

## LLANGORS COMMUNITY COUNCIL

### EQUALITY & DIVERSITY POLICY

#### Introduction

Llangors Community Council as a corporate body is committed to promoting equal opportunities, eliminating discrimination and encouraging diversity in the community while recognising the value of every individual.

The Community Council's aim is to create an environment that respects the diversity of residents, members of the Community Council, its staff and service users, and to enable all persons to contribute fully and achieve their full potential within society. Promotion of good relationships between different types of people both in the Council and in the interaction of providing services to the public is essential.

The Equality Act 2010 protects people from discrimination, victimisation and harassment on the basis of the following "protected characteristics":

- Age;
- Gender Reassignment;
- Sex;
- Race;
- Disability;
- Pregnancy and maternity;
- Sexual orientation;
- Religion or belief (including no belief) and;
- Marriage and civil partnership.

The Community Council is aware that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated.

In order to meaningfully fulfil the aim of removing discrimination and to advancing equality of opportunity, in line with the requirements of the Equality Act 2010, the Community Council recognises that this may on occasion involve treating certain people in a way that may be perceived to be more favourable treatment. This is however, only in order to achieve the aim of fairness.

It is the intention of Llangors Community Council to be professional in its approach to the service it provides and respect and fairly assess all views received and choices made in order for any persons full potential to be reached.

#### Scope

Beyond the scope of the Community Council as a corporate body, Councillors and employees hold personal responsibilities in their roles, to follow equal opportunity principles.

All Community Councillors, employees and others who work on behalf of the Community Council are expected to carry out their relevant responsibilities under this policy.

#### Employment

As an employer the Community Council will ensure that the recruitment process is fair and equitable. It will ensure that no-one is unfairly discriminated against when applying for a job or during the course

of their employment with the Community Council. Any employee who has a concern regarding unfair discrimination or harassment at work may follow the formal grievance procedure as set out in the contract of employment.

Employees should participate actively in creating a positive culture as well as positive attitudes towards equality and diversity issues. Employees should also draw to the attention of the Chair of the Community Council any alleged unlawful or unfair discriminatory acts or practices committed by another employee or member of the Community Council, regardless of their status in the Community Council.

Should employees, through the course of their employment, be found to have caused or encouraged discrimination, this will be regarded as having committed a particularly serious offence, rendering them liable to disciplinary action. This will be dealt with under the disciplinary procedure as set out in the contract of employment.

**Community Councillors**

Community Councillors commitment to the Code of Conduct means they have a role to play in ensuring fairness towards colleagues, employees and to all sectors of the community that they serve. They should participate actively in creating a positive culture as well as positive attitudes towards equality and diversity issues. They should also draw to the attention of the Clerk or Chair of the Community Council any alleged unlawful or unfair discriminatory acts or practices committed by an employee or fellow member, regardless of their status in the Community Council.

When appointing members to the Community Council following the co-option regulations and process the members will ensure that the recruitment process is fair and equitable and reflects all aspects of this policy.

**Breaches of policy**

All members of the Community Council and the Clerk are responsible for ensuring the Policy is adhered to.

Any perceived breach of this policy should be reported in writing immediately and within six months of the perceived problem occurring. Full details of the matter should be sent to the Clerk or Chair of the Community Council for investigation in line with the relevant complaints policies of Llangors Community Council.

Reviewed and approved at the meeting of Llangors Community Council on .....

Signed by Chairperson.....