



Equality and Diversity Commitment

Purpose of this Statement

Hart District Council is committed to promoting equal opportunities and eliminating all forms of discrimination. The purpose of this Statement is to set out the Council's vision and commitment to ensuring that no individual or group, either in the people of Hart or within the Council's workforce, is discriminated against for any reason.

The Council has developed its Corporate Plan which sets out the main themes and objectives of the Council. The themes and objectives are consistent with the Council's Purpose.

The Council exists to secure the best possible services which are locally determined, at affordable prices and for the benefit of the whole community.

The Council's ambitions focus around three main themes:

- Financial Management/Benefits Greater than Costs
- Protecting the Environment
- Hart as a Place to Live

Ambition: To maintain and enhance Hart as a place to live including the following aspects:

- health and well-being
- safety
- affordable accommodation for local people
- access to facilities and services
- local retail vitality
- a quality built and natural environment

The Equality and Diversity Commitment has been designed to integrate with existing initiatives to provide the Council with a consistent and systematic framework through which it can incorporate equality within all stages of its activities.

Policies relating to:

Race
Gender
Disability
Belief
Age
Sexual Orientation
Gender Reassignment

will be driven by the Equality and Diversity Commitment.

Hart District Council appreciates the diversity of the people of Hart and recognise that to provide the best quality of local government; we must identify and address the needs and aspirations of all sections of the community.

The Council is an equal opportunity employer and, as such, opposes all forms of unlawful and unfair discrimination. The Council values diversity in the workplace. All people have the right to be treated with dignity and respect.

The Council is aware that harassment in its many forms has a detrimental and negative effect on individuals and therefore operational efficiency. By putting our equal opportunities policy into practice, the Council has resolved to create a working environment that supports the dignity of men and women at work and is free from harassment, intimidation, bullying and victimisation.

We are committed to:

- ensuring that people are not discriminated against for any reason, such as their disability, gender, race, religion/beliefs, age, sexual orientation, family circumstances or social background
- tackling social exclusion and enabling the community of Hart to take part in society on equal terms
- consulting local communities to identify their needs and where practical, to redesign services in accordance with those needs
- promoting fairness and developing policies and practices to tackle inequalities, aiming to ensure that all identified groups are treated fairly and do not experience any discrimination
- ensuring an environment where equality complaints are taken seriously and dealt with quickly and efficiently without victimising the individual who made the complaint
- creating a culture where it is known that unfair discrimination, harassment, victimisation and bullying are unacceptable
- maintaining an ongoing commitment to equal opportunities. The Council and its partners have a responsibility to ensure that equality and diversity is integrated into policy making and service delivery.