



Equality, Diversity, and Inclusion Policy

SHAFTESBURY TOWN COUNCIL



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Introduction

Shaftesbury Town Council (STC) is committed to ensuring that diversity and inclusion are embedded into everything it does. Together STC promotes a work environment that is inclusive and diverse, and where its people can be themselves.

This Policy is shaped by the protected characteristics outlined by the Equality Act 2010 (age, disability, gender, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sexual orientation).

This policy also reinforces STCs commitment to providing equality and fairness to all and not provide less favourable facilities or treatment. All those completing, delivery, or assessing RLSS UK Qualifications, should have equal opportunities.

STC does not tolerate unfair treatment or unlawful discrimination, whether intentional or unintentional, direct, or indirect of any kind. If anyone feels they have experienced unfair treatment or unlawful discrimination, please contact Harriet Green, ATC Co-ordinator, who fully review the incident.

Definitions

This policy cover 3 broad areas:

Equality means treating everyone with fairness and respect and recognising the needs of individuals. It is about addressing existing disadvantage affecting how different people participate in society.

Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, needs and experiences, and encouraging and using those differences to create a cohesive community and effective workforce.

Equal Opportunities is the development of practices that promote the possibility of fair and equal chances for all to develop their full potential in all aspects of life and the removal of barriers of discrimination and oppression experienced by certain groups.

Policy Statement

All staff, candidates, trainers, assessors and all other relevant personal involved with the delivery or assessing of RLSS UK qualification and awards, should have equal opportunity to access qualifications, assessments, related products and services and that the content of the qualifications and assessments should reflect the wide diverse audience. STC strives to support candidates of all abilities, and to ensure qualifications are awarded in a way that is fair to everyone whilst ensuring the integrity of the qualification is kept. Where applicable ensuring reasonable adjustments or special considerations are applied for.

It is morally wrong to discriminate directly or indirectly and hinder equality of opportunity. Thus, it is STCs intention to ensure that no person is subject to unfair treatment in any way and the council recognises its responsibilities and legal obligations.

Policy Aims

STC aims to:

- Promote environments where individual differences and contributions of all are recognised and valued
- Encourage environments that promote dignity and respect for all
- Not tolerate any form of discrimination, intimidation, bullying or harassment and to take appropriate action for any breach of this policy
- Promote equality which the council believes is good management practice and makes sound business sense.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so corrective measures may be implemented
- Encourage all to treat other with respect and dignity
- Regularly review practices and procedures so that fairness is always maintained

STCs Commitments

- STC is committed to providing equal opportunities to its employees, candidates, trainers, and assessors along with all other relevant personal in an inclusive manner and encouraging diversity in the workplace.
- STC does not tolerate any unlawful or unfair discrimination, and anyone found to be acting in a discriminatory manner may face disciplinary action, which could include dismissal. Everyone has a duty to report unlawful or unfair discriminatory behaviour to a member of management. STC actively promotes equal opportunities and require everyone to contribute towards achieving this objective.
- STC believes that treating people with dignity and respect is an important part of realising equal opportunities and diversity.

The council will enable all candidates the ability to have equal access to training and assessment for qualifications irrespective of their sex, marital status, age, religion, race, nationality or ethnic origin or disability ensuring the integrity of the RLSS UK Qualifications, qualification or awards is being upheld. It may be that the council needs to apply to RLSS UK Qualifications to apply for either a reasonable adjustment or a special consideration.

Referring Complaints to RLSS UK Qualifications

Where complaints relating to issues of inequality cannot be satisfactorily resolved by the ATC/P, candidates must be made aware of their right to appeal to RLSS UK Qualifications via the arrangements outlined in our Appeals Policy.

RLSS UK Qualifications Contact Details	
Email	compliance@rlss.org.uk
Telephone	0300 323 0096
Address	Royal Life Saving Society Red Hill House 227 London Road Worcester WR5 2JG