

Equalities

We are committed to promoting equality and diversity in employment and access to the Council's services. We aim not to place anyone at a disadvantage because of their:

- Age
- Marriage and civil partnership
- Religion or belief
- Disability
- Pregnancy and maternity
- Sexual orientation
- Gender
- Gender reassignment
- Race

This applies to all aspects of the Council's employment practices including recruitment, promotion, performance management, training for job and career development and working conditions. Staff are expected to meet the highest standards of behaviour in relation to equality issues and to conduct themselves in a manner that reflects the Council's Equality Strategy.

We aim to seek to attract job applications from people from a wide range of backgrounds and all equality strands (wherever possible and practical), with the aim of establishing a diverse workforce that is genuinely representative of the local community.

Equal Opportunities Monitoring

So that we can check the effectiveness of our policies and practices, we monitor the number of applicants and employees, particularly in relation to ethnic origin, age, gender and disability.

All applicants are asked to complete the equal opportunities monitoring form enclosed. This information is used only to monitor the Council's performance and progress on equality issues and is treated in confidence. This information is only used in the collation of overall statistics and would not be used to identify any one individual. Completing the Equal Opportunities Monitoring Form helps us monitor the suitability of our recruitment process from application stage through to appointment.

"Positive About Disabled People"

AVDC has been awarded the "Positive about Disabled People" Symbol (i.e. the Two Ticks). This acknowledges our active commitment to ensuring equality and means that a disabled applicant can have confidence in being treated fairly.

If you have a disability, please let us know of any needs you may have in relation to the interview or subsequent employment. We aim to work with you, where practical and reasonable, to identify what adjustments and support might be needed, and to find flexible ways of working that may be of benefit to you.