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Encompassing: Fairbourne Partnership.

EQUALITY AND DIVERSITY POLICY

THE EQUALITY ACT 2010 PROTECTS INDIVIDUALS FROM DISCRIMINATION, HARRASSMENT AND VICTIMISATION BASED ON NINE PROTECTED CHARACTERISTICS: AGE, DISABILITY, GENDER REASSIGNMENT, MARRIAGE AND CIVIL PARTNERSHIP, PREGNANCY AND MATERNITY, RACE, RELIGION OR BELIEF, SEX AND SEXUAL ORIENTATION.

What it does: Protects against discrimination: The Act makes it unlawful to discriminate against someone because of their protected characteristics. **Combines previous legislation.** It considered over 16 pieces of legislation into one Act, simplifying the legal framework for equality and diversity. **Public Sector Equality Duty (PSED):** It places a duty on public bodies to have due regard to the need to eliminate discrimination, advance equality or opportunity, foster good relations. **Applies to various areas:** The act covers discrimination in the workplace, in the provision of services and public functions, in education and in associations. **Promotes equality and diversity:** The act aims to create a fairer society, improve public services, and help businesses perform well.

Protected Characteristics: Age, Disability, Gender reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.

The Arthog Community Council is an equal opportunities employer and service provider. It is committed to equality of opportunity and to providing and following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no job applicant, member of the Council or service user received less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by condition or requirement which cannot be shown to be relevant to performance or access services. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

Arthog Community Council values people as individuals with diverse opinions, cultures, lifestyles, and circumstances. All members are covered by this policy, and it applies to all aspects within the Community Council. These areas will be monitored, and policies and practices amended, if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct, or indirect, overt, or latent exists.

The Arthog Community Council has responsibility for implementing and monitoring the Equality and Diversity Policy.

All members of the Community Council, and contractors, will be treated fairly and with respect to maximise the efficiency of the Community Council.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in the Arthog Community Council and wider community.

Revised: April 2026