

CYNGOR CYMUNED LLANDYSILIO COMMUNITY COUNCIL

EQUALITY And DIVERSITY POLICY

INTRODUCTION

Llandysilio Community Council is an equal opportunities employer who are committed to providing a service and to also follow practices which are free from unfair and unlawful discrimination.

The aim of this Policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

The Equality & Diversity Policy is a policy document and the Council has the right to vary these procedures from time to time.

This Policy was adopted by the Council at its meeting held on 23rd May 2024.

1 KEY AIMS

- 1.1 The Council is committed to providing and promoting equal diversity and equality.
- 1.2 Our aim is to create an environment that respects the diversity of members staff, residents and service users and enables them to achieve their full potential, to contribute fully, and to derive maximum benefits and enjoyment from their involvement with the Community Council.

2 THE LEGAL FRAMEWORK

- 2.1 The statutory duty under the Equality Act 2010 is;-
Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act.
 - Advance equality of opportunity between persons who share a protected characteristic and persons who don't share it
 - Foster good relations between persons who share a relevant protected characteristic and persons who don't share it
- 2.2 No individual will be unjustifiably discriminated against. This includes, but is not limited to, discrimination because of the following characteristics (known as protected characteristics under the Act);-
 - Age
 - Disability – Physical and Mental
 - Gender
 - Marital status and civil partnership
 - Pregnancy and maternity
 - Race

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- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality
- Ex-offenders
- Equal Pay

3 BREACHES

- 3.1 Any perceived breach of this Policy must be reported to the Clerk or Chair of the Council. Members or staff accused of any breach will be subject to the Grievance and Disciplinary Policy.

4 CURRENT SITUATION

- 4.1 The Community Council currently employs one part time members of staff who has no disabilities.

5 REVIEW

- 5.1 The Policy will be reviewed at each Annual Meeting.