

Equality and Diversity Policy **2017 - 2019**

ARE WE ACCESSIBLE TO YOU? IF NOT - ASK US!

- ✓ We want everyone to be able to understand us.
- ✓ We want everyone to be able to read our written materials.
- ✓ We aim to provide you with what you need to read, speak and write to us.

On request we will provide free -

- ✓ Language interpreters, including British Sign Language.
- ✓ Translations of written materials into other languages.
- ✓ Materials in Braille, large print, on tape, and in Easy Read.

Please contact us:

Telephone: 01246 345247
Text: 07960 91 02 64
Email: enquiries@chesterfield.gov.uk

Introduction

This is Chesterfield Borough Council's policy for equality, diversity and social inclusion. This policy sets out the Council's commitment to advancing equality and celebrating the diversity within our communities.

Our commitment to Equality and Diversity

Our vision at Chesterfield Borough Council is 'putting our communities first'. As a Council, we are here to serve and support our communities. It is these communities that make Chesterfield Borough a great place to live, work and visit. And it is these communities that we seek to put first as a council in all that we do.

The Council as a community leader, a service provider, employer and commissioner of goods and services, has a clear social and legislative responsibility to prevent discrimination and advance equality.

By working to eliminate discrimination and promote equality we will empower our residents and help them to realise their full potential.

Our Equality and Diversity Principles

1. Putting the needs of our communities at the heart of delivery and embedding and mainstreaming equality into the work of Chesterfield Borough Council.
2. Making sure that when taking decisions, we consider information and feedback from our communities and the impact our decisions may have on them, through the development and completion of Equality Impact Assessments.
3. Monitoring, assessing and evaluating the impact of our strategies, policies, programmes, projects and commissioning on equality. Taking mitigating action to minimise any adverse impacts on people who share a protected characteristic.
4. Being open, honest and transparent, publishing and ensuring easy access to equality information and outcomes.

5. Ensuring consultation and engagement is central to the development and delivery of our services, in line with the Council's Community Engagement Strategy.
6. Working in partnership with other organisations, the voluntary sector, and local businesses to promote, recognise and celebrate difference within the context of fairness and equality.
7. Working in partnership to promote, recognise and celebrate diversity and to create communities which challenge discrimination and embrace difference.
8. Working towards developing a workforce which is representative of local communities and ensuring employment policies are fair and robust.
9. Drawing on best practice to continuously improve and strengthen our approach to equality and diversity in the workplace, and wider community.

Specific commitments in employment

Chesterfield Borough Council is committed to being a fair and supportive employer. We want motivated and empowered employees who deliver high quality services to our customers.

In order to achieve this we will:

- Carry out recruitment fairly.
- Provide equality, diversity and social inclusion training for employees so that they can implement this policy.
- Treat all employees fairly, with dignity and respect at all times.
- Tackle unacceptable behaviour in the workplace.
- Provide employees from all parts of the council with opportunities to influence the development of our policies and practices.
- Reward all employees fairly and providing employment conditions which support them to do a good job.
- Promote a good work-life balance and opportunities to work flexibly.
- Support employees by making reasonable adjustments related to disability, pregnancy etc.
- Monitor the make-up of our workforce.

The scope of our commitments

We will work to deliver our commitments by tackling inequality arising out of:

- Age
- Disability
- Gender re-assignment
- Marital status and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief, including non-belief
- Sex or gender
- Sexual orientation
- Other forms of disadvantage such as social and economic deprivation and health inequalities

Who is responsible for this Policy?

This policy applies to every Councillor, employee of Chesterfield Borough Council, and any other person or organisation employed by the Council to work or to deliver services on its behalf, including those employed through contractual, commissioning or grant-aided arrangements.

How we will ensure that this Policy is implemented

We will ensure that everyone associated with the Council is made aware of this policy and their responsibilities for implementing it. We will support people so they know how to implement the policy, including through training.

We will develop our approach to equality, diversity and social inclusion by making improvements in employment, service delivery and how we engage with local people.

We will regularly monitor and report our progress in relation to published equality, diversity and social inclusion based objectives.

To do this, we will gather feedback from customers, residents, employees, partner agencies and contractors.

We will use the information to monitor and assess:

- The take-up of our services
- Satisfaction with our services
- Effectiveness of our services
- The make-up of our workforce

- Effectiveness and impact of our employment practices
- Involvement in decision-making

We will also monitor the programmes, events and campaigns we deliver and support to promote equalities. This information will be used to improve future promotion.

We have developed an Equality and Diversity Strategy and accompanying action plan to implement this Policy and our key equalities objectives.

Our promise on equality monitoring

Whenever we ask members of the public or employees for personal information in order to undertake equality monitoring, we will take care that the monitoring is appropriate by complying with the law in relation to confidentiality, data protection and freedom of information, including:

1. Only asking for the information we need.
2. Providing an explanation of why we need the information and how it will be used.
3. Taking care to ensure that individuals cannot be identified from the information collected, especially where the results of monitoring are made public or shared.

Keeping this Policy up to date

We will review this policy on a regular basis and will carry out consultation before making any changes to the policy.

Further information about this Policy

If you have any enquiries about this policy please contact the Policy Service on 01246 345247 or e-mail eoinfo@chesterfield.gov.uk.