



GRAIG COMMUNITY COUNCIL **Disability & Equal Opportunities Policy Statement**

1. Statement of Intent.

Graig Community Council aims to promote equal opportunities at all levels within the organisation and in all its activities to ensure that no individual is discriminated against on any of the following grounds:

- Language
- Sex or Gender identity
- Ethnic Origin, Race, Colour or Nationality
- Marital Status including Civil Partnerships
- Religious or Political Beliefs
- Disabilities, including - but not limited to – Physical Disabilities, Mental Disabilities, learning difficulties (such as Autism and ADHD), HIV/AIDS or Health Status.
- Sexual Orientation
- Domestic Care Responsibilities
- Social or Economic Background
- Age
- Unrelated Criminal Convictions

This list is not exhaustive

Graig Community Council conforms to the legislation relevant to anti-discrimination, including, but not limited to:

- Equality Act 2010, including the following Codes of Practice
 - Pay - Employment
 - Equal Pay
 - Services, Public Functions and Associations
- Rehabilitation of Offenders Act 1974
- Disclosure and Barring Code of Practice
- Any statutory amendments or re-enactments any of the above, or other applicable legislation or regulations.

2. Objectives

Graig Community Council has specific objectives in its intention to promote and implement equal opportunities.

- Employment
No existing or potential member of staff should face discrimination, either directly or indirectly, in the advertising and recruitment procedures, or through lack of necessary facilities for people with disabilities or those with sensory impairments. Existing staff who may become disabled will be provided support and assistance to enable them to continue in the post where appropriate.
- Volunteering
Graig Community Council is committed to good practice in volunteering in line with staff recruitment and employment procedures.
- Practice
Graig Community Council will ensure that all its services are equally available and accessible to everyone in society.



3. **Monitoring and Review**
The Equal Opportunities policy will be regularly reviewed and monitored so as to remain effective.
4. **Strategy**
All published materials including recruitment advertisements will be non discriminatory.
The Equal Opportunities Policy Statement will be displayed to all Councillors.
5. **Complaints**
Complaints from individuals or groups regarding any matter which they feel may be grounds for discrimination should be referred to the Clerk of Graig Community Council for investigation.
6. **Practice**
All members of Graig Community Council will practice adherence and compliance with the stated commitment to equal opportunities.