KIRKBY STEPHEN TOWN COUNCIL
Mr Christian Barnes, M.A. | Clerk to the Council | Kirkby Stephen Town Council | Local Links Vicarage Lane | Kirkby Stephen | Cumbria | CA17 4QX Tel/Fax: 017683 74854 | e clerk@kirkby-stephen.com | www.kirkby-stephen.com

EQUAL OPPORTUNITIES POLICY

Introduction
The aim of this policy is to communicate the commitment of the Town Council, its Members and staff to the promotion of equality and diversity in relation to Kirkby Stephen Town Council.

Statement of intent
Kirkby Stephen Town Council is opposed to all forms of unlawful and unfair discrimination. Everyone will be treated fairly and will not be discriminated against on the grounds of gender, including gender reassignment; marital or civil partnership status; having or not having dependants; religious belief or political opinion; race (including colour, nationality, ethnic or national origins); disability; sexual orientation; age.
Kirkby Stephen Town Council recognises that the provision of equal opportunities in the community is good practice.
Kirkby Stephen Town Council is committed to:

1. promoting equality of opportunity for all persons, and ensuring that people are treated solely on the basis of their abilities and potential;
2. promoting a culture that respects and values differences, and that promotes equality and fairness to all in the community;
3. ensuring that all decisions about recruitment and selection of staff are made objectively and without unlawful discrimination;
4. fulfilling its legal obligations under equality legislation and associated codes of practice;
5. taking an inclusive approach to providing access to our services and facilities for as wide a range of people as possible, acknowledging that there may be some circumstances where particular provision may be necessary for people with certain disabilities.

Implementation.
The Chairman has specific responsibility for the effective implementation of this policy. Monitoring and reviewing the effectiveness of this policy will take place once during the life of each council and any action required taken as necessary.

This policy is fully supported by all Members of Kirkby Stephen Town Council.

Date adopted:
Date for review:

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