



## Equality & Diversity Policy

Aberporth Community Council is committed to eliminating all forms of discrimination and will promote equality of opportunity for everyone in employment, service delivery and volunteering.

The community council completely supports all the principles of equal opportunity and declares opposition to any form of direct or indirect discrimination. The community council recognises that it is the duty of all employees and councillors to accept personal responsibility for fostering an integrated community by adhering to the principle of equal opportunity.

The statement sets out how the council will meet these commitments by working alongside everybody regardless of race, religious beliefs, creed, colour, disability, ethnic origin, nationality, sex or sexual orientation. All aspects of this policy apply to elected members.

The community council will adhere to the five core values:

1. Equality Recognition: Everybody is of equal value and will be respected according to individual needs and abilities
2. Reasonableness: To be fair, reasonable and just in all council activities.
3. Accessibility. Providing equal access for all employees
4. Empowerment: Helping individuals take on responsibility so that they can influence and participate in the decision-making process.
5. Quality: Obtaining the highest standards in service delivery.

The Community Council will:

- Ensure that people are treated solely on the basis of their abilities and potential regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio economic background or any other inappropriate distinction.
- Promote diversity and equality for all staff and value the contributions made by individuals and groups or people from diverse cultural, ethnic, socio economic and distinctive backgrounds.
- Promote and sustain an inclusive and supportive working environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group.
- Challenge inequality and less favourable treatment at all times.
- Promote greater participation of under represented groups by encouraging positive action to address inequality.

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- Promote an environment free from harassment and bullying on any grounds.
- Work towards the elimination of discrimination, direct or indirect and all forms of harassment.
- Ensure that individuals are treated equally with respect to their specific needs and that there is consistency in the council's approach to working practices and conditions.
- Provide public information in a way that meets the needs of the person requesting it.

The policy will be implemented within the framework of the relevant legislation and codes of practice:

- Equal Pay Act 1990'
- Rehabilitation of Offenders Act 1974.
- Sex Discrimination Acts 1975 as amended by Equality Act 2006.
- Gender reassignment Regulations 1999.
- Race Relations Act 1976.
- Disability Discrimination Act as amended in 2005.
- Protection from Harassment Act 1997.
- The council's code of conduct.