



Equality and Diversity Policy

Diversity Statement:

The Council recognises the diversity of its local community and the value which this diversity brings to community life. The Council will provide each member of the community with fair and equal treatment in all its activities. The Council will ensure that no-one who is entitled to a service from the Council receives less favourable treatment on grounds of any relevant consideration, including: age, disability, gender, marital status, nationality, race, religious beliefs, sexual orientation or trade union membership. The same applies to Council employees and job applicants. The Council aims to treat people it serves or employs fairly, consistently, impartially and with respect. It also expects its Councillors, employees and service users to treat each other in the same way.

Equality Commitment

The Council will:

1. Ensure that equality is brought into the mainstream of all Council activities by planning and delivering a high standard of service which will underpin the Council's commitments to improving the quality of life in Freeland in accordance with the Public Sector Duty.
2. Provide services that are accessible, meaningful, responsive and appropriate to everyone, with particular regard to the needs and diversity of the community. Welcome, encourage and work to promote its community engagement role ensuring at all times that opportunities to communicate with the Council, influence or participate in its decision making, are equally and openly available to people from all sections of the community.
3. Develop ways of promoting and achieving equality of access and outcomes in its services. It will act in accordance with all appropriate legislation and will ensure that it does not subject any person to conditions or requirements that cannot be justified.
4. Encourage and require its partner organisations, companies and others who work with it, to abide by the spirit and terms of the Equality Policy Statement.
5. Ensure that services are regularly monitored and reviewed to assess effectiveness, secure continuous improvements, deliver good value and ensure that the way services are delivered is consistent with the Equality Policy Statement.
6. Ensure that all employees and potential employees have equality of opportunity in employment and are not unfairly discriminated against. The Council will take all appropriate and reasonable steps to remove all barriers and obstacles to equal opportunities to gain employment with the Council and progress within the Council's employment at all



levels.

Adopted: November 2025

Review: November 2028