

**Cyngor Cymuned
Trefriw
Community Council**

EQUALITY POLICY

This policy was reviewed and re-adopted at a meeting on
13th June 2023
and will be reviewed in June 2026
or sooner should legislation dictate

Trefriw Community Council will provide equality of access through good practices and actively promote fair treatment and opportunity regardless of a person's Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion and Belief, Gender, and / or Sexual Orientation, Marriage of Civil Partnership.

1. Policy Objectives

The Council will achieve its aim through the following objectives:

- 1.1 Eliminating discrimination within the Community by having due regard to equality in all its significant and relevant decisions.
- 1.2 Providing equality of access to the Council's services by having regular access audits (at least annually).
- 1.3 Providing fair employment and equal pay by strengthening our policies and practices in recruitment and selection; training, conditions of service; and professional development and grievances procedures.
- 1.4 Ensure all local people are encouraged to participate by ensuring all sections of the community are part of our engagement.

2. Responsibilities

Trefriw Community Council seeks to eliminate discrimination both in the workplace and within the whole community and will develop Council's services, so they are provided in fair and equitable manner. The following are specific responsibilities:

- 2.1 All Councillors should have due regard to the elimination of discrimination, the advancement of equal opportunities and the fostering of good community relations in all their work, decisions and reviews.
- 2.2 All employees working for the Council will work to achieve the objectives outlined in this policy and develop appropriate procedures and plans.
- 2.3 Everyone associated with the Council; Council employees and people who work for the Council (whether volunteers, temporary staff or working for a partner) will conduct themselves in a manner that maintains the Council's reputation on equalities and accessibility while carrying out a Council function and at other times when their actions could reflect on the Council's reputation.

3. Review

Trefriw Community Council will review this policy on a four-yearly basis and produce an annual equality report informing local people what it is doing to meet its objectives.