



Rhuddlan Town Council Equality & Diversity Policy

Reviewed 8/5/2025

1. Purpose of the report

To provide Rhuddlan Town Council with an Equality and Diversity Policy. Town and Community Councils are subject to the Equality Act 2010 and councils have must advance the equality of opportunity while carrying out its functions. This draft policy is taken from information the Town Clerk has gathered from other Town Councils, Welsh Government and Equality Act 2010 Legislation.

2. Policy Statement

The aim of this policy is to communicate the commitment of Rhuddlan Town Council, its members and Clerk to meeting the Equality Act 2010 which protects people from discrimination, harassment and victimization on the basis of their 'protected characteristics', which are:

- Age
- Gender reassignment
- Marital or civil partnership status
- Sex
- Race (including ethnic or national origin, colour or nationality)
- Disability
- Pregnancy and maternity
- Sexual Orientation
- Religion or belief (including lack of belief)

Commitment to the Act by Rhuddlan Town Council will support good decision making by considering how different people will be affected by their services. It will also help Rhuddlan Town Council help deliver activities and services which are efficient and

effective and accessible to all and which meet different people's needs. It imposes a duty on the Council to have due regard to the need to:

- Eliminate discrimination, harassment, victimization
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The Equality Act explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:

- Remove or minimize disadvantages suffered by people due to their protected characteristics
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

3. Implementation

The mayor has specific responsibility for the effective implementation of this policy. In order to implement this policy, the Town Council shall:

- Communicate the policy to members, the clerk and members of the public
- Incorporate equal opportunities into general practices
- Ensure that other persons or organisations will comply with the policy in their dealings with the Council.

Monitoring & Review

Rhuddlan Town Council will establish appropriate information and monitoring systems to assist the effective implementation of the Council's equal opportunities policy.

The effectiveness of our equal opportunities policy will be reviewed annually, and action taken as necessary.

Policy adopted 14th March 2019