Polisi Cydraddoldeb | Equality Policy

Mabwysiadwyd y Polisi | Policy adopted: 26-09-2022
Adolygwyd a ddiwygwyd | Reviewed and amended: 28-07-2025

Mae Cyngor Cymuned Llanfair Mathafarn Eithaf (CCLIME) yn ymrwymedig I gydraddoldeb, wrth ddarparu gwasanaethau ac i ddileu gwahaniaethu annheg ac anghyfreithlon ym mhob un o’n polisïau, gweithdrefnau ac arferion.

Mae CCLIME yn cydnabod y gall pob rhan o gymdeithas ddioddef rhagfarn a chamwahaniaethu. Rydym yn byw mewn cymuned o grwpiau gwahanol lle mae angen parchu cefndiroedd diwylliannol gwahanol.

Gall rhagfarnu a gwahaniaethu ddigwydd wrth ddarparu gwasanaeth ac
yn y maes cyflogaeth.

Mae’r polisi hwn yn amlinellu sut y byddwn yn cydymffurfio â gofynion y Ddeddf Cydraddoldeb 2010 ac yn dangos ymrwymiad eglur tuag at roi sylw priodol i’r angen i:

- Diddymu gwahaniaethu, aflonyddu ac erledigaeth anghyfreithlon ac ymddygiad arall sydd wedi ei wahardd gan y Ddeddf.
- Hyrwyddo cyfle cyfartal rhwng pobl sy’n rhannu nodwedd warchodedig berthnasol a’r rhai nad ydynt.
- Meithrin perthynas dda rhwng pobl sy’n rhannu nodwedd warchodedig a’r rhai nad ydynt.

Mae CCLIME yn ymrwymedig i hyrwyddo cydraddoldeb mewn perthynas â’r nodweddion isod a warchodir:

- Oed
- Newid rhyw
- Rhyw
- Hil – gan gynnwys tarddiad ethnig neu genedlaethol, lliw neu genedligrwydd
- Anabledd
- Beichiogrwydd a mamolaeth
- Cyfeiriadedd rhywiol

Cyngor Cymuned Llanfair Mathafarn Eithaf Community Council (CCLIME) is committed to equality, in providing services and to eliminating unfair and illegal discrimination in all of our policies, procedures and practices.

CCLIME recognizes 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.

CCLIME 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 Maternity

- Crefydd neu gred – gan gynnwys dim cred
- Priodas a phartneriaeth sifil
  (er dim ond lle mae angen dileu gwahaniaethu)

Nôd CCLIME yw ymrwymo i ddarparu gwasanaethau effeithlon ac effeithiol sy'n cael eu gwerthfawrogi'n fawr gan drigolion ein Cymuned. Bydd CCLIME yn gwerthfawrogi ac yn hyrwyddo cyfleoedd cyfartal i bawb ac yn ymdrechu i:

- Sicrhau bod pawb sy’n cysylltu a CCLIME yn cael eu trin gydag urddas a pharch.

- Annog cyfleoedd cyfartal i bawb a hyrwyddo perthynas dda.

- Ymgorffori ystyriaethau cydraddoldeb yng ngwaith CCLIME ar bob lefel.

- Sicrhau bod pob un o’n polisïau, gweithdrefnau a chanllawiau yn adlewyrchu ac yn atgyfnerthu ymrwymiad CCLIME i gydraddoldeb.

- Sicrhau bod gweithrdefn mewn lle ar gyfer ymateb i gwynion o ran camwahaniaethu acaflonyddu gan weithwyr a’r cyhoedd.

Cyflogaeth

Fel rhan o’r Polisi mae CCLIME yn sicrhau nad yw unrhyw un sy’n ymgeisio am swydd neu unrhyw un sy’n gweithio i CCLIME yn derbyn triniaeth llai ffafriol ar sail hil, anabledd, rhyw, newid rhyw, priodas a phartneriaeth sifil, cyfeiriadedd rhywiol, crefydd neu gred, oed neualluoedd ieithyddol nad oes modd eu cyfiawnhau.

Cyfrifoldebau

Disgwylir i bob Aelod a Swyddog CCLIME gwrdd â’u dyletswyddau mewn perthynas â chydraddoldeb ac amrywiaeth. Lle mae hynny’n gyfreithlon bosib, byddwn hefyd yn gofyn i bartneriaid a chontractwyr gydymffurfio gyda’r polisi hwn a bydd hynny’n cael ei adlewyrchu mewn contractau a chytundebau partneriaeth.

Monitro

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

CCLIME aim is to be committed to deliver efficient and effective services of good quality, that are highly valued by our community. In so doing, we will value and promote equal opportunities for all and will strive to:

- Ensure that everyone in contact with the CCLIME 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 CCLIME at all levels.

- Ensure that all policies, procedures and guidelines reflect and reinforce CCLIME’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, CCLIME 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 CCLIME 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.

Monitoring

Ymdrinnir ag unrhyw gwynion mewn perthynas â'r polisi hwn drwy'r Polisi Cwynion.

Adolygir y Polisi Cydraddoldeb yn flynyddol, **neu** os ceir diwygiadau i ddeddfwriaeth neu digwyddiadau.

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.