



Penhow Community Council

Equality & Diversity Policy

Introduction

Penhow Community Council is committed to treating everyone fairly and strives to achieve equality for our diverse community.

We know that a successful community is one where everyone feels safe, and can fully participate in the social, cultural, political and economic life of the area. We aim to provide excellent, accessible services that meet the needs of all our residents.

Equality and Diversity Statement

Communities are multi-racial, multi-cultural and multi-faith. We value and celebrate the diversity that exists amongst the citizens of Penhow and our workforce. As a Council we want to ensure that everyone can fully participate in the social, cultural, political and economic life of the village.

The Council opposes all forms of discrimination on the grounds of race, gender, sexual orientation, age, religion and disability. We recognise that discrimination creates barriers to achieving equality for all people.

We are committed to working with our workforce, and with the people of Penhow, to develop and deliver high quality services that meet the needs of everyone in the village. This policy is central to achieving the Councils vision:

"To conserve and improve Penhow as an attractive and sustainable place in which to live, visit and do business"

Our Commitment

When we make plans and policies, we will, with all sections of the population of Penhow: -

- Design our services to meet the diverse needs all our community
- Ensure that plans and policies do not negatively discriminate against particular groups;
- Make sure all staff, customers, contractors and community groups are aware of our equality policy.

When we work in partnership we will: -

- Publicise this equality policy widely and positively
- Encourage the involvement of Penhow's diverse community in decision making and developing services through partnerships at local level;

We will Actively consult When we deliver services to:-

- Ensure that our services are relevant to the people of Penhow and take into account different needs;
- Provide information about services that is clear, accurate and accessible to all.
- Treat all customers positively, regardless of sexual orientation, race, gender, disability, religion or age;
- Respond seriously to, and investigate complaints of, bullying, harassment, victimisation or discrimination,

As an employer we will:

- Recruit and retain a workforce that reflects the expertise and diversity of our community;
- Welcome the special knowledge and skills that a diverse workforce contributes to the Council;
- Provide equal access to training and development for all our staff;
- Listen to staff ideas and suggestions for improving services and ways of working;

How We Will Make Things Happen

- Elected Members will promote the Council's commitment to equality and ensure adequate resources are made available.
- All Committees and Working Groups will be responsible for the overall management and direction of our equality commitments.
- All Elected Members and employees will ensure that they are aware of this policy and take responsibility to promote equality and challenge discrimination