



Horwich Town Council
Equality and Diversity Policy (Adopted 12.09.11)
(In conjunction with the requirements of the Equality Act 2010)

Horwich Town Council believes that good community relations are founded upon a general perception that no group is receiving better or worse treatment than any other within our Parish.

The Council recognises the rights of the nine protected characteristics of the Equality Act 2010 and will everything in its power to uphold these rights. The nine protected characteristics are: Race, Gender, Gender Reassignment, Disability, Sexual Orientation, Religion or Belief, Age, Marriage and Civil Partnerships and Pregnancy and Maternity explicitly.

The Council understands its role and obligation in responding to the Public Sector Equality Duty and will have due regard in everything we do to:

1. Eliminate unlawful discrimination, harassment and victimization
2. Advance equality of opportunity between different groups
3. Foster good relations between different groups.

The Council will also have due regard to the need to advance equality and consider the need to:

1. Remove or minimise disadvantages suffered by people due to their protected characteristics;
2. Meet the needs of people with protected characteristics; and
3. Encourage people with protected characteristics to participate in public life Or in other activities where their participation is low.

The Council will strive to be an organisation that:

1. Accepts that everyone has a right to their own distinctive and diverse identity.
2. Understands how valuing diversity can improve our functions and initiatives
3. Provides all employees with the training and development they need to achieve our aims and objectives
4. Provides a supportive, open environment where all employees have the opportunity to reach their highest potential.
5. Recognises and encourages the role of Trade Unions.

The Council believes that everyone in our Parish and our employees potentially have important parts to play in making this happen. The Council undertakes to listen, consult and involve everyone in the development of functions and initiatives that recognise and value diversity. Horwich Town Council requires every Councillor and employee to recognise and discharge his or her own responsibility for contributing to the success of this policy.

