

## **MTC Policy and Resources Committee 7.10.20**

### **Report No 2 Equalities Policy**

#### **Introduction**

1. An Equalities Policy is a document considered by the SLCC, and NALC as either required by law and, or, considered best practice for local councils.
2. An Equalities Policy is underpinned by the Equalities Act 2011. It places a responsibility on Councils to consider protected characteristics (race, disability, gender, age, disability, gender reassignment, pregnancy and maternity, and sexual orientation) when carrying out its functions and services.
3. The public sector Equality Duty came into force on 5th April 2011 and is a key measure under the Equality Act 2010. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. Public authorities are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2011.
4. A draft policy was first presented for consideration to the Policy and Resources Committee on the 4.9.19. At this time, it was agreed some further work be done to make reference to the recognising of the value of diversity both within the community and the Councils work force, and that a supporting statement to this effect be added to the policy document.
5. The Committee are asked to re-consider for adoption the revised draft version as presented with this report.

**Richard Spencer-Williams (Town Clerk)**