



Our Equality, Diversity and Inclusion Policy Statement

Hartlepool Borough Council is committed to promoting a community and organisational culture that fully respects and values everyone's differences and needs. Equality, diversity and inclusion is integral to our core business, our staff and our service users.

In working towards our commitment to equality, diversity and inclusion we will:

- Work towards providing services which meet the needs of all sections of our communities.
- Ensure that respect and dignity is valued as a core principle for all.
- Promote equality, fair treatment and equal access to our services and those services commissioned by us.
- Provide straight forward, easily accessible information about our services.
- Offer a range of translation and interpretation services for those whose first language is not English and also provide information in other accessible formats on request.
- Actively seek the views of our customers and communities across Hartlepool and allow a reasonable timescale for consultations.
- Consider the comments, compliments and complaints we receive and how we can use them to improve services.
- Assess and monitor the impact on equality groups of new policies and plans and changes to existing policies and plans.
- Publish annual reports that outline how we are meeting our Public Sector Equality Duty.
- Strive for a workforce that understands and reflects the diversity of the population of Hartlepool.

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