**CYNGOR CYMUNED TREGOLWYN**

**COLWINSTON COMMUNITY COUNCIL**

**POLISI CYDRADDOLDEB - EQUALITY POLICY**

**Ein Nodau - Our Aims**

We are committed to treating people fairly so that everyone has equal access to services, and to ensuring that no-one is discriminated against, harassed or victimised on the grounds of:

* age
* disability
* gender reassignment
* marital status
* pregnancy and maternity status
* race
* language
* religion or belief
* gender
* sexual orientation
* caring responsibilities.

We are committed to abiding by the Equality Act 2010 and all Council members are committed to our Code of Conduct which requires all members to:

* carry out their duties and responsibilities with due regard to the principle that there should be equality of opportunity for all people, regardless of their gender, race, disability, sexual orientation, age, or religion
* show respect and consideration for others
* not use bullying behaviour or harass any person; and
* not do anything which compromises, or which is likely to compromise, the impartiality of those who work for, or on behalf of, the Council.

We are committed to abiding by the Welsh Language Standards (No. 7) Regulations 2018

We believe it is essential to treat everyone fairly, and with dignity and respect. We believe that everyone matters, and we will promote equality, diversity, and fairness. We embrace people with diverse backgrounds, skills, and cultures.

We are an inclusive Council. We want you to feel that:

* you are valued as an individual and treated with respect
* you get fair access to our services
* we make reasonable adjustments, where we can, to meet your needs

We will challenge and not tolerate behaviour which does not accord with our values. We believe that everyone has an individual role to play and that we benefit from the unique contributions that different people can make. We will not condone behaviour which is abusive or offensive; any such behaviour will be regarded seriously. We have a zero-tolerance approach to hate related abuse. We want to make sure that our services are accessible and fair for all. Our aim is that all our employees, job applicants, residents, Council members and other agencies and partnerships feel valued and respected and are encouraged to participate and contribute.

If you feel you have been unfairly treated, please contact us – you can use our complaints/grievance procedure or contact our Clerk.

**Ein Hamcanion -Our Objectives**

To achieve our aims, we will:

* integrate equal opportunity principles into all aspects of the Community Council
* engender a culture that recognises, welcomes, and respects diversity
* Use the Welsh Language when residents express that preference
* ensure that governance arrangements reflect the communities in which we work
* demonstrate our commitment to residents
* ensure that our Recruitment and Selection practices take full account of equality and diversity requirements as outlined in the Equalities Act 2010 and that discrimination of any kind does not exist
* ensure that Council members and staff, receive training to understand and implement this policy
* train all Council members and staff in equality and diversity
* treat harassment and discrimination as disciplinary matters

These objectives will be monitored on a regular basis by the Council.

**Mwy o wybodaeth - More information**

For more information on this policy please contact:

Sian Hookins

Clerk

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