

# Sutton's Equality and Diversity Policy

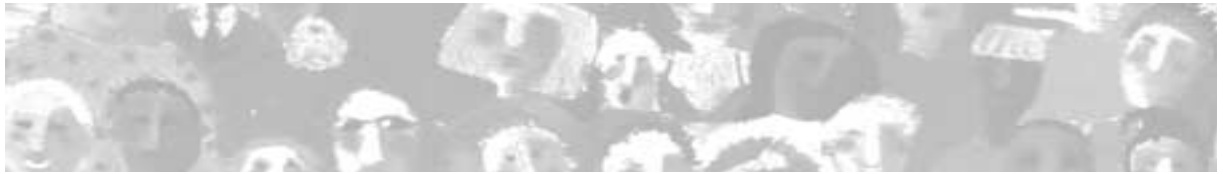
## Introduction

We intend this policy to improve service delivery to our residents and service users making Sutton a positive place where our residents and employees can live and work in an environment that is safe, enjoyable and respectful.

## Commitment

Equality and diversity are central to the work of the Council. We will treat all people with dignity and respect, valuing the diversity of all. We will promote equality of opportunity and diversity. We will eliminate all forms of discrimination in service delivery, employment, and in working with our partners, including on grounds of race, gender, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion or belief. We will tackle social exclusion, inequality, discrimination and disadvantage. For our policy to be successful, it is essential that everyone is committed to, and involved in its delivery. Our goal is to work towards a just society, free from discrimination, harassment and prejudice. We aim to embed this in all our policies, procedures, day-to-day practices and external relationships.





## Aims

We aim to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in employment and development
- Create effective partnerships with all parts of our community.

## Objectives

Our objective is to realise the Council's equality standard (a set of national guidelines that we are measured against) by:

- Sustaining, regularly evaluating and continually improving Council services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups
- Working together with our community to provide accessible and relevant service provision that responds to our service users' needs
- Ensuring our workforce is representative of the community we serve and our employment policies are fair and robust
- Responding to our employees' needs and encouraging employee development to increase their contribution to effective service delivery
- Recognising and valuing the differences and individual contribution that people make to the organisation
- Challenging discrimination
- Providing fair resource allocation
- Being accountable

**Further copies and updates of the Equality and Diversity Policy and appendices can be downloaded from Sutton's website or read at any Library, the offices of contract managers and for employees/applicants, the office of the Group Personnel section.**

