

Equality and Diversity Policy

1. Introduction

Menai Bridge Town Council is committed to equality of opportunity both in the provision of services and amenities to the public and as an employer.

The Council will comply in all particulars with the requirements of the Equality Act, 2010 and therefore will have regard to:

- ensuring that it does not engage in any unlawful discrimination, harassment, victimisation or other conduct prohibited by the Act;
- advancing equality of opportunity between people who share a relevant protected characteristic and those who do not;
- fostering good relations between people who share a protected characteristic and those who do not.

2. Policy Statement

Menai Bridge Town Council opposes all forms of discrimination and is committed to promoting equality in relation to the following characteristics protected under the Act:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and Maternity
- Sexual Orientation
- Religion or belief – including lack of belief
- Marriage and civil partnership (but only in respect of the need to eliminate discrimination)

The Council will therefore:

- ensure that everyone in contact with the Council is treated with dignity and respect
- encourage equality of opportunity for all people and actively promote good community relations
- embed equality principles into all its work and activities
- encourage membership of the Council (Councillors) that is reflective of the diversity of the Menai Bridge community
- give no favoured status to any particular religion, faith or creed
- ensure that all its employment policies, procedures and guidelines reflect and reinforce equality principles

- ensure mechanisms are in place for responding to any complaints of discrimination and/or harassment from employees and the public

3. Employment

A separate policy sets out how the Council's commitment to equality and diversity is reflected in its employment practices.

4. Responsibilities

As political representatives accountable to the people of Menai Bridge Councillors accept a particular responsibility to respect and promote the principles of equality and diversity. They, together with the Town Clerk, take responsibility for the ownership and implementation of this policy.

All Council staff are expected to abide by the requirements of this policy in their dealings with Members, colleagues and the public.

The Council will also, where legally possible, require contractors and partners to act in accordance with this policy. This will be reflected in contracts and partnership agreements.

5. Monitoring and Review

The Council will monitor its performance in relation to this policy on an on-going basis and review it periodically as part of its cycle of reviewing all policies within its Scheme of Publication.

Any complaints relating to this policy will be dealt with in accordance with the Council's formal Complaints Procedure.

6 Further Information

If you have any questions or wish to make comments about this policy please contact:

The Town Clerk
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Mona Road
Menai Bridge
LL59 5EA

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[In accordance with its Welsh Language Scheme the Council welcomes communication in either Welsh or in English]

