

# Inclusion and Diversity Policy Statement

## Listen and act:

we will listen to staff and citizens to make things better.

## Positive and inclusive approach:

we will give equality, diversity and inclusion a higher priority by having a positive approach, going beyond minimum legal requirements and ensuring diversity and inclusion is in everything we do in Kirklees and improves performance and service delivery.

## Zero tolerance:

on abuse, harassment, bullying and violence

## From equality to inclusion:

our Kirklees approach  
Fairness, understanding and valuing people

## The way we do things in Kirklees:

we will continue to demonstrate our commitment to diversity and inclusion through our actions and behaviours by raising awareness, understanding and knowledge within the workforce and communities around diversity and inclusion through education and training.

## Inclusive policies:

we will routinely review our policies and practices to ensure they are inclusive.

## Spread the word:

Kirklees represents and values everyone by sharing stories and experiences.

## A committed and diverse workforce:

we recognise that our diverse workforce is our biggest asset and we will take all opportunities to try to achieve a diverse workforce that represents all communities in Kirklees.