Llandrindod Wells Town Council

Equality & Diversity Policy

1. **Statement of Intent**
   Our Commitment to Equality and Diversity

2. **Scope**
   Llandrindod Wells Town Council is committed to providing and promoting equal opportunities, eliminating discrimination and encouraging diversity in the community.

   Llandrindod Wells Town Council will comply with current legislation with regard to diversity and equality. We believe that meeting the needs of our residents, members and staff can only be achieved through recognising the value of every individual.

   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 Town Council.

   To this end the Town Council acknowledges and strives to embed in all its activities the following basic rights for all:

   - To receive a professional and appropriate service
   - To be treated with respect and dignity
   - To be treated fairly with regard to all procedures, assessments and choices
   - To receive encouragement to reach their full potential

   These rights carry with them responsibilities, not just for Llandrindod Wells Town Council as a corporate body, but also its staff, members, volunteers, service users and those who supply services on our behalf. We must all recognise and uphold these rights and act in accordance with them in dealings with others.

   Councillors and any employees have a personal responsibility for fostering a fully integrated community, at work, by adhering to the principles of equal opportunity and maintaining racial harmony in the provision of dedicated services to people on equitable terms

3. **Statutory Duty**
   Our statutory duty under the Equality Act 2010 is:

   As a public body leading and speaking on behalf of the community the Town Council must play its part in making society fairer by tackling discrimination and providing equality of opportunity for all. The Equality Act 2010 places a duty on the Town Council to work to:

   - 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

4. **Equality and Diversity Policy**

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 or Mental
- Gender
- Marital status and civil partnerships
- Pregnancy and maternity
- Race
- Religion and beliefs
- Sexual orientation
- Ethnic origin
- Nationality

Llandrindod Wells Town Council is aware that the above list is not exhaustive and that there are other forms of discrimination that should not be tolerated

The Council commits to engage with people to ensure the service is relevant and meets their needs.

The Council will empower people to recognise and counter discrimination, and be supportive in doing so.

No form of intimidation, bullying or harassment will be tolerated.

5. **Breaches**

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

6. **Current Situation**

The Town Clerk is responsible for ensuring the Policy is carried out.

The current situation is:

i. There are some members with disabilities
ii. There is 1 member of staff with disabilities
iii. Provision has been made to meet any needs of the staff involved.
iv. All positions to the Council are appointed on merit and not any prejudice of
v. The Council has 1 female member of staff.
vi. The Council has the following age ranges of staff:
    0 - Aged under 21
    0 - Aged 21 to 30
    0 - Aged 30 to 50
    1 - Aged 50 to 65
    0 - Aged 65 plus

The Council reserves the right to make changes to this policy, and will advise of any changes made.

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