

Kent County Council Equality Policy Statement 2010

INTRODUCTION

As a major employer and provider of services Kent County Council is committed to eliminating inequality, and promoting equality by valuing diversity and combating unfair treatment for all those who live in, work in and visit Kent.

Equality of opportunity and freedom from discrimination is a fundamental right. We will exercise leadership and commitment in promoting it.

COMMITMENT

We, the Members and Officers of KCC, believe we will achieve this through our roles as:

- Community leader
- Service provider
- Commissioner of goods and services
- Employer

We are committed to ensuring that current and potential service users, employees or job applicants are treated with dignity and respect and will not be discriminated against on the grounds of their social circumstances or background, such as gender, race, colour, ethnic origin, religion or belief, disability, gender identity, sexual orientation or age.

The principles of fairness, understanding and respect for others are central to what we believe and are committed to.

Our aims are:

- to provide equality of opportunity for all
- To foster good relations, and create effective partnership with all sections of the community
- To take no actions which discriminate unlawfully in service delivery, commissioning and employment
- To provide an environment free from fear and discrimination, where diversity, respect and dignity are valued

OBJECTIVES

- We will consult and engage with partners and the community to ensure we address their needs and take into account their views
- Challenge all forms of discrimination, bullying, and harassment
- Celebrate and respect the variety of lifestyles, cultures and religions in Kent
- Ensure equality and diversity best practice principles are embedded into every aspect of our daily work
- Monitor and review our staff composition and seek to ensure that we have a workforce that truly represents the community that we serve