

**Hornsea Town Council Equality, Diversity and Inclusion Policy**

Hornsea Town Council is compliant with all Equality legislation in line with the 9 protected characteristics and ensures that these are consistently applied in all areas of our operation.

We are mindful that treating everyone in the same way can disadvantage some people/staff/residents, therefore we are mindful of the need to make adjustments and accommodate needs to ensure a level playing field.

This policy is applicable to all staff, council members and anyone carrying outwork for and on behalf of Hornsea Town Council.

Hornsea Town Council:

 • recognises that everyone has a contribution to make to our society and a right to equal opportunity;

 • values people from all backgrounds and believes they have a right to be free from prejudice and discrimination;

 • recognises that discrimination can be overt or covert – open or hidden

No job applicant or employee, member, volunteer or organisation/individual to whom we provide services will be discriminated against by us on the grounds of:

 • age;

• gender (including sex, marital status and gender re- assignment);

• race (including ethnic or national origin, skin colour and nationality);

 • disability;

 • sexual orientation;

 • religion or belief;

• social or economic status;

• pregnancy or maternity

(This is not an exhaustive list)

We aim to promote equal opportunities, eliminate discrimination and eliminate harassment through the following:

 • opposing all forms of unlawful and unfair discrimination;

• treating fairly and with respect all employees (whether part-time, full time or temporary), volunteers, councillors and beneficiaries;

• advertising vacancies as widely as possible, in accordance with needs and resources; • selecting for employment /volunteering, promotion, training or any other benefit on the basis of aptitude and ability with all selection/rejection decisions being recorded;

 • helping and encouraging all employees/volunteers/members to develop their full potential and using the talents and resources of individuals to maximise the efficiency of the council;

• focusing on ability not disability. The council is committed to:

• creating an environment in which individual differences and the contribution of staff, members, volunteers and beneficiaries are recognised and valued

• creating an environment that promotes dignity and respect to all and that does not tolerate intimidation, bullying or harassment

 • making training opportunities available to all

• encouraging staff and volunteers to look at their personal/career development

Adopted: Town Council meeting – 28th April 2025 – Minute ref: 11