

## West Lancashire Borough Council Equality Statement

### Appendix A



We recognise that people who provide and use our services come from diverse backgrounds and have different experiences and needs. We value this diversity and the ways in which it contributes to the richness of life and character of our community.

We will develop, commission and deliver services that will help to overcome discrimination and disadvantage. We want every resident and visitor to West Lancashire to be treated fairly and with dignity regardless of age, gender, disability, race, belief and sexual orientation and with respect to their marriage and civil partnership, pregnancy and maternity or gender reassignment status. We also acknowledge that in December 2016, the UK Government formally adopted the International Holocaust Remembrance Alliance working definition of anti-Semitism;

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

We will use our position and influence to promote equality in all aspects of community life.

Everyone that works or has a role at West Lancashire Borough Council will:

- Promote and maintain an atmosphere in which people of all backgrounds feel welcome, valued and respected
- Understand that equality is not about treating everyone the same but about recognising and addressing the specific needs, experience and background of individuals
- Treat each person as an individual and find out what their needs are rather than making assumptions
- Be prepared to take a flexible approach, ensuring all service users can access our services
- Be aware of the behaviours and barriers that can form discrimination and understand the negative impact these can have on service users, visitors and staff
- Speak out and report if they witness, become aware of or are a victim of any form of discrimination, bullying, unfair treatment or harassment
- Not victimise, or attempt to victimise, anyone who has made complaints on discrimination or provided information on discrimination
- Be aware of and take account of the Council's policies

We will regular monitor and report on the progress we make in addressing discrimination and disadvantage in our Borough and this progress will be evaluated regularly by our senior managers and elected members.