

## **MALVERN TOWN COUNCIL EQUAL OPPORTUNITIES POLICY STATEMENT**

1. Malvern Town Council is committed to Equal Opportunities. We therefore wholeheartedly accept our legal obligations under the Race Relations Act 1976 (as amended), Sex Discrimination Acts 1975 and 1986 (as amended), and Disability Discrimination Act 1995 (as amended) which make it generally unlawful to discriminate on the grounds of colour, race, nationality, ethnic or national origins, sex or marital status, and on the grounds of disability. We also undertake not to discriminate unfairly on the grounds of age, sexual orientation, trade union membership and activity, political or religious belief and unrelated criminal convictions.
2. Malvern Town Council is committed to implementing Equality of Opportunity in carrying out all its various functions. We are committed to the development of effective policy, strategy and standards, and to the introduction of monitoring and information systems to review and evaluate progress towards the achievement of Equality of Opportunity.
3. Malvern Town Council recognises the effects of historical disadvantage and past discrimination, and will, where appropriate and within the law, take positive action to achieve equality of opportunity.
4. Malvern Town Council also recognises that whilst much can be achieved through the development of policies, practices and procedures to eliminate unlawful and unfair discrimination, real progress towards Equality of Opportunity requires a programme of action which involves the commitment and participation of all staff. Equal Opportunities require a genuine commitment to the policy from everyone.

## **MALVERN TOWN COUNCIL IS WORKING TOWARDS EQUALITY**

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