

## **Equal Opportunities**

The Council is firmly committed to the principles of equality and diversity. This means making our services available to everyone, regardless of their colour, race, ethnic or national origin, language, religion or belief, gender or gender reassignment, marital status, sexuality, disability, age, or any illness or infection.

The Council is opposed to all forms of unlawful and unfair discrimination and harassment. It seeks to provide services and employment in an environment which promotes equality, values and celebrates diversity and excellence.

### **Provision of services**

We undertake to:

- provide relevant, appropriate and accessible services which meet the needs of the diverse population of Wiltshire.
- work towards ensuring that all Council buildings are fully accessible to all
- ensure that the process of Equality Impact Assessment is used to assess, monitor and review the impact of services and policies, to eliminate any unlawful or unjustifiable discrimination.
- ensure that systems are in place for us to consult and involve community and stakeholder groups within Wiltshire, in all new initiatives.
- fully integrate and promote equality of opportunity and celebration of diversity in service planning processes including the monitoring and review of all plans from an individual to a corporate level
- ensure that planning, monitoring and reviewing, at all levels, addresses the elimination of discrimination, promotion of equality and celebration of diversity.
- ensure that all our staff are fully aware of and act upon the importance of implementing this policy in order to meet the needs and interests of all those who have the right to access Council services
- ensure that access to our services is enabled through communication which is responsive to the needs of all individuals, including face to face and telephone interpretation and the translation of documents into accessible languages.