



CYNGOR BRO

LLANFAIRPWLLGWYNGYLL

POLISI CYDRADDOLDEB AC AMRYWIAETH

1. Rhagarweiniad

Mae Cyngor Bro Llanfairpwll yn ymrwymedig i gydraddoldeb, wrth ddarparu gwasanaethau ac i ddileu gwahaniaethu annheg ac anghyfreithlon ym mhob un o'n polisiâu, gweithdrefnau ac arferion.

Mae'r Cyngor yn cydnabod y gall pob rhan o gymdeithas ddioddef rhagfarn a chamwahaniaethu. Rydym yn byw mewn cymuned o grwpiau gwahanol lle mae angen parchu cefndiroedd diwylliannol gwahanol. Gall rhagfarnu a gwahaniaethu ddigwydd wrth ddarparu gwasanaeth ac yn y maes cyflogaeth.

Mae'r polisi hwn yn amlinellu sut y byddwn yn cydymffurfio â gofynion y Ddeddf Cydraddoldeb 2010 ac yn dangos ymrwymiad eglur tuag at roi sylw priodol i'r angen i:

- ddiddymu gwahaniaethu, aflonyddu ac erledigaeth anghyfreithlon ac ymddygiad arall sydd wedi ei wahardd gan y Ddeddf
- hyrwyddo cyfle cyfartal rhwng pobl sy'n rhannu nodwedd warchoddedig berthnasol a'r rhai nad ydynt
- feithrin perthynas dda rhwng pobl sy'n rhannu nodwedd warchoddedig a'r rhai nad ydynt

2. Datganiad Polisi

Mae Cyngor Bro Llanfairpwll yn gwrthwynebu pob math o wahaniaethu ac yn ymrwymedig i hyrwyddo cydraddoldeb mewn perthynas â'r nodweddion isod a warchodir:

- Oed
- Newid rhyw
- Rhyw
- Hil – gan gynnwys tarddiad ethnig neu genedlaethol, lliw neu genedligrwydd
- Anabledd
- Beichiogrwydd a mamolaeth
- Cyfeiriadedd rhywiol
- Crefydd neu gred – gan gynnwys dim cred
- Priodas a phartneriaeth sifil (er dim ond lle mae angen dileu gwahaniaethu)

Nôd y Cyngor Bro yw y byddwn yn ymrwymedig i ddarparu gwasanaethau effeithlon ac effeithiol sy'n cael eu gwerthfawrogi'n fawr gan drigolion ein Bro. Trwy wneud hyn, byddwn yn gwerthfawrogi ac yn hyrwyddo cyfleoedd cyfartal i bawb ac yn ymdrechu i:

- sicrhau bod pawb sydd mewn cysylltiad â'r Cyngor yn cael eu trin gydag urddas a pharch
- annog cyfleoedd cyfartal i bawb a hyrwyddo perthynas dda
- ymgorffori ystyriaethau cydraddoldeb yng ngwaith y Cyngor Bro ar bob lefel

- sicrhau bod pob un o'n polisiâu, gweithdrefnau a chanllawiau yn adlewyrchu ac yn atgyfnerthu ymrwymiad y Cyngor Bro i gydraddoldeb
- sicrhau bod mecanweithiau mewn lle ar gyfer ymateb i gwynion o ran camwahaniaethu ac aflonyddu gan weithwyr a'r cyhoedd

3. Cyflogaeth

Fel rhan o'r Polisi mae'r Cyngor Bro yn sicrhau nad yw unrhyw un sy'n ymgeisio am swydd neu unrhyw un sy'n gweithio iddo yn derbyn triniaeth llai ffafriol ar sail hil, anabledd, rhyw, newid rhyw, priodas a phartneriaeth sifil, cyfeiriadedd rhywiol, crefydd neu gred, oed neu alluoedd ieithyddol nad oes modd eu cyfiawnhau.

