TREWERN COMMUNITY COUNCIL / CYNGOR CYMUNED TREWERN

EQUALITY AND DIVERSITY POLICY

1. Introduction

1.1 The success of the Council depends on the work of its Councillors and employees. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way the Council manages its affairs on behalf of the Community it serves.

1.2 The Council will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal opportunity to contribute to the Councils objectives.

1.3 Councillors and employees all have a responsibility to embrace and support this vision and must continue to challenge the behaviour and attitudes that prevent the Council from achieving its vision.

2. The Policy

2.1 Using fair, objective and innovative employment practices, the Councils aim is to ensure that:

- all employees and potential employees are treated fairly and with respect at all stages of their employment.
- all the employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, transgender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality.
- all employees have an equal chance to contribute and to achieve their potential, irrespective of an defining feature that may give rise to unfair discrimination.

3. Gender

3.1 The Council is fully committed to:

- Challenging gender stereotypes.
- Supporting employees in balancing their life at work and at home.
- Supporting employees who become pregnant and taking active steps to facilitate their return to work after maternity leave.

4. Transgender status

4.1 People who plan to undergo, are undergoing, or have undergone gender reassignment are protected against all forms of discrimination and harassment. The Council will take positive steps to support a trans-gender person and ensure they are treated with dignity and respect.

5. Marital Status

5.1 People are treated fairly and equally within the Council irrespective of their marital, civil partnership or family status.

6. Race

6.1 The Council is committed to:

- Challenging racial stereotypes, Understanding, respecting and valuing different racial and cultural backgrounds.

7. Disability

7.1 The strengths of people with disabilities are recognised and valued within the Council through:

- Focusing on what people can do rather than on what they cannot
- Challenging stereotypes about people with disabilities
- Making appropriate adjustments in the workplace to help people with disabilities achieve their full career potential

8. Age

8.1 Age diversity is promoted and valued through challenging age stereotyping.

9. Religious Beliefs

9.1 People are treated fairly in the Council irrespective of their religious beliefs and practices recognising individuals' freedom of belief and right to protection from intolerance and persecution.

10. HIV

10.1 Discrimination against and employee or potential employee on grounds that he or she has, or is thought to have, HIV or AIDS is not acceptable, and confidentiality will be respected in line with the wishes of an individual with HIV or AIDS.

11. Sexuality

11.1 People are treated fairly in the Council irrespective of their sexuality through:

- Respecting different lifestyles
- Challenging negative stereotypical views

Trewern Community Council adopted/reviewed this Equality & Diversity Policy at its meeting on:

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Signed:..…… Date:…….

Print Name:…….

Position:……

Version No:……

Review Date = Annual

Amended or Reviewed	Date	Version No	Who
Approved			