

St. Dogmaels Community Council
Equal Opportunities Policy Statement
Adopted 28-06-2007

1. St. Dogmaels Community Council is fully committed to equality of opportunity. This statement extends to the commitments we undertake both in our responsibilities as an employer and as a provider of service and facilities to others.
2. St. Dogmaels Community Council is committed to make every effort to prevent discrimination or unfair treatment. This applies regardless of gender, sexual orientation, age marital or parental status, disability, ethnic or national origin, race, colour, social status, language, political belief, and religion or HIV status. St. Dogmaels Community Council is opposed to all racist and sexist practices and attitudes and is committed to anti-discriminatory practice in all areas of work.
3. St. Dogmaels Community Council will be bound by the following Acts and Regulations.

The Sex Discrimination Act 1975 (as amended)

The Race Relations Act 1976 (as amended)

The Disability Discrimination Act (1995)

4. St. Dogmaels Community Council defines **direct discrimination** to be when a person is treated less favourably than others on any of the grounds listed in paragraph 2 above.
5. St. Dogmaels Community Council defines **indirect discrimination** to be when a requirement or condition is applied equally to all but is unfavourable to some group or groups because a considerable smaller proportion of them can comply with it.
6. St. Dogmaels Community Council is committed to monitoring at regular intervals, the implementation of its Equal Opportunities Policy, this will be the responsibility of the Finance and Scrutiny Sub Committee.
7. As an employer St. Dogmaels Community Council is committed to maintain working environments and practices, which ensure equality of opportunity in both the recruitment and advancement of staff. Discriminatory attitudes and behaviour are unacceptable at any time, and a grievance procedure will be established and operated.
8. Community Councillors are required to be fully aware of their responsibility to operate equal opportunities policy. This is to ensure that people are not discriminated against by exclusion or discouraged in participation.