

Equal Opportunities Statement

East Lothian Council is committed to being an Equal Opportunities employer with all aspects of employment and associated policies underpinned by equal opportunities. We aim to ensure that our workplace feels inclusive and is a positive workplace for all employees, where individual differences and the contributions of employees are valued.

The Council takes a zero-tolerance approach to discrimination, on any grounds, but in particular, in line with the Equality Act 2010, on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We endeavour to ensure current and prospective employees are treated with dignity and respect, receive equality of opportunity and do not experience discrimination because of who they are.

We aim to attract and retain a diverse workforce to support us to deliver the best services and achieve our business ambitions. We welcome and encourage applications from all suitably qualified candidates and believe that a more inclusive workplace, where people of different backgrounds and experiences work together, ensures better outcomes for our employees and the people of East Lothian.

We take positive steps to ensure that our employees, colleagues, stakeholders, contractors and service users experience fair, equitable treatment, free from discrimination in their dealings with us.

The Council supports equality in our work and employment practices in a number of ways including those below:

- Flexible working employment policies and practices
- Provision of a comprehensive Employee Assistance Programme including Occupational Health and Physiotherapy services
- Disability Confident Employer accredited
- Committed to the See Me campaign pledge
- Healthy Working Lives accredited
- Equality training and development for all employees
- Carer Positive accredited

To help us achieve our goal of having a diverse and inclusive workplace, we have a range of employment policies promoting and supporting equality along with a range of published strategies, plans and reports including:

The East Lothian Council Equality Plan 2021–2025 outlines the Council's overall commitment to equality and diversity and can be found [here](#)

Equalities Monitoring Report 2020-2021 which outlines the Council's workforce and recruitment profiles [here](#)

Employee Equal Pay Audit 2020-2021 [here](#)

Employee Charter [here](#)

The East Lothian Way, which outlines our values and behaviours that support them and can be found [here](#)

Other Helpful Links

Equality and Human Rights Commission [here](#)

Equality Act 2010 [here](#)

ACAS [If you're being discriminated against - Advisory, Conciliation and Arbitration Service](#)

CAB [Equality Act 2010 - discrimination and your rights - Citizens Advice](#)

Head of Corporate Support

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