and Inclusivity.

**attached*

6. BUSINESS OF THE MEETING

To consider matters within the remit of the committee

For further information about items on this agenda please contact the Town Clerk at the above address.

This agenda and supporting papers can be downloaded from www.lewes-tc.gov.uk

PUBLIC ATTENDANCE: Members of the public have the right, and are welcome, to attend meetings of the Council – questions regarding items on this agenda may be heard at the start of each meeting with the Chairman's consent, and subject to time available. Questions or requests to address the Council should, whenever possible, be submitted in writing to the Town Clerk at least 24 hours in advance. **PLEASE NOTE:** As space is limited we would appreciate advanced warning if you plan to attend in a group; perhaps with neighbours, or to bring a party of student observers. We may be able to arrange for the meeting to be held in an alternative room. General questions can be raised at our offices between 9am-5pm Mons- Thurs; 9am-4pm on Fridays – our staff will be pleased to assist.

Distribution: Cllrs Baah; Bird; Catlin; Handy; Herbert and Maples

Copies for information:

All councillors; T/hall; LTC website; Lewes Library, Sx. Express, E.Argus, Sx. Police, M CaulfieldMP, LDC, ESCC, Fr'ds of Lewes

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1. Introduction

- 1.1. Lewes Town Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity and inclusivity in the Community.
- 1.2. The Council aims to create a culture that respects and values each other's differences and which promotes dignity, equality and diversity.
- 1.3. An up-to-date copy of this Policy shall be maintained on the Council's website.

2. Purpose

- 2.1. The Council recognises that supporting equality is of primary importance. This policy will help Councillors and employees to develop sound and effective policies that impact on the local community, whilst ensuring that the Council meets its duty under the Equality Act 2010.

3. Scope

- 3.1. This policy applies to all employees, volunteers, contractors and elected members of Lewes Town Council.
- 3.2. It is the responsibility of every employee and Councillor to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold equal opportunities principles.

4. Equality Act 2010

- 4.1. The Equality Act 2010 ("the Act") applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.
- 4.2. The Act places a duty on the Council (the Public Sector Equality Duty s149) to take into account, in the exercise of their functions:
 - the need to eliminate discrimination and harassment, victimization and
 - any other conduct that is prohibited by or under the Act; and
 - to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
 - to foster good relations between those who share protected characteristics and those who do not.
- 4.3. No individual will be discriminated against. This includes, but is not limited to the following characteristics as defined in the Act (*pt2 Ch1 s4*):
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - sex
 - pregnancy and maternity (a protected characteristic separate from sex)
 - race
 - religion or belief
 - sexual orientation



5. Equality Commitments

- 5.1. Lewes Town Council supports the principles of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for fostering a fully integrated community at work by respecting and adhering to the principles of equality for all.
- 5.2. Lewes Town Council will actively promote equality throughout the organisation through the application of policies which will ensure that individuals receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential, skills, experiences and abilities.
- 5.3. Lewes Town Council is committed to:
- Promoting equality opportunity for all persons
 - Promoting a good and harmonious environment in which all persons are treated with respect and valued
 - Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment or victimization
 - Fulfilling its legal obligations under the Equality Act 2010

6. Policy Review

- 6.1. Lewes Town Council will review this Policy as is necessary and appropriate.