

**Cyngor Cymuned Llandybie  
Llandybie Community Council**

**Equal Opportunities Policy**

The purpose of this policy is to provide equal opportunities to all Members and employees, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexual orientation, religion, marital status or social class. The Community Council opposes all forms of unlawful and unfair discrimination.

All Members and employees, whether they are part-time or on a fixed contract, will be treated fairly and equally. Selection for employment, promotion, training, remuneration or any other benefit will be on the basis of aptitude, ability and suitability. All Members and employees are encouraged to develop their full potential and the talents and resources of all will be fully utilised to maximise the efficiency of the Council.

**The Commitment of the Council**

- All Members and every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- The commitment to equal opportunities in a workplace is good management practice and makes sound business sense.
- Breaches of the equal opportunities policy will be regarded as misconduct and could lead to disciplinary measures.
- This policy has been fully supported by all Members of the Community Council.
- The policy will be monitored and reviewed periodically.

The Law

- ∴ Equal Pay Act 1970
- ∴ Rehabilitation of Offenders Act 1974
- ∴ Sex Discrimination Act 1975
- ∴ Gender Reassignment Regulations 1999
- ∴ Race Relations (Amendment) Act 2000
- ∴ Disability Discrimination Act 1995
- ∴ The Protection from Harassment Act 1997
- ∴ The Welsh Language Act

The Equal Opportunities Policy was reviewed by the Policy Committee on the 1st February, 2017 and approved by the full Council on 22nd February, 2016. They will be reviewed in 12 months' time.

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Chair ..... Clerk 22/2/17

