



AYLESBURY TOWN COUNCIL

Equality and Diversity Statement

Statement of Policy

The aim of this Policy is to communicate the commitment of the Aylesbury Town Council to the principles of fairness and valuing diversity for everyone who lives, works, invests or visits Aylesbury. The Council recognises that everyone who lives in the community has a stake in the future of Aylesbury and wants its activities to be accessible, relevant, and meaningful to everyone. It also seeks to reduce social exclusion by making its services, facilities, and resources more responsive to community and individual needs.

It is committed to equality of opportunity in all aspects of employment. All employees will be treated equally regardless of

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Offending history

It is also committed to achieving the highest standard of service delivery and employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment. It is also to promote civility and respect at work and of each other through embracing diversity and celebrating differences at all times.

The purpose of this policy is to ensure that all employees, councillors, volunteers, contractors, job applicants and customers of Aylesbury Town Council will be treated fairly by the Council and its employees, councillors and contractors employed by the Council. The Council is therefore committed to ways of working and communicating which ensure that no service user (or potential service user,) employee, volunteers and councillors experience unfair discrimination, harassment and victimisation.

Our aim is to serve all members of the communities we serve. If people from some social groups are under-represented among our customers, we will develop other strategies to reach them.

Adopted by Policy Committee	Ratified by Town Council	Reviewed	Amended	Next Review Date
25 October 2017	09 November 2017			
22 October 2020	12 November 2020	October 2020	n/a	October 2022
05 October 2022	8 December 2022	August 2022	August 2022	August 2024