

## **Llangammarch Community Council**

### **EQUAL OPPORTUNITIES POLICY STATEMENT**

#### **PURPOSE**

1. This Equal Opportunities Policy Statement sets out Llangammarch Community Council's commitment to promoting equal opportunities and diversity in employment and service delivery.
2. It demonstrates that equal opportunities are central to the Council's values and the delivery of services; it is part of mainstreaming equality within the Council.
3. It demonstrates that the Council values diversity and that no job applicant, employee or service user should be treated less favourably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and the Welsh language.
4. It sets out a clear commitment to work towards eliminating direct and indirect discrimination, harassment and victimisation, to promote equality of opportunity and to develop good relations between people from different groups.

#### **SCOPE**

5. This Policy Statement applies to all employees of the Council and Elected Members.

#### **KEY PRINCIPLES**

6. This Policy Statement aims to ensure that the Council is an organisation that values diversity and takes proactive steps to remove discrimination and foster good relations. This will be achieved by promoting equality in all of the Council's activities.

#### **POLICY STATEMENT**

7. Llangammarch Community Council believes in creating a fair, just and inclusive society. As an employer and provider of services, we will not discriminate against people on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or Welsh language.
8. We are committed to ensuring that services are relevant and responsive to the needs of all communities. We recognise that all members of the

community have specific needs and will strive to meet those needs.

9. We value all members of the community and will treat people with dignity and respect. We will not tolerate discrimination, harassment or victimisation of our service users or communities.
10. We will ensure that all who deliver our services share our values.
11. We will work closely with local people, voluntary and community groups and other partners to build a respectful place in which we can all live and work.
12. We recognise that we work in a diverse community and understand the importance of achieving a diverse workforce. We will ensure that our recruitment practices are fair and consistent.
13. We will develop our employees and elected members by valuing their varied skills and experiences; by investing in learning and development; by treating everyone fairly; by combating harassment, discrimination and victimisation at work; and by encouraging a culture which values the difference between us.
14. In summary, the Council is committed to ensuring that:
  - the services we provide meet the needs of our service users
  - service users and employees are treated with dignity and respect
  - discrimination, harassment and victimisation are not tolerated
  - equality becomes a part of all we do.

## **RESPONSIBILITY**

15. The Council are responsible for implementing this Policy Statement and ensuring that equality is mainstreamed throughout the Council.
16. Everyone is responsible for actively promoting equality, removing discrimination and fostering good relations between different groups in employment and service delivery.
17. Everyone is responsible for following the principles in this policy; we all have an important role to play in ensuring the Council carries out its commitment to equality and diversity.

## **MONITORING**

18. The Council will monitor the implementation of this policy.
19. This policy will be reviewed yearly or when otherwise required due to changes in legislation or practices.
20. This policy outlines the Council's commitment to prevent discrimination, promote equal opportunities and foster good relations between different groups. If matters cannot be resolved by the Council, or where the complaint

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relates to a member, the Harassment Policy & Procedure or the Grievance Policy & Procedure can be used.

21. Disciplinary matters that arise from this policy will be dealt with using the Council's Discipline Policy & Procedure.

Adopted: 15/3/2019

Minute: 2569

Signed: K. Coldrick (Chair)

Review: May 2020