

GD06 - DIVERSITY AND EQUAL OPPORTUNITY POLICY

- 1.1 The council supports the principle that all people will be treated equally and fairly.
- 1.2 Diversity can be described as celebrating differences and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the community.
- 1.3 Equality can be described as breaking down barriers, eliminating discrimination and ensuring equal opportunity and access for all groups both in employment, and to goods and services; the basis of which is supported and protected by legislation.
- 1.4 Equality and Diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed and taken account of.
 - a. All employees, job applicants, council members and the public will be treated equally.
 - b. No employee, potential employee, council member or any person dealing with the public on council matters will receive less favourable treatment and consideration on the grounds of sex, gender, sexual orientation, race, colour, religion, nationality, ethnic-origin, disability or on the basis of gender re-assignment.
 - c. The council is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. The council aims to be an organisation where diversity is valued and respected and encourages diverse people to engage with the council and community in the way that reflects the community it serves.
- 1.5 Within this framework the council wishes to promote equality of opportunity and promote a diverse workforce and council officers.