



## Equalities Policy

### Aims of the Policy

Llanberis Development Group is committed to equality of opportunity and access to all (including protected groups) and those that may find it harder to access services or to make a positive contribution. This policy aims to ensure that this is put into practice

### Objectives of the Policy

- 1) To ensure all stakeholders in Llanberis: - residents, families, community groups, businesses and visitors can benefit from and contribute to the activities of the Llanberis Development Group
- 2) To recognise, celebrate and value the diversity of the resident, business and visitor community throughout Llanberis and throughout the year
- 3) To actively promote the needs of those with additional needs including disabilities and those for whom Welsh or English is not the first language
- 4) To consider the needs of the most vulnerable in the community when planning services and ensure that these needs are met wherever practicable
- 5) To ensure access to services and the ability to make a meaningful contribution to the work of the group regardless of age, disability, sex, sexual orientation, gender reassignment, marriage or civil partnership status, pregnancy, maternity, race, religion or belief.
- 6) To recognise that equality of opportunity requires more than equality of access and that some people may need additional support and / or reasonable measure to be taken in order to ensure equality

### Implementation

- 1) When consulting with stakeholders in the village, the Development Group will consider how to ensure a voice is given to all including those from protected groups
- 2) The Development Group will ensure that materials published in print, online or through broadcast and social media are accessible to, do not cause offence to and can be accessed by all protected groups
- 3) When planning a service, event or activity, the Development Group will ensure that all reasonable steps are taken to ensure all members of the resident and visitor community can access them safely, enjoyably and in ways that show value, respect and consideration
- 4) In developing strategic plans, policies and funding bids, the Development Group will ensure equalities are central so that the needs of vulnerable people, disadvantaged people and those from protected groups are planned for – if necessary with suitable, reasonable adaptations
- 5) Where applicable, the Development Group will seek external support, advice and guidance (for example from the voluntary sector) to promote better equality of opportunity in planning and activities
- 6) When commissioning training and consultancy support the Development Group will seek providers that are committed to equalities and will show respect for protected groups.

### Monitoring

- 1) In monitoring and evaluation of services, events and activities the Development Group will aim to monitor the access from, involvement of and impact (positive and negative) on protected groups.
- 2) The Development Group will comply with any equalities monitoring required by any body providing a service or funding to support the group's work