WENTLOOGE COMMUNITY COUNCIL

EQUALITY AND DIVERSITY POLICY

Adopted April 2021

Wentlooge Community Council is committed to providing and promoting equal opportunities, eliminating discrimination and inspiring diversity and dignity in the Community as the Council values everyones differences and recognises that people from different back grounds and experiences can enrich the work of the council.

Purpose and Scope of the Policy

1. This policy sets out WCC’s approach to equality and diversity. WCC appreciates that supporting equality is of primary importance. This policy will help Councillors and employees of the Council discharge duties and responsibilities whilst ensuring that the Council meets its duty under the Equality Act 2010.
2. This policy applies to all employees, volunteers, contractors and WCC Councillors.
3. It is the responsibility of every employee and Councillor of WCC to ensure that they do not discriminate in any way. All employees and Councillors have a duty to uphold the principles of equal opportunities. Any breech of this policy will be dealt with under codes of conduct.

Equality Act 2010

1. The Equality Act 2010 applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by the activities, policies and services provided.
2. As a council WCC has a Public Sector Duty under the Act to:  
   1. Eliminate discrimination, harassment, victimisation and any other behaviour prohibited under the Act.  
   2. Advance equality of opportunity between people who share and don’t share protected characteristics, for example by encouraging everyone to participate in activities and public life.  
   3. Foster good relations between persons who share a relevant protected characteristic and persons who don’t share it
3. Not to discriminate against individuals and encourage good relations.

Protected Characteristics

WCC are committed to helping ensure that people of all protected characteristics can fully and equally participate in our community as WCC are aware that discrimination can create barriers. The nine protected characteristics under the Act are:

* Age
* Disability
* Marriage status and civil partnership
* Gender
* Pregnancy and maternity
* Race
* Religion and beliefs
* Sex
* Sexual orientation

Equality Commitments

WCC supports the principles and practices of the Equality Act 2010 and recognises that it is the duty of all Councillors and employees to accept their personal responsibility for promoting a fully integrated community in discharging its duties by respecting and adhering to the principles of equality for all.  
WCC will actively endorse equality throughout the council through the application of policies, which will ensure that everyone in our community receive equal treatment that is fair and unbiased.

WCC is committed to:

* Promoting equality opportunity for all persons
* Dedicated to treating everyone with respect while providing accessible services
* Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimization
* As an employer will provide equal opportunities throughout employment including in the recruitment, training and development of the employees.
* Fulfilling its legal obligations under the Equality Act 2010

WCC will review this Policy as is necessary and appropriate as WCC aims to be an inclusive Council, committed to providing equal opportunities, and at a minimum the policy will be reviewed on an annual basis.

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