

CYNGOR CYMUNED BRONWYDD BRONWYDD COMMUNITY COUNCIL

EQUAL OPPORTUNITIES POLICY

Organisations have a responsibility to promote equal opportunities and to oppose discrimination. In doing so, organisations play a positive role in encouraging good practice.

1. Statement of intent

Bronwydd Community Council aims to promote equal opportunities at all levels within the organisation and in all its activities to ensure that no individual is discriminated against on any of the following grounds:

- Language
- Gender
- Ethnic Origin
- Marital Status
- Nationality
- Religious or Political Belief
- Physical or Mental Disabilities
- HIV or AIDS
- Sensory Impairment
- Sexual Orientation
- Colour
- Domestic Care Responsibilities
- Social or Economic Background
- Age
- Health Status
- Unrelated criminal convictions

Bronwydd Community Council conforms to the legislation relevant to anti-discrimination and specifically:

Disability Discrimination Act 1995
Equal Pay Act 1970
Race Relations Act 1976
Rehabilitation of Offenders Act 1974
Sex Discrimination Act 1975
Criminal Records Code of Practice

2. Objectives

Bronwydd Community Council has specific objectives in its intention to promote and implement equal opportunities.

Employment

No existing or potential member of staff should face discrimination, either directly or indirectly, in the advertising and recruitment procedures, or through lack of necessary facilities for people with disabilities or those with sensory impairments. Existing staff who may become disabled will be provided with support and assistance to enable them to continue in post where appropriate.

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Volunteering

Bronwydd Community Council is committed to good practice in volunteering in line with staff recruitment and employment procedures.

Practice

Bronwydd Community Council will ensure that all its services are equally available and accessible to everyone in society.

3. Monitoring and Review

The Equal Opportunities policy will be regularly reviewed and monitored so as to remain effective.

The Clerk, in conjunction with the Chairperson of the Council, has overall responsibility for Equal Opportunities and for monitoring and review.

4. Strategy

Equal Opportunities training and advice will be given to ensure implementation of the strategy

All published materials including recruitment advertisements will be non-discriminatory. The Equal Opportunities strategy will be publicly displayed within the organisation.

5. Complaints

Complaints from individuals or groups regarding any matter which they feel may be grounds for discrimination should be referred to the Clerk of the Council.

6. Practice

The Clerk and all Members of Bronwydd Community Council will practice adherence and compliance with the stated commitment to equal opportunities.