



Fishguard & Goodwick Town Council

Equality and Diversity Policy

Date of Adoption: 2nd September 2025

Minute Reference: TC/25-09

Fishguard and Goodwick Town Council believes that all forms of unlawful discrimination are wrong and recognises that some groups and individuals are more at risk of experiencing unfair discrimination in employment and when accessing our services. The council acknowledges the importance of complying with equality and human rights legislation and is committed to undertaking any necessary steps to identify and address exclusion, discrimination, harassment, victimisation, marginalisation and exploitation of groups and individuals. In all our activities, the council will seek and use opportunities to advance equality and foster good relations between those who share protected characteristics and those who do not, for the benefit of all.

The Equality Act 2010 dictates that it is against the law to discriminate against anyone because of:

age

gender reassignment

being married or in a civil partnership

being pregnant or on maternity leave

disability

race including colour, nationality, ethnic or national origin

religion or belief

sex

sexual orientation

The success of Fishguard & Goodwick Town Council depends on the work of its members and employees. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way that Fishguard & Goodwick Town Council manages its affairs on behalf of its members.

Fishguard & Goodwick Town Council will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal opportunity to contribute to the organisation's objectives.

Councillors and employees all have a responsibility to embrace and support this vision and must continue to challenge behaviours and attitudes that prevent Fishguard & Goodwick Town Council from achieving its vision. Using fair, objective and innovative employment practices, Fishguard & Goodwick Town Council's aim is to ensure that:

- All councillors, employees and potential employees are treated fairly and with respect at all stages of their membership or employment.

- All councillors and employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, based on any protected characteristic
- All councillors and employees have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.