

CORPORATE EQUALITY STATEMENT

Introduction

As an organisation working with its partners across the town, we are committed to the principles of Equality and Diversity in the delivery of services, in supporting the local community and as an employer. This statement clearly sets out the principles we aim to follow.

Equality means that everyone is treated fairly and in accordance with their individual needs. This does not necessarily mean that people experience the same treatment, but that the treatment will lead to fair outcomes. Diversity means valuing and embracing people in terms of their background and for the differences, skills, abilities and experiences they bring into the workforce and in the wider community.

Principles

The principles that we follow in valuing diversity, inclusion and equality mean we will:

- Work closely with the community partners to do the best we can for the diverse community within the town
- Consider the potential impact on members of our community of introducing new or changing existing policies, services and processes
- Ensure the equality considerations are an integral part of our policies, planning and delivery of services
- Consult with our community for considerations that may affect them
- Be committed to and accountable for equality and diversity related issues throughout the organisation, including where these relate to current and prospective employees
- Treat our customers and employees with dignity and respect
- Provide equality of access to services and other support for members of the community and our workforce.

Legal Requirements

The duty consist of a general duty and specific duties

The general duty should have due regard to

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The specific duties cover

- Requirements for the publication of information demonstrating compliance with the Equality Act
- Requirements to prepare and publish one or more equality objectives

Commitment to Equalities

We produce an annual Corporate Equality Action Plan which supports this statement.

- This includes publishing specific actions that have equalities implications
- The Portfolio Holder for Community Engagement is the Equalities champion for Councillors

We hope that both members of our community and our workforce value this statement outlining the principles that we will follow in delivering services and being a good employer. We aim to maintain our ongoing commitment to equalities in the future.

Councillor Andrew Skudder Portfolio Holder for Resources	Councillor Michael Jones Portfolio holder for Community Engagement	Carron Burton HR & OD Manager
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