



**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
- Gender
- Ethnic Origin
- Marital Status
- Nationality
- Religious or Political Beliefs
- Physical or Mental Disabilities
- HIV or AIDS
- Sensory Impairment
- Sexual Orientation
- Colour
- Domestic Care Responsibilities
- Social or Economic Background
- Age
- Health Status
- Unrelated Criminal Convictions

This list is not exhaustive

Graig Community Council conforms to the legislation relevant to anti-discrimination and specifically with:

- Equality Act 2010 Code of Practice Pay - Employment
- Equality Act 2010 Code of Practice - Equal Pay
- Equality Act 2010 Code of Practice – Services, Public Functions and Associations
- Race Relations Act 1976
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Criminal Records Code of Practice

or any statutory amendments or re-enactments thereof

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.