



DYFFRYN CLYDACH COMMUNITY COUNCIL
CYNGOR CYMUNED DYFFRYN CLYDACH

Dyffryn Clydach Memorial Hall

The Drive

Longford

Neath

SA10 7HD

Ffôn / Tel – 07821163975

e-bost / e-mail – clerk@dyffrynclydachcc.gov.wales

EQUALITY AND DIVERSITY STATEMENT

Adopted by Full Council 04/11/2025

Dyffryn Clydach Community Council (The Council) accepts that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender identity, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

The Council welcomes the statutory requirements laid down in

- The Equality Act 2010.
- The Rehabilitation of Offenders Act 1974.
- The NHS Community Care Act 1990.
- The Asylum & Immigration Act 1996.
- The Human Rights Act Nov 1998.

It recognises that it has moral and social responsibilities that go beyond the provisions of the abovementioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

The Council is committed in taking positive steps to ensure that

- all people are treated with dignity and respect, valuing the diversity of all.
- equality of opportunity and diversity is promoted.
- services are accessible, appropriate and delivered fairly to all.
- the use of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population in the community of Coedffranc.
- traditionally disadvantaged sections of the community are encouraged to participate in policy decisions about, and the management of, the services provided.

EQUALITY AND DIVERSITY POLICY AND PROCEDURES

This policy applies to all volunteers, Community Councillors, management committee members, users and the general public.

1. COMMITMENT

Equality and diversity are central to the work of The Council.

The Council will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender identity, age, social class, sexual orientation, religion/belief, pregnancy and maternity, irrelevant offending background or any other factor irrelevant to the purpose in view.

It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The Council's goal is to work towards a just society free from discrimination, harassment and prejudice. The Council aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

2. AIMS

Coedffranc Town Council aims to:

- provide services that are accessible according to need.
- promote equality of opportunity and diversity in volunteering, employment and development.
- create effective partnerships with all parts of our community.

3. OBJECTIVES

The Council's objective is to realise its standards by:

- sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups.
- working together with the community to provide accessible and relevant service provision that responds to service users' needs.
- ensuring policies are fair and robust.
- responding to volunteers and service users' needs and encouraging their development to increase their contribution to effective service delivery.
- recognising and valuing the differences and individual contribution that all people make to the organisation.
- challenging discrimination.

- providing fair resource allocation.
- being accountable

4. WHY HAVE THIS POLICY?

The Council recognises respects and values diversity in its volunteers and service users.

The Council has this policy because it is a people-led organisation that must always ensure it meets the needs of the community through fair and appropriate employment and development of the people who work and volunteer for the Council.

5. PROCEDURES

Responsibility for Implementation

This policy covers the behaviour of all people volunteering or using the services in the Council and sets out the way they can expect to be treated in turn by the Organisation. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Council and the Management Committees.

Method of Implementation

The Council intends to implement this policy by:

- ensuring that Town Councillors, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All volunteers will be given a copy of this policy as part of their induction.
- actively encouraging Town Councillors and volunteers to participate in anti-discriminatory training and making time and resources available for such training.
- monitoring the services, publicity and events provided by the Council, to ensure that they are accessible to all sections of the population and do not discriminate and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

The Council has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.

The Council will ensure the application of this policy takes into account possible health & safety and financial restrictions. The Policy will be reviewed from time to time as may be deemed necessary.

It is recognised a separate policy exists which is applicable to employees or agencies working on behalf of the Council. We will seek to ensure engagement of the recognised trade unions in the implementation of this policy and consult on future changes herewith.