

HASTINGS EQUALITY CHARTER

Hastings is a vibrant town that is culturally, socially and economically diverse. The Council shares an ambition and wants to take a leading role in creating a fairer, safer, accessible and inclusive town where everyone feels they belong, has a voice and an equal opportunity to succeed.

The impact of Covid 19 has highlighted the divisions that exist within the town's diverse communities. We want to work together with organisations, businesses, education and residents to narrow the gap of social mobility. The golden thread that runs through all our relationships, projects and all that we do as a council is one of striving to achieve equality and diversity, cohesion and inclusivity for all of the people who call Hastings home.

We are committed to making a real difference by:

- Making Hastings a welcoming town where everyone feels that they belong.
- Inspiring trust and confidence in all the town has to offer.
- Recognising, valuing and celebrating diversity.
- Building good relations and understanding between people.
- Promoting inclusion, participation and equal access.
- Challenging discrimination harassment, bullying, hate crime and victimisation.

As an organisation we will:

- Recognise, support and empower those responsible for promoting equality in our organisation.
- Listen to and understand the diverse needs of all people to make our information, services and products more accessible and inclusive.
- Review the diversity of our workforce in order to identify areas for improvement and set ourselves equality goals.
- Ensure that equal opportunities are integral to how we recruit and treat our workforce.
- Address all allegations of discrimination, harassment, bullying and victimisation in an effective and timely manner.
- Play our part in promoting good relations between people from different backgrounds.
- Share good equality practice and improve outcomes for all those living, working, studying in or visiting Hastings.
- Measure and share our progress and success.

The council recognises that it has an important role to play in tackling inequality and urges all businesses, organisations, residents or anyone involved in any way with the life of our town to join us on the journey and work together to ensure that everyone living in our town has an equal chance to thrive and prosper.