



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
 - 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.

Lewes Town Council

March 2019

reviewed July 2020