



# FRAMLINGHAM TOWN COUNCIL EQUAL OPPORTUNITIES POLICY

Our statement of general policy is:

- To demonstrate equal opportunities throughout the Town Council, to include employees, Councillors, contractors and service users.
- To promote inclusion across all of the Town Council's services.
- To encourage diversity amongst Town Council employees and service users.
- To ensure that Town Council services are accessible to all members of the community.
- To create a working environment where people can feel confident of being treated with respect, fairness, dignity and tolerance irrespective of their personal circumstances, background or lifestyle.
- To respect, be sympathetic and make every effort to accommodate the needs of minority groups and ensure they receive the same level of service as other members of the community.
- The Town Council is committed to challenging inequality, discrimination and disadvantage. Endeavouring to ensure equality of opportunity for all sections of the community and workforce is an integral part of this commitment.
- The Town Council is committed to ensuring that all of its facilities and services are available to all members of the public as far as practically possible, and reasonable adjustments will be made to accommodate their needs as required.
- The Town Council has a separate equal opportunities policy for recruitment covering the Council's obligations under the Equal Rights Act 2010