

## Zero Racism Wales Policy

### Neath Port Talbot Council Statement of Intent

Neath Port Talbot Council welcomes the breadth and diversity of tradition, belief and culture of the community. It seeks to create, maintain and promote a community in which each person is treated fairly and equally irrespective of race.

Neath Port Talbot Council confirms its commitment to a policy of equal opportunities in employment and service delivery. Individuals will be selected and treated on the basis of their relevant merits and abilities and will be given fair and equal opportunities within the Neath Port Talbot Council. Equally, we confirm our commitment to treating all staff, clients, customers and service users in accordance with this policy.

Neath Port Talbot Council commits to adhere to the Equality Act 2010 and provide fair and equitable services to people from all race and other protected characteristic backgrounds. The aim of the policy is to ensure that no job applicant or user/ visitor/ guest receives less favourable treatment on any grounds which are not relevant to good employment practice. We are committed to a programme of action to make this policy fully effective.

### Neath Port Talbot Council Policy Statement

Neath Port Talbot Council commits to promoting a zero tolerance to racism throughout Neath Port Talbot Council, this means that:

- **We will** take a stand against racism and promote a more inclusive and equal society for all.
- **We will** not tolerate racial prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual.
- **We will** stand in solidarity, come together, and say no to racism, in all its forms.
- **We will** promote good race relations between people from diverse ethnic backgrounds in Neath Port Talbot.
- **We will** promote equal and fair opportunities for people from diverse ethnic backgrounds to attain promotion.
- **We will** eliminate unlawful race discrimination, harassment, victimisation and abuse.

## **Neath Port Talbot Council Responsibility**

All persons at all levels have certain responsibilities. Good relations and practice and the achievement of an inclusive community depend on all members of Neath Port Talbot Council treating their fellow members/ users/ visitors with respect and dignity. Therefore, all persons are expected to:

1. Co-operate with measures to advance equality and diversity and to eliminate unlawful discrimination.
2. Treat all members of staff in a fair and non-discriminatory manner, respecting differences.
3. Not discriminating where such members might have power over others.
4. Not inciting or attempt to induce others to behave in discriminatory ways.
5. Not victimising or attempt to victimise anyone who has made complaints of discrimination, harassment, victimisation or abuse or who has provided information on discrimination.
6. Eliminate harassment abuse or intimidation of others on the grounds of race or ethnicity, for example in attempts to discourage them from applying for vacancies or volunteering opportunities within Neath Port Talbot Council.
7. Inform an appropriate person if a form of discrimination, harassment or victimisation is taking place.
8. Take appropriate action where they are informed that an act or acts of discrimination, harassment or victimisation have occurred.

## **Monitoring**

It is Neath Port Talbot Council policy to monitor equality and diversity across all aspects of its activity. This includes:

- The admission and recruitment of staff, volunteers, members, users and visitors.
- The number and nature of complaints, grievances and disciplinary actions.
- The resignations and withdrawal rates of staff, clients, customers and/or service users.

Monitoring in this way will reveal whether particular groups experience disadvantage and whether they receive fair and equitable treatment in relation to either their employment or their use of Neath Port Talbot Council.

**Where unfair practices are discovered through the monitoring process, necessary action will be taken to remedy the disadvantage.**