



## **Declaration of Principles**

1. The councillors, employees and trade unions within the Council fully commit themselves to the principles of Equality and will work to support an environment which is free from harassment and which encourages the expression of and respect for a wide range of views.
2. The Council acknowledges that in local government women are under-represented in non-traditional occupations, as councillors and as senior officers. It therefore accepts that increased participation by women in these areas should be encouraged.
3. The Council will promote a culture in which women feel able to participate fully in order to utilise their skills, knowledge and experience.
4. The Council will vigorously oppose any practice which inhibits the recruitment, continued employment or career development of an individual because of their gender.
5. Councillors and employees will use language and conduct themselves in a manner which could make no other councillor, employee or member of the community feel belittled or degraded because of their gender.
6. The Council will monitor and evaluate the effectiveness of this Declaration and will engage with councillors, employees and the trade unions regarding any proposed changes to policies or practices.