

Report for Nantwich Town Council Policy Committee

Item 7

Date of Meeting: 29th July 2021

Equality and Diversity Policy

1. Purpose of Report

To consider recommendations for the adoption of the attached Equality and Diversity Policy.

2. Background

At the Council Meeting on 10th June 2021 members agreed that Nantwich Town Council would start the application process to become a Connected Communities Centre. As part of the application the Council should have an Equality and Diversity Policy in place.

Nantwich Town Council already has an Equality and Dignity at Work Policy in place within the staff handbook which addresses the Town Council's commitment to promoting equal opportunities in employment for all applicants throughout the recruitment process, and all employees. The adoption of this new policy would complement it in identifying the Council's commitment to equality as a service provider.

3. Considerations

The Deputy Clerk drafted the Equality and Diversity Policy based on headings/extracts from various other Town Council Equality Policies.

Within our Corporate Plan the Council has set out five Corporate Priorities, with many being community focused. The adoption of the Policy will also ensure the delivery of these priorities in an approach equal to all, serving all communities within Nantwich.

The draft Policy will also underpin other policies of the Town Council including the recently adopted Community Engagement Policy and Customer Services Policy.

4. Recommendations

That members consider the attached policy and recommend adoption to Full Council.

5. Financial Implications

There would be no financial implications by adopting this Policy.

6. Equalities Impact

The Policy will ensure that as an organisation the Council will consistently provide services in a fair environment and comply with the law for all current and future service users, members of the public, staff, members, partners, and those with protected characteristics including age and disability.

7. Personnel Implications

There are no personnel implications.

8. Environmental implications

There are no environmental implications as a result of the policy.

9. Consultation

This report constitutes consultation with members.

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