

Equality Policy

We are committed to creating an environment where all people feel valued, can live in harmony and have access to what they need in order to play a full and active part in society, free from fear or discrimination.

We do not want to see anyone disadvantaged or with needs less well met than others. This is our first Equality Policy. It builds on our Equal Opportunities Policy and our commitment to identify and meet different needs fairly, as expressed in our Company Plan.

It complements our race equality, disability discrimination schemes and our (internal) "people "policy.

We have prepared this in line with the requirements of the Equality Standards for Local Government [1]. It will be supported by a corporate equality plan, which will explain how we will implement and monitor our commitments.

We want to do all we can to promote equality through the services we provide, the influence we have as community leader and as a good local employer.

We will:

- ❖ appreciate the diverse people, communities and interests that make up our Company**
- ❖ engage effectively to understand their needs and expectations of our Company**
- ❖ ensure that we do not unfairly discriminate**
- ❖ do all we can to meet or help others meet the key needs of different groups**
- ❖ promote good equality practice within our Company and with our partners**

To support these commitments within our Company we will:

- ❖ **promote positive attitudes towards equality**
- ❖ **ensure equality is central to our management and service delivery**
- ❖ **treat the people who work for our Company fairly and adopt fair recruitment and selection procedures**
- ❖ **ensure that members and our Company employees know their responsibilities and give them the necessary skills to support our equality commitments**
- ❖ **set and regularly review equality targets**

Signed:.....

G Queenan

1st January 2011