



Angle Community Council Equal Opportunities Policy

1. Introduction

The geographical area, residents and visitors that fall under the responsibility of Angle Community Council (ACC) are rich in diversity. The success of the Community Council depends on the work of its Community Councillors and employees understanding the particular needs and what is unique about individuals, then drawing on their different perspectives and experiences. This will add value to the way ACC manages its affairs on behalf of the community it serves.

2. The Aim of this Policy

ACC will constantly strive to create a productive environment both inside the Community Council and in the community. This will be representative of and responsive to different cultures and groups within the community and where everyone has an equal opportunity to contribute to the Community Council's objectives. All Community Councillors and employees have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent the Community Council from achieving its vision.

3. The Policy

By using fair, objective and innovative employment practices ACC will ensure that:

- All employees, potential employees and the public are treated fairly and with respect at all times
- All employees/members of the public have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, transgender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality.
- All employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

ACC is fully committed to:

- Challenging all stereotypes
- Supporting employees in balancing their life at work and at home
- Supporting employees who become ill or pregnant and taking active steps to facilitate their return to work after maternity/sick leave.



4. Disability

The strengths of people with disabilities are recognised and valued within the Community Council through focussing on what people can do rather than what they cannot and challenging stereotypes about people with disabilities.

5. The Commitment

ACC are fully committed to this policy. Any Community Councillor/employee found in violation of this will be investigated and may be subjected to disciplinary action.

Signed on behalf of ACC *S Williams*

Print name: Shan Williams

Position: Chair

Date: 3rd September 2025

Review Date (1) September 2026

Review Date (2).....

Review Date (3).....

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