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## **Equality and Diversity Policy**

### **1. Overview:**

Builth Wells Town Council is an equal opportunities employer, and is committed to following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no-one receives less favourable treatment by the Council on the grounds of age, disability, gender reassignment, gender identification, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles, and circumstances. All members and staff are covered by this policy, and it applies to all areas of employment. Policies and practices will be amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct, or indirect, overt, or latent exists.

The Town Council has particular responsibility for implementing and monitoring the Equality and Diversity in Employment Policy and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

All staff or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential to maximise the efficiency of the Town Council.

The personal commitment of each member of the Town Council and its staff to this policy, and application of its principles, are essential to eliminate discrimination and provide equality.

### **2. Our Commitment as an Employer:**

- To create an environment in which individual differences and the contributions of our staff are recognised and valued.
- Every member of staff or self-employed contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- We will review all our employment practices and procedures to ensure fairness.

### **3) Our Commitment as a Community Partner:**

- We will engage with the Community when required regardless of age, disability, gender reassignment, gender identification, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation, offending past, caring responsibilities, or social class.
- We have clear procedures that enable candidates for jobs and staff to raise a grievance or make a complaint if they feel they have been unfairly treated.
- Breaches of our equality and diversity policy will be regarded as misconduct and could lead to disciplinary proceedings.

### **4) Equal Opportunity Policy Statements:**

#### **Age**

- We will ensure that people of all ages are treated with respect and dignity.
- We will challenge discriminatory assumptions about younger and older people.

#### **Disability**

- We will provide reasonable adjustments to ensure disabled people have access to our facilities.
- We will challenge discriminatory assumptions about disabled people.
- We will seek to continue to improve access to information.

#### **Race**

- We will challenge racism wherever it occurs.
- We will actively promote race equality in the Town Council.

#### **Gender**

- We will challenge discriminatory assumptions about women and men.
- We will challenge discriminatory assumptions about gender identification.
- We will challenge discriminatory assumptions about gender reassignment.
- We will offer equal access to representation and employment.

#### **Sexual Orientation**

- We will challenge discriminatory assumptions about the LGBTQ community.
- We will promote positive images of the LGBTQ community.

#### **Religion or Belief**

- We will ensure that a person's religion or beliefs are respected and accommodated wherever possible.
- We will respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

#### **Pregnancy or Maternity**

- We will ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity.
- We will challenge discriminatory assumptions about the pregnancy or maternity of our staff.

- We will ensure that no individual is disadvantaged and that we take account of the needs of our staffs' pregnancy or maternity.

**Marriage or Civil Partnership**

- We will ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership.
- We will challenge discriminatory assumptions about the marriage or civil partnership of our staff.
- We will ensure that no individual is disadvantaged and that we take account of the needs of our staffs' marriage or civil partnership.

**Ex-offenders**

- We will prevent discrimination against our staff regardless of their offending background, except where there is a known risk to children or vulnerable adults.

**Equal Pay**

- We will ensure that all staff have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

**Signed on behalf of the Town**

**Council:**.....

**Printed**

**Name:**.....  
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**Date:**     /     /

**Signed by the Town**

**Clerk:**.....  
.....

**Printed Name:** LOUISE HAMMOND

**Date:**     /     /