



# KILLAY COMMUNITY COUNCIL (CYNGOR CYMUNED CILÂ)

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## Equality and Inclusion Policy

### **Background - the role of the Community Council**

Some context is helpful in considering how equalities applies to Killay Community Council's role.

Community councils are the grassroots level of local governance in Wales. Their purpose is to improve the quality of life and environment for citizens in their area.

Community and town councils are accountable to local people and have a duty to represent the interests of all of the different parts of the community equally. Community councils have a duty to consider the views of everyone in their community and should seek the views of both electors and those who cannot vote, such as young people.

Killay Community Council (KCC) consists of 15 Councillors, 9 from Killay North and 6 from Killay South. Two youth representatives are also appointed to inform the work of the Community Council. The Council Clerk is the only paid employee, with all other posts entirely voluntary. KCC does not own any buildings or provide public services at this time. The Community Council Precept (part of the Council Tax charged to each home), which is set annually by KCC, is the only income of the Community Council and is currently £28,000 (25/26 financial year).

The Council has a number of responsibilities and runs a number of community events throughout the year; patrols local pathways and right-of ways and reports any problems to the City Council for rectification; regularly reviews all Planning applications within the area, making representations where appropriate; is responsible for and funds planting in some areas of Killay including the shopping precinct; shares community information and funds small community projects.

### **Equality duties**

It is important to think about equality and diversity because some individuals, groups and communities are more likely to face discrimination, harassment and exclusion in society. Community groups can ignore or discriminate against particular disadvantaged groups unintentionally, without realising this is what is happening.

Everyone in the UK is covered by the Equality Act 2010 which is there to protect people in all aspects of their lives. Since the Equality Act 2010 applies to all sectors of community and business life, ALL organisations have responsibilities under the Act - including Community Councils.

Councillors therefore have a duty to comply with the Equality Act 2010 and to ensure that they follow its principles when undertaking their role. This includes how they interact with everyone a councillor comes into contact with in their role: residents, business owners, volunteers, suppliers, officers and other councillors.

The Equalities Act 2010 identifies a list of “protected characteristics”. It is illegal for an organisation to harass or discriminate against anyone because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

### Welsh language

The Local Government and Elections (Wales) Act 2021: Statutory Guidance for Community and Town Councils (Section 2.14) sets out guidance regarding the Welsh language. Community councils are not subject to the Welsh language standards deriving from the Welsh Language (Wales) Measure 2011, but ‘they are expected to uphold the main principle of the Measure and treat the Welsh language no less favourably than English’. See link below.

### **Policy commitment**

Killay Community Council is committed to considering and promoting equality and diversity in its governance, activities and in the delivery of its services to the public, and to encouraging volunteers, contractors and partners to do likewise.

The Community Council’s Code of Conduct states that the Council will carry out its duties and responsibilities with due regard to the principle that there should be equality of opportunity for all people, regardless of any protected characteristic (see above), and that councillors will show respect and consideration for others.

KCC supports the wider ambition of ensuring that everyone in our community has opportunities available to them, is treated fairly and is made to feel like they belong.

As a Community Council we will implement our policy aim and commitment in a number of ways, which might include:

- Promoting good relations between communities in our communications and activities and addressing negative stereotyping of any groups.
- Organising a range of events and activities to suit the interests, and meet the needs of, a wide variety of community members.
- Organising and/or supporting equality and diversity events to promote understanding and awareness and provide opportunities for residents to share their cultural heritage with one another.
- Endeavour to make our events known to all sections of the community and let them know that they are welcome.
- Endeavouring to provide activities that are accessible to all and that are tailored to the diverse and individual needs of our community.

- Wales is a bilingual nation and the Community Council will promote bilingualism where possible and practicable, in the context of the profile and needs of our local community and the cost of translation/interpretation.
- Ensure that individuals from all sections of the community are aware of vacancies on the Community Council to aim for the Council to have representative membership that reflects the local community they support.
- Reviewing equality information and population data for Killay and using it to identify priorities and any areas for action.
- Ensuring that future plans reflect the views of local residents by consulting and engaging with all groups in our community, especially those representing marginalised or disadvantaged groups.
- Providing training for Community Councillors on equalities and diversity as required.
- Review the Equality policy every 3 years to assess how it is working in practice and take necessary action to address any issues.

The Community Council will seek to work in partnership with a range of community groups and agencies to achieve our equality objectives.

#### **Guidance and useful information for councillors**

[Councillor workbook - Equality, diversity and inclusion \(EDI\) | Local Government Association](#)

[The good councillor's guide: for Community and Town Councillors | GOV.WALES](#)

[The Local Government and Elections \(Wales\) Act 2021: Statutory Guidance for Community and Town Councils | GOV.WALES](#)

**Policy Version: 2.0**

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