

CYNGOR TREF LLANWRTYD TOWN COUNCIL



EQUAL OPPORTUNITIES AND DIVERSITY

Llanwrtyd Town Council has a commitment to deal with its paid employees, elected members and the public in general in a fair and honest way. It will not tolerate discrimination of any kind, including harassment, and believes everyone should be treated with dignity and respect. Llanwrtyd Town Council believes that, providing a person is able to carry out their duties, in line with their job description, code of conduct, there should be no other deciding factor in their ability to continue their work, either voluntary or paid for this corporate body.

Llanwrtyd Town Council will promote the rights of all members of society by ensuring their paid employees, elected members and the general public are treated with fairness irrespective of sex, marital status, disability, race, ethnic origin, religion, belief, sexual orientation, age, domestic circumstance, trade union membership, political belief, social or employment status.

Indeed, Llanwrtyd Town Council recognises the advantages of diversity within its own body and in society in general. Llanwrtyd Town Council recognise that equal treatment offers benefits and advantages, and will ensure that its paid employees, elected members and the general public are valued and given the opportunity to develop their potential. By integrating equal opportunity into their corporate structure, and embracing diversity, Llanwrtyd Town Council hopes to add value to the work they do and meet community needs.

Llanwrtyd Town Council will comply with all current and future legislation, including:

- Equal Pay Act 1970
- Rehab of Offenders Act 1974
- Sex Discrimination Act 1975
- Gender Reassignment Regulations 1999
- Race Relations Act 1976 plus Amendment 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997
- Human Rights Act 1998
- The Employment Equality [Sexual Orientation] Regulations 2003
- The Employment Equality [Religion or Belief] Regulations 2003
- The Employment Equality (Age) Regulation 2006
- Equality Act 2010

Please note this list is not exhaustive, and that this list and the policy itself will be reviewed as and when necessary.

What to do if you feel you have been discriminated against?

- If you feel that Llanwrtyd Town Council, its paid employees or elected members, have been discriminatory towards you, please let us know.
- Paid employees or elected members should follow the Grievance Procedure.
- Members of the public should approach any elected member or the town clerk for an informal discussion about their concerns.
- Where this fails or you feel that the discrimination is too serious to be resolved informally, you should follow the guidelines in the Llanwrtyd Town Council Complaint Procedure.