

# Immingham Town Council



## Equalities Policy

Approved July 2023

Review July 2024

## **POLICY STATEMENT 2023**

### **Our Vision:**

Immingham is an industrial based town which is culturally, economically and socially diverse. We are economically reliant on industry and the one of the busiest container ports in the country.

Although the population of Immingham is predominantly white and British (ONS 2018) and doesn't exceed 10,000, there are approximately 104 permanent residents from different ethnic or national backgrounds

The workforce is very transient and diverse and all our policies should consider this. It is our aim to widen the diversity of the members on the Council and echo the population in terms of disability, gender, economic background and ethnicity which are presently under-represented.

We aim to encourage more community feedback and participation. Elected members need to ensure that equality and inclusion issues directly inform decision making.

### **Purpose:**

Immingham Town Council believes everyone should have the same chances to do what they can.

Some people may need extra help to get the same chances. We want to ensure services are provided to those people experiencing greatest disadvantage and we will work with people to reduce their exclusion and ensure equality of opportunity.

We welcome and encourage partnerships with groups that represent the diversity of individuals in Immingham.

The Equality Act 2010 requires Councils to set at least one equality objective every four years. Our objective for 2020-2024 will be to begin a dialogue with different groups in our community to discuss inclusion, increase participation and representation on the Council.

## Scope:

This policy relates to:

- Employees promotion or training
- Candidates for employment
- Residents of Immingham
- People working in Immingham
- Visitors to Immingham
- Town Council Members and future candidates
- Other users of Town Council services
- Protective characteristics including: **age, disability, gender reassignment, race, religion and belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity**

## Legal Duties:

This policy helps the Council to meet its legal and moral responsibilities under the following legislation:

- Equality Act (Sexual Orientation) 2007, 2010 and amendments 2019
- Sex Discrimination Act 1975
- Equality of Pay Act 1970
- Race Relations Act 1976
- Disability Discrimination Act 1995
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Age) Regulations 2006,
- Data Protection Act 1995 and GDPR 2018
- Human Rights Act 1998

Members of the public will, through publicity of this policy, have confidence in the Council's objectives and transparency in terms of both employment and service provision.

## **How the Council will achieve the aims of this policy**

### **Employment**

Immingham Town Council is an equal opportunities employer, and is fully committed to equal opportunity policies (Equality Act 2010 and amendments 2019). ITC positively welcomes applications from suitable candidates regardless of their racial origin, religion, gender, age, marital status, sexual orientation, disability or other protective characteristics listed above.

ERNLLCA and NELC HR advice and support needs to be studied when recruiting in the future. Examples of good practice include name blind applications; we should encourage other services in Immingham to do the same.

Disability monitoring ensures inclusion and reasonable steps to ensure equity in employment. If the recruitment process is points based it avoids socio- economic judgement, for e.g. candidates should not be judged on obscure subjective terms such as being 'polished'.

The Personal committee will ensure due process has taken place by monitoring during and after recruitment. Feedback is given to those unsuccessful candidates, and feedback from all candidates is encouraged with a monitoring form. The Policy & Scrutiny Committee will ensure this policy is updated as required.

The Town Clerk and elected members will be expected to set an example in non-discriminatory behaviour.

The Town Clerk will be expected to ensure, as far as reasonably possible, that staff, volunteers and elected members are aware of the Council's policy and act in accordance with it

We should treat service users, colleagues and residents of Immingham with dignity and respect whilst responding positively and appropriately to meet diverse needs.

New and existing staff will be notified of their personal obligations as part of the Council's induction training under the policy. The notification will include reference to the serious disciplinary consequences that could result if they:

- Discriminate, in the course of their employment, against fellow employees, job applicants or members of the public, harass them, or be disrespectful. This includes offensive or racially discriminatory remarks on social media towards an individuals' protective characteristic
- Induce, or attempt to induce, other employees to practise unlawful discrimination

- Victimise individuals who have made allegations or complaints of discrimination, and provided information about such discrimination
- The Members Code of Conduct will also be referred to when challenging behaviours and values amongst employees and elected members

All staff will have equal access to training and development (subject to the availability of resources), career development and promotion opportunities.

General training opportunities will be made available to staff and elected members to increase awareness of how discrimination operates at both individual and institutional levels, and to ensure awareness of the Council's moral and legal obligations, practices and procedures.

If any employee feels they are not being treated equitably, the first action should be to consult with the Town Clerk. In the event of no satisfactory resolution, the complaint should be dealt with through the adopted Grievance Procedures of Immingham Town Council.

## Service Provision and Commitments

- The Council will chose an equality goal every four years in line with the Equality Act 2010
- The Council will consider equality and inclusion when debating all future budgets and projects in Immingham. It would be worth engaging the services of translators for communicating plans and when reviewing the Website.
- The Council will not use anachronisms that group together different racial groups, people of colour or religious followers. Using 'Black, Asian, Minority Ethnic and marginalised' (BAME) is a term coined by white people in positions of power and is often seen as offensive by black individuals or people of colour. It essentially homogenises people from a variety of different backgrounds and reproduces unequal power relations where white is not a visible marker of identity and therefore a privileged identity. The term 'minority' places these communities in a subordinate position and gives the message that they are not as important and wield less power
- Discussions with a range of groups in Immingham should inform the Council of more acceptable language. The Council is predominately white and British and needs to commit to this engagement as a matter of urgency
- Over the next 4 years the Council will discuss and review disability needs including audio looping, website access, maternity facilities and toilet labelling
- All contracts and service agreements will include arrangements which make sure we commit to our legal duties for equalities and inclusion. Where possible and applicable our contracts secure additional outcomes for vulnerable groups including for example, training and employment opportunities. We will look for opportunities to address inequalities, design better services, find solutions and improve outcomes
- This Council should be 'a Beacon of Best Practice' in the Town of Immingham as it moves forward with National challenges and possible opportunities linked to port plans and green developments on the coast and in the refineries.
- Elected members have a duty to develop a sense of common identity, address inequality, hate crime, be aware of how international and national events are evolving and may impact local people and increase or reduce tensions, anxieties and opportunities. e.g. Brexit and asylum seeking
- All appropriate means of communication should be used to make sure our message gets out to all our residents