

**TONBRIDGE & MALLING BOROUGH COUNCIL**

**GENERAL PURPOSES COMMITTEE**

**01 February 2016**

**Report of the Director of Central Services**

**Part 1- Public**

**Delegated**

**1 AMENDMENT TO THE STAFF CODE OF CONDUCT**

**1.1** In anticipation of the publication of a refreshed Equalities Policy and the publication of our Equality Objectives in the new financial year, it was felt appropriate to ensure that all staff are reminded of their responsibilities in respect of equality and diversity, both in the workplace and as service providers.

**1.1.1** Accordingly, the attached Code of Conduct has been amended to include a section on Equality and Diversity (section 8) as one way in which this can be achieved.

**1.2 Legal Implications**

**1.2.1** Under the Public Sector Equality Duty (section 149 of the Equality Act 2010) the Council is bound to have due regard to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

**1.3 Financial and Value for Money Considerations**

**1.3.1** Nil.

**1.4 Risk Assessment**

**1.4.1** The amendment to the Code of Conduct will be one measure to ensure that the Council, as an employer, has taken steps to ensure that the risk of discrimination is eliminated.

**1.5 Equality Impact Assessment**

**1.5.1** Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to (i) eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010, (ii) advance equality of opportunity between people from different groups, and (iii) foster good relations between people from different groups. The decisions recommended through this paper directly impact on end

users. The impact has been analysed and does not vary between groups of people.

## **1.6 Policy Considerations**

1.6.1 Human Resources

## **1.7 Recommendations**

1.7.1 It is recommended that the amendment to the Code of Conduct be approved.

Background papers:

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Nil

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