

# Equality Statement

Tees Valley Combined Authority (TVCA) appreciates the importance of a diverse workforce and proactively seeks to attract, develop and retain skilled staff; including those recognised as having a protected characteristic, as defined by the Equality Act 2010.

Applications are assessed based on individual value and TVCA recognises the positive impact that an organisation reflective of its population can have, in order to achieve its ambition of economic prosperity and jobs for the Tees Valley.

Applicants will benefit from knowing that all selection panels will consist of recruitment-trained staff, including relevant equality and diversity training.

We would welcome the opportunity to discuss and implement measures which would support you to excel during your employment journey and are able offer a range of benefits to assist.

TVCA is proud to hold Disability Confident Leader status, with constantly developing initiatives to become a lead in best practice. Applicants who consider themselves to have a disability and meet the minimum criteria for any role will be offered an interview, with reasonable adjustments if required.

TVCA is committed to providing a fair working environment where all are equally valued and respected. This is demonstrated throughout our core values detailed below:

We also promote this through:

- Induction
- Celebrations and awareness events
- Training and Continuous Development
- Considering impact on policies, decisions and day-to-day activities
- Challenging and investigating allegations of bullying and harassment

## ONE TEAM

<p><b>Open</b> </p> <p>Transparent, honest &amp; receptive</p> <p>Tell it how it is – truthful and frank</p> <p>Be able to say no and do not be afraid of confrontation</p>	<p><b>Collaborative</b> </p> <p>Working in partnership to make it happen</p> <p>Building strong relationships across teams and organisations</p> <p>Developing consensus and realising goals</p>
<p><b>Empathetic</b> </p> <p>Understanding, considerate &amp; perceptive</p> <p>Be patient and listen to others and appreciate where they are coming from</p> <p>Respect and value other opinions</p>	<p><b>Focused</b> </p> <p>Driven with clarity of purpose</p> <p>Proactive and determined to deliver goals</p> <p>Working on fewer tasks to "make the boat go faster"</p>



To explore the possibility of obtaining the application form in an alternative suitable format, please contact [TVCARecruitment@teesvalley-ca.gov.uk](mailto:TVCARecruitment@teesvalley-ca.gov.uk) .

If you want to work in an inclusive and accessible environment, we look forward to receiving your application. We also promote this through.