

Equalities Policy

Our commitment

We are committed to promoting equality and diversity in everything we do. We provide a safe and welcoming environment where everyone is valued, included and respected. We foster good relations among our communities.

We are clear discrimination, harassment and victimisation in any form are not acceptable. Our motivation is more than needing to fulfil our statutory duty. It is an important part of the council's culture.

Our objectives

We aim to embed our approach to equalities in how we:

- recruit staff and support their career development
- care for our customers by taking their needs and circumstances into account
- plan and deliver our services
- design our buildings and public realm improvements to make them accessible
- communicate with residents and customers
- consult and engage with users and residents
- work with contractors who deliver services on our behalf
- assess the equality implications in our decision-making processes
- enable staff and councillors to fulfil their roles

The practical steps we take to meet our responsibilities include:

- appointing a lead officer and councillor champion
- providing regular training for staff and councillors
- making reasonable adjustments to accommodate the needs of staff
- consulting with our users including the Disability Advisory Panel
- having robust and fair recruitment and disciplinary procedures
- ensuring managers and staff lead by example
- assessing equalities implications in our decision-making
- monitoring our employment data and reporting on it every year



The Public Sector Equality Duty

Under the Equality Act 2010's Public Sector Equality Duty we must have due regard to the need to:

- eliminating unlawful discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and people who do not
- Fostering good relations between people who share a protected characteristic and people who do not

The nine protected characteristics

Age, disability, sex, pregnancy and maternity, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership.