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## KIDWELLY TOWN COUNCIL EQUALITY AND DIVERSITY POLICY

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### **1: Nature of the Policy**

1.1: This is Kidwelly Town Council's equality and diversity Policy. This policy sets out the Council's commitment to advancing equality in employment and service delivery and celebrating diversity within Kidwelly.

1.2: This policy demonstrates that equal opportunities are central to Kidwelly Town Council's values and the delivery of services and that no job applicant, employee or service user should be treated less favourably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, intersectional or discrimination on multiple grounds and use of the Welsh language.

1.3: This policy has been written and approved so that everyone will know that Kidwelly Town Council is committed to advancing equality and celebrating diversity.

### **2: Statement of Intent**

2.1: Kidwelly Town Council is committed to providing equality of service and treatment to all sections of the community and to our employees with due regard to their colour, disability, age, HIV status, sex, marital status, race, religion, gender, sexual identity, political beliefs and ethnic/national origin or use of the Welsh language.

2.2: Kidwelly Town Council is committed to providing equality in service delivery and customer care, to ensure that services and facilities are accessible, adequate and appropriate to the needs of users.

2.3: In the Town Council's intention to provide quality and accessible services it recognises that it is not possible to have quality without equality.

2.4: Kidwelly Town Council is committed to working towards eliminating direct and indirect discrimination, harassment and victimisation and to promote equality of opportunity and to develop good relations between people from different groups and will seek to take proactive steps to remove discrimination and foster good relations.

2.5: Harassment, in any form will not be tolerated. The Authority believes that harassment pollutes the environment and recognises that it can have a devastating effect on the health, confidence, morale and performance of those affected by it.

### **3: Protected Characteristics**

3.1: The Equality Act 2010 protects people from discrimination, (both direct and indirect), victimisation and harassment on the basis of the following characteristics:

- Age
- Disability
- Sex
- Race
- Religion or (non)-Belief
- Sexual orientation
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and maternity

In addition the Welsh Language Act 1993 provides protection from discrimination on the basis of use of the Welsh language.

### **4: Definitions of the statutorily protected Characteristics, (non-exhaustive).**

**Age:** Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

**Disability:** A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-

day activities. Further associative discrimination on the basis that a person has care or other responsibilities for a disabled person is also outlawed.

In addition, Kidwelly Town Council recognises and accepts the social / human rights model definition of disability as set out in the UNCRPD, (see the Authority's disability policy).

“Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”

**Gender reassignment:** The process of transitioning or having transitioned from one gender to another.

**Marriage & civil partnership:** In Wales, marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must in addition to the general duty not to be treated less favourably on the grounds of their civil partnership not be treated less favourably than married couples.

**Pregnancy and maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race:** Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion and belief:** Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex:** A man or a woman.

**Sexual orientation:** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**5: Intersectional discrimination or discrimination on multiple grounds:**

5.1: Kidwelly Town Council, in addition to discrimination on the grounds of the specific individual characteristics set out above, recognises there is also intersectional discrimination or discrimination on multiple grounds and that this policy applies equally to intersectional discrimination or discrimination on multiple grounds.

**6: Scope of the Policy**

6.1: All Councillors, employees and others acting on behalf of the Authority are responsible for implementing and supporting the policy and have a continuing duty to challenge all forms of discrimination.

Agreed and adopted

This 3rd day of October 2017.