Redruth Town Council
Equality, Diversity and Inclusion Policy

Updated September 2026

Document Controls	
Owner:	Data Protection Officer
Reviewed by:	Full Council

Date	**Initials**	**Revisions made**
September 2026	Chairman – Redruth Town Council	FINAL

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Redruth Town Council has moral and legal responsibilities, (under our Public Sector Equality Duty) to be fair and is committed to promoting equality and tackling discrimination. This means treating people fairly, valuing difference and removing barriers that prevent people from participating fully in public life and reaching their full potential.

We have a legal duty to:

- eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct;

- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;

- foster good relations between those who share a relevant protected characteristic and those who do not.

Equality, diversity and inclusion underpins all our actions in relation to the following;

Area of work/responsibility	**What actions do we undertake?**
Governance and decision making	Equality Impact Assessments We are a Civility and Respect Council Challenge and call out conduct and behaviour Rectify any elements of our work which have the potential for discrimination and prejudice.
Accessibility of our services	Accessibility Audits and Action Plans Mitigation measures - Making reasonable adjustments and removing barriers to access and participation Undertaking public consultations and surveys Working with organisations who specialise in championing and advising on equality, diversity and inclusion
Recruitment practices for staff and volunteers	Undertaking Public Sector Equality Duy Assessments Recruiting through appropriate channels and networks to maximise reach to diverse communities Undertaking appropriate training We are exploring a ED & I champions scheme
Procurement	Scrutinise policies and practices of those in our supply chain – value check their ethics on equality, diversity and inclusion

Who is responsible for implementing?	In what way?
Town Clerk and Deputy Town Clerk of the Council	Protect Support Impact assessments management and monitoring Mitigation measures Provide routes for concerns to be raised Respond to enquiries appropriately Arrange training Monitoring - Provide Members annually (at a Staffing Committee) with management information that summarises compliance, pinpoints areas for action and provides examples of where positive results have occurred in line with this policy.
Employees and volunteers	Comply with the policy Contribute operational ideas Treat others with civility and respect
Members	Uphold the Nolan Principles of Public Life Consider equality, diversity and inclusion in their conduct and decision making Undertake training given

Legal requirements

The Equality Act came into force from October 2010 and brings together all legal requirements on equality. Under the Act everyone has the right to be treated fairly at work or when using a service. It protects people from discrimination on the basis of certain characteristics, known as ‘protected characteristics’, these are

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race- this includes ethnic backgrounds and origins, colour or nationality
- Religion, belief or lack of belief
- Sex
- Sexual orientation

The Town Council has voted to also include Care experience as an area for focus and has signed the Armed Forces Community Covenant.

We oppose and avoid all forms of unlawful discrimination. This includes in:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other development opportunities

Redruth Town Council will seek to ensure that every member of the community has equal access to its employment and development opportunities, to its services and to all its activities.

The policy will act as a guide and reference for the Council's employees, volunteers, Members and suppliers so that they can implement its equality, diversity and inclusion values and principles.

The policy will help the Council to meet its legal and moral obligations to be fair, and members of the public will, through publicity of this policy, have confidence in the council's objectives in terms of both employment and service provisions.

Redruth Town Council is committed to equality, diversity and inclusion and to improving the quality of life for local people.

To promote equality, diversity and inclusion with other partners we will:

- Promote tolerance and respect between diverse groups and individuals.
- Acknowledge and celebrate, wherever possible, the variety of lifestyles and cultures within the town and community
- Challenge discrimination within the town council and the wider community, when it relates to Town Council business.
- Support the development of communities and assist them to challenge appropriately discrimination, harassment, bullying and violence.

Service and facilities

The council recognises its duty as the provider of services and facilities and as far is as reasonably possible will ensure that:

- All members of the public will be treated fairly and consistently.

- All services will be provided without unlawful discrimination, harassment or victimisation.
- Those using council run facilities, events or activities (including meetings) will be offered all possible assistance to ensure that they can access these.

- All relevant forms shall state that the council will treat all applications equitably and take due considerations of those with protected characteristics.
- All licence agreements – including allotment tenancy agreements – shall refer to this equality statement.
- All digital and printed material will be designed to promote equality and diversity.
- With regards scheduling meetings and activities, we will endeavour to enable as many staff, Councillors and members of the public to attend as possible, to avoid discrimination on the grounds of working age responsibilities or care giving duties.

Monitoring

The Town Clerk will ensure that complaints are formally recorded and where necessary reported to staffing committee and Full Council.

The Town Council will review this policy annually so improvements can be made and in line with amendments to the law.

Date of Policy review: September 2026

Date for next review: September 2027