Sir Harry Smith COMMUNITY COLLEGE
AMBITION & ASPIRATION FOR ALL

Cambridgeshire County Council's Corporate Statement on Equal Opportunities

Cambridgeshire County Council welcomes the diversity of gender, ages, abilities, ethnic origin, faiths and cultures of the people who make up our society.

It is a fundamental principle of the County Council's policies that all people should be valued regardless of their economic circumstances, sex, age, disabilities, culture, ethnicity, language (including British Sign Language), religion or sexual orientation.

The County Council is committed to promoting equality of opportunity for all people particularly those who are:

- seeking and using the County Council's services;
- employees or prospective employees of the County Council or its contractors who supply goods or services to the Council;
- working or seeking work in a voluntary capacity supported by the Council.

The County Council believes that the equality of services is enhanced when the makeup of the workforce reflects that of the population served. The County Council will use its influence to promote understanding and harmony between people. It will work with other agencies and organizations to eliminate discrimination, harassment and attacks on any group or individual.

The County Council will seek to ensure equal opportunities through:

- ensuring that services are equally accessible and relevant to the needs of different client groups;
- appropriate recruitment, employment and promotion practices and procedures;
- letting of contracts to suppliers of goods and services;
- development of policies including consultation with communities and groups affected;
- training for all staff;
- publicity for and access to services in relevant languages and formats where necessary.

The County Council will monitor performance in these areas by the most appropriate means for each service. Progress on implementing the Statement will be monitored on a regular basis.

The Governing Body of Sir Harry Smith Community College has adopted this policy document which is Cambridgeshire County Council's Corporate Statement of Equal Opportunities as a confirmation of its commitment to the provision of equal opportunities within the College.

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