

EQUAL OPPORTUNITIES POLICY STATEMENT

The County Council is firmly committed to the principle of equal opportunities in both the delivery of services and employment. Equality of opportunity means that service users, job seekers and employees will be treated equally and fairly regardless of their colour, race, nationality, ethnic or national origin, religion, gender, marital status, sexuality, disability, age or any other unjustifiable criterion. The County Council seeks to create an environment in which services and employment are provided without fear of discrimination.

The County Council is opposed to all forms of unlawful and unfair discrimination and harassment of any kind. Through joint ventures the County Council seeks to increase its efforts to deal firmly with instances of discrimination and harassment, including racial abuse and attacks, wherever they occur.

The County Council has the responsibility for establishing an Equal Opportunities Policy and the Chief Executive is responsible for its implementation throughout the Authority. The associated Guide to Good Practice in Employment sets out the action required to implement it in this particular area of activity. In employment, the County Council is committed to achieving and maintaining a workforce who broadly reflect the local community which it services.