

Equality of Opportunity Value Statement

West Sussex County Council values all people, regardless of their gender, age, disabilities (including medical conditions), race, ethnic origin, language, political beliefs, trade union membership or non-membership, religion, marital status and sexual orientation.

We are therefore committed to promote equality of opportunity:

- As a provider of services;
- As a large employer of people.

Our Equality of Opportunity service delivery policy, Equal Opportunities in Employment policy and Race Equality Scheme are designed to implement our commitment. We will make sure services are equally accessible and relevant to all clients and that our recruitment and employment practices and procedures actively promote equality of opportunity.

We will use our influence and community leadership to promote understanding and harmony between people. We will help to develop strong, secure, self-reliant, self-confident communities free from unlawful discrimination. We will work with other agencies and organisations in seeking to eliminate discrimination, harassment and attacks on any group or individual.

Equal Opportunities in Employment Policy

In addition to the above value statement, we acknowledge that the efficiency of the County Council will be improved if we seek to develop the skills and abilities of all employees. We recognise and accept our responsibility as an employer to promote equality of opportunity.

Our policy and its provisions cover all staff working for / within the County Council. The overriding principle on which our policy is based is that jobs should be filled by those best able to do them. Therefore we will take every possible step to ensure that our staff and potential staff, are all treated fairly and that all employment decisions including those on recruitment, selection, promotion, training and career development, are based on job related, objective criteria.

Whilst managers are key in making this policy effective, there are also duties placed upon employees. These are outlined in our Staff Handbook and will be discussed with you as part of your induction, if you are successful in your application for employment.

Candidates with a Disability

We are committed to increasing the number of people with disabilities in our workforce to reflect the diversity of the population of West Sussex. We will shortlist any candidate with a disability and guarantee them an interview, where they meet the essential requirements of the job. We will also provide support and assistance for candidates during the selection process to ensure that any special requirements are met.

Employment Equality Monitoring

We wish to monitor the effectiveness of our Equal Opportunities in Employment policy so that we may continuously seek to improve our performance. We need your help to do this and so ask you to complete the equal opportunities monitoring information sheet which is attached to the employment application form, but will be detached from your application by staff in the HR Unit or Teacher Recruitment Team. Any information provided will be used solely for monitoring purposes and will **not** be considered in any part of the selection process.

Further Information

You can obtain a full copy of either the service delivery or employment equality policies or the Race Equality Scheme from the HR Unit. Please telephone the number quoted in the job advertisement.