4. Cyfrifoldebau

Disgwylir i bob aelod etholedig, gweithiwr a phawb arall sy'n gweithio ar ran y Cyngor Bro gwrdd â'u dyletswyddau mewn perthynas â chydaddoldeb ac amrywiaeth.

Mae gan y Cynghorwyr (aelodau etholedig) a'r Clerc, gyfrifoldeb cyffredinol am berchenogaeth y polisi hwn.

Lle mae hynny'n gyfreithlon bosib, byddwn hefyd yn gofyn i bartneriaid a chontractwyr gydymffurfio gyda'r polisi hwn a bydd hynny'n cael ei adlewyrchu mewn contractau a chytundebau partneriaeth.

5. Monitro

5.1 Ymdrinnir ag unrhyw gwynion mewn perthynas â'r polisi hwn drwy Weithdrefn Cwynion ffurfiol y Cyngor.

5.2 Adolygir y Polisi Cydraddoldeb bob blwyddyn neu os ceir diwygiadau mewn deddfwriaeth neu wrth ystyried newidiadau mewn arferion gweithio a all godi o ganlyniad i ddigwyddiadau neu honiadau.

6. Gwybodaeth Bellach

Os oes gennych chi unrhyw gwestiynau neu os ydych yn dymuno gwneud unrhyw sylwadau am y polisi hwn, cysylltwch a Clerc y Cyngor Bro drwy ddefnyddio'r cyfeiriad e bost:

llanfairpwll@outlook.com



LLANFAIRPWLLGWYNGYLL
COMMUNITY COUNCIL
EQUALITY AND DIVERSITY POLICY

Version 1: 3rd March 2020

1. Introduction

Llanfairpwll Community Council is committed to equality of opportunity both in the provision of services and to the elimination of unfair and unlawful discrimination in all our policies, procedures and practices.

The Council recognises that all sections of society may experience prejudice and discrimination. We live in a community of diverse groups where there is a need to respect different cultural backgrounds. Prejudice and discrimination can occur in service delivery and employment.

This policy outlines how we will comply with the requirements of the Equality Act 2010 and demonstrates a clear commitment towards having due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

2. Policy Statement

Llanfairpwll Community Council opposes all forms of discrimination and is committed to promoting equality in respect of the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and Maternity
- Sexual Orientation
- Religion or belief – including lack of belief
- Marriage and civil partnership (but only in respect of the need to eliminate discrimination)

The Council's aim is to be committed to deliver efficient and effective services of good quality, that are highly valued by our Community. In so doing, we will value and promote equal opportunities for all and will strive to:

- ensure that everyone in contact with the Council is treated with dignity and respect
- encourage equality of opportunity for all people and actively promote good relations
- engage with the public, service users, partners and other interest groups as part of providing effective services that meet the needs of the people of Anglesey
- embed equality considerations into the work of the authority at all levels through our key strategies and plans
- ensure that all employment policies, procedures and guidelines reflect and reinforce the Council's commitment to equality
- ensure mechanisms are in place for responding to complaints of discrimination and harassment from employees and the public

3. Employment

Under this policy, the Community council ensures that no job applicant or employee receives less favourable treatment on the grounds of race, disability, sex, gender reassignment, marriage & civil partnership, sexual orientation, religion or belief, age or language ability that cannot be shown to be justifiable.

4. Responsibilities

All elected members, employees and others, who work on behalf of the Community Council, are expected to carry out their responsibilities in respect of equality and diversity.

The Councillors (elected members) and the Clerk have overall responsibility for the ownership of the policy.

We will also require, where legally possible, partners and contractors to comply with this policy. This will be reflected in contracts and partnership agreements.

5. Monitoring

5.1. Any complaints relating to this policy will be dealt with in accordance with the Community Council's formal complaints procedure.

5.2. This Equality Policy will be reviewed annually or if any amendments occur in legislation or in consideration of changes in working practices which may stem from incidents or allegations

6. Further Information

If you have any questions or wish to make comments about this policy, please contact the clerk of the Community Council using the following e mail address:

llanfairpwll@outlook.com