

PCC Diversity & Equal Opportunities Policy

1.0 Policy

- 1.1 Penrice Community Council recognises diversity in society and aims to provide equality of opportunity in recruitment, representation and provision of services and funding.
- 1.2 The Council acknowledges its obligations under legislation including:
- Equality Act 2010 (and Welsh Regulations 2011)
 - Disability Act 2005
 - Race Relations (Amendment) Act 2000
 - Rehabilitation of Offenders Act 1974
- 1.3 The Council will keep practice, procedure and policies under review to help ensure that people are not disadvantaged by conditions or requirements that cannot be shown to be justified.

2.0 Diversity

- 2.1 Council is aware that the following may give rise to actual or perceived discrimination:
- Age
 - Caring responsibilities
 - Disability
 - Race
 - Religion or belief (or non-belief)
 - Gender reassignment
 - Language need or choice
 - Marriage or Civil Partnership status
 - Nationality
 - Political belief
 - Sex
 - Sexual orientation
 - Social or economic background

3.0 Opportunities

- 3.1 Notice will be given that any recruitment, any representation made and any request for services and support will be considered fairly.
- 3.2 Any issues of access to employment, to representation or to services or support will be considered within PCC Risk Management and resolved as far as practicable.
- 3.3 Any issues of equality related to third party suppliers will also be considered within PCC Risk Management and resolved as far as possible.