



EQUALITY & DIVERSITY STATEMENT

PURPOSE AND SCOPE

The purpose of this document is to promote diversity and equality of opportunity so that no employee, job applicant, or service user is unlawfully discriminated against, either directly or indirectly.

The Council aims to encourage a harmonious working environment based on dignity and respect for all.

This policy applies to all employees and those undertaking work on behalf of Godalming Town Council including any consultants, temporary and agency staff.

POLICY STATEMENT

Godalming Town Council recognises that everyone is different. The Council welcomes this diversity and wants to help every individual to meet their full potential. The Council aims to treat the people it serves and its staff members fairly, consistently and with respect, and expects its councillors, employees, contractors and service users to treat others in the same way.

The Council is fully committed to the elimination of unlawful and unfair discrimination in line with the Equality Act 2010. It is unlawful to discriminate directly or indirectly in recruitment or employment because of the following 'protected characteristics':

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex; or
- Sexual orientation

The Council takes all allegations of discrimination seriously and will investigate concerns and take appropriate action as required.

For further information please refer to the Council's Equality & Diversity Policy.