

PENTRAETH MEMORIAL HALL

EQUALITY, DIVERSITY AND INCLUSION POLICY

Pentraeth Memorial Hall is committed to equality, in providing services and to eliminating unfair and illegal discrimination in all of our policies, procedures and practices. We recognise that all parts of society can be victims of prejudice and discrimination. We live in a community of different groups where different cultural backgrounds need to be respected.

Prejudice and discrimination can occur in the provision of a service and in the field of employment. This policy outlines how we will comply with the requirements of the Equality Act 2010 and shows a clear commitment towards paying appropriate attention 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 characteristics and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Pentraeth Memorial Hall 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 MaternitySexual Orientation
- Religion or belief – including lack of belief
- Marriage and civil partnership (but only in respect of the need to eliminate discrimination)

Pentraeth Memorial Hall's aim is to be committed to deliver efficient and effective services of good quality, that are highly valued by our service users and communities we serve. In so doing, we will value and promote equal opportunities for all and will strive to:

- Ensure that everyone in contact with Pentraeth Memorial Hall is treated with dignity and respect.
- Encourage equality of opportunity for all people and actively promote good relations.
- Incorporating equality considerations into the work of Pentraeth Memorial Hall at all levels.
- Ensure that all policies, procedures and guidelines reflect and reinforce Pentraeth Memorial Hall's commitment to equality.
- Ensure processes are in place for responding to complaints of discrimination and harassment from employees and the public

Employment - Under this Policy, CCP 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.

Responsibilities - All Members and Officers of CCP are expected to carry out their duties in respect of equality and diversity. We will also require, where legally possible, partners and contractors to comply with this policy. This will be reflected in contracts and partnership agreements.

All Management Committee members should understand they, as well as any employee, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their role against fellow employees, customers, suppliers and the public

Monitoring and Agreement to follow this policy - The equality, diversity and inclusion policy is fully supported by the Management Committee.

Any complaints relating to this policy will be dealt with in accordance with the Complaints Policy. This Equality Policy will be reviewed annually or following any legislative amendments or incidents.

Adopted: October 2025

Next review due October 2027