**Waltham Forest equal opportunities policy statement**

Creating equal opportunity is at the heart of everything we do.

**Equal opportunity as an employer**

We recognise that everyone is different and has different needs. We aim to serve everyone in a fair, open and objective way.

The council will aim to give everyone the same opportunity for employment, and promotion, without discriminating against individuals based on a protected characteristic as per the Equality Act 2010.

Where possible we will aim to eliminate/remove any barriers that may hinder equality of opportunity for our staff.

We are continuously working towards creating a work environment that is more diverse and representative of the customers we serve.

We expect and encourage all our staff to:

* welcome diversity
* respect individuality

We expect all colleagues to:

* champion our values
* challenge prejudice
* set examples of appropriate and positive behaviour

**We’re a Disability Confident employer**

Disability Confident is a scheme designed to help employers recruit and retain disabled people and people with health conditions.

As a Disability Confident employer, we:

* have completed the Disability Confident self-assessment
* are taking all of the core actions to be a Disability Confident employer