

# Equality, Diversity and Inclusion

## Statement of Intent

**We believe that every person who lives, works, studies and visits the borough should be treated with dignity and respect, be valued and have an equal opportunity in life.**

We acknowledge, however, that some individuals and groups in society experience structural discrimination, unfairness, injustice and barriers that create disadvantage and limit their wellbeing, sense of belonging and life chances.

We are committed to creating an inclusive borough where everyone has the opportunity to fulfil their potential regardless of their circumstances, so that no one is, or feels, excluded.

We believe that delivering on this commitment requires that we:

- Use our community leadership role, influence and powers to create better lives, safe places and a community that welcomes and celebrates the diversity of the borough
- Connect with, and develop our understanding of, the people we serve so that we can better support them
- Acknowledge the diversity of opinions and lived experiences within the borough
- Listen to people's views so that services can be effectively designed, commissioned and delivered to meet needs
- Recognise that we need to do things differently to narrow existing inequalities
- Create time and space to talk, share views and promote best practice