

Pendle Council is committed to equal and fair treatment for all, both in terms of employment and in the services it delivers to the people of Pendle.

The Council values the diversity of the local population and recognises that our ability to meet these diverse needs is improved by having a diverse workforce which has the skills and understanding to achieve our key priority issues and service objectives.

### **We are committed to:**

- Selecting staff on merit, regardless of gender, sexual orientation, marital status, responsibilities for dependants, race, colour, nationality, ethnic origin, religion, age, disability or unrelated criminal convictions.
- Providing all employees with the training and development necessary to achieving the Council's objectives.
- Providing a supportive, open environment which is free from discrimination, harassment and bullying and where all employees have the opportunity to reach their highest potential.
- Achieving equal and fair treatment for all by recognising and valuing difference and working together to reduce disadvantage and inequality.
- Providing services which are responsive to the diverse needs of different individuals and communities.

The Council has demonstrated how seriously it considers these commitments by adopting equalities and community cohesion as key priority issues within its Strategic Plan.

The Council requires every employee, Councillor and customer to recognise these responsibilities and make the extra effort to promote community cohesion and social inclusion.

