

Cambridge City Council Equality Values Statement

At Cambridge City Council, we firmly believe that every person deserves to feel valued, respected and included. We are committed to creating a culture where every individual—regardless of background, identity, or circumstance—feels a deep sense of belonging and can truly thrive. We understand that diversity enriches our city and we celebrate the strength that comes from different perspectives, experiences and contributions.

As an employer, service provider and community leader, we are dedicated to eliminating prejudice and discrimination, addressing inequality and promoting unity among all communities.

We recognise and acknowledge that certain individuals and communities may experience systemic disadvantages in society, including those that share one or more of the nine protected characteristics:

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

Moreover, we extend this recognition to people with lived care experience who often face disadvantage and discrimination when seeking employment or accessing services.

We also recognise the importance of confronting antisemitism and have adopted the [IHRA definition of antisemitism](#) to help ensure our workplaces, services and communities are safe and inclusive.

Additionally, we are aware that other groups and communities may experience discrimination or disadvantages in receiving services or accessing work. These include:

- Asylum seekers, refugees and migrants
- Carers
- Ex-armed forces personnel
- Traveller communities, including those with characteristics not protected by the Equality Act
- Individuals experience low-income or poverty

We aspire to create a city where everyone feels they belong and can contribute fully to their community. By embedding fairness, equity and respect in all we do, we will continue to strengthen our city as a place where people feel safe, heard and valued.

Our Values:

- **Collaborative** – We work together with our employees, residents and partners to build a stronger, more connected community.
- **Courageous** – We strive to create spaces where all voices are heard and individuals feel welcomed and supported with access to the resources and opportunities they need to succeed.
- **Compassionate** – We value each individual and their unique perspectives, treating everyone with fairness and kindness.
- **Accountable** – We take ownership for fostering an inclusive workplace and society, holding ourselves to the highest standards of fairness, transparency and integrity.

Our Commitment as an Employer:

- Maintain a safe, supportive, and inclusive work environment free from harassment, discrimination and bias.
- Foster a workplace culture where every employee feels valued, respected and empowered to be their authentic selves.
- Implement inclusive recruitment, training and career development initiatives to ensure fair representation at all levels.
- Encourage open conversations and active listening to strengthen understanding and inclusion within our workforce.

Belonging: A Shared Responsibility

Belonging goes beyond inclusion—it is about ensuring that everyone feels seen, heard, and valued. Every member of Cambridge City Council has a vital role to play in championing equality, diversity, and inclusion. We expect our staff to treat one another, as well as the public, with the same respect and dignity that we seek to provide through our services.

By embedding these principles into every aspect of our work, we are building a city that is fairer, more inclusive, and truly representative of the diverse communities we serve. Together, we can make Cambridge a place that is 'fair for all' and where people are safe, included and have a sense of belonging.