

# Equalities Commitment

Croydon Council has an equal opportunities policy which recognises the Borough is a diverse community within which each person is valued regardless of race, gender, disability, sexuality, religion or age.

## Residents – Croydon Council Aims To:

- provide services to all according to their needs without prejudice or bias
- provide clear information about the Council's services in different ways (e.g. Large print, languages other than English, tapes)
- work in partnership with all sections of the community
- provide fair and equal employment opportunities
- encourage and support people to be active in community life
- celebrate the variety of lifestyles and cultures in the Borough
- review and monitor services to ensure that they do not discriminate
- work with others to provide an environment free from harassment and violence
- act promptly on any complaints on service provision
- encourage others to adopt this commitment

## Staff – Croydon Council Aims To:

- ensure fair and equal recruitment
- ensure fair and equal treatment
- develop a culture and working environment free from discrimination and harassment
- act promptly on any complaints of discrimination and harassment
- provide a safe, secure and accessible working environment which values and respects individuals' identities and cultures
- listen and respond to what different groups of staff have to say
- develop a culture which allows the growth of networks for different groups of staff
- have a workforce that represents the make up of the Borough's population
- encourage and help all staff to reach their full potential
- monitor and review all policies and procedures from an equalities perspective