

Appendix one

# **EQUALITY, DIVERSITY AND INCLUSION POLICY STATEMENT**

**Date of Issue:**

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## 1. Purpose

- 1.1 This Equality, Diversity and Inclusion Policy Statement sets out the council's commitment to promoting equality, diversity and inclusion in employment and service delivery.
- 1.2 It demonstrates that equality, diversity and inclusion are central to the council's values and the delivery of services.
- 1.3 It demonstrates that the council values diversity and that no individual should be treated less favourably on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic disadvantage or use of the Welsh language.
- 1.4 It sets out a clear commitment to work towards eliminating direct and indirect discrimination, harassment and victimisation, to promote equality of opportunity and to develop good relations between people from different groups.
- 1.5 This policy statement supports the council's Strategic Equality Plan, which outlines how we will comply with the Equality Act 2010 and how we will meet our obligations within the Public Sector Equality Duty.
- 1.6 This policy statement also supports council's duty under the Equality Act (Authorities subject to the Socio-economic Inequality Duty) (Wales) Regulations 2021.

## 2. Key Principles

- 2.1 This policy statement aims to ensure that the council is an organisation that values equality diversity and inclusion and takes proactive steps to remove discrimination and foster good relations. This will be achieved by promoting equality in all council's activities. This policy statement provides the foundation for all policies, strategies and schemes and links directly to the council's Strategic Equality Plan.

## 3. Policy Statement

- 3.1 The council believes in creating a fair, just and inclusive society. As an employer and provider of services within our communities, we will not discriminate against people on the grounds of age, disability, gender identity/reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or, belief, sex, sexual orientation, socio-economic disadvantage or the use of the Welsh language.
- 3.2 We are committed to ensuring that services are relevant and responsive to the needs of all communities. We recognise that all members of the community have specific and individual needs and will strive to meet those needs.
- 3.3 We value all members of the community and will treat people with dignity and respect. We will not tolerate discrimination, harassment or victimisation in any form from our service users or communities or our workforce.

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- 3.4 We will ensure that our contractors and others who deliver our services share our values.
- 3.5 We will work closely with local people, voluntary and community groups and other partners to build a respectful place in which we can all live and work.
- 3.6 We recognise that we work in a diverse community and understand the importance of achieving a diverse workforce. We will ensure that our recruitment practices are fair and consistent.
- 3.7 We will aim to ensure our workforce is representative of the community that we serve.
- 3.8 We will develop our employees by valuing their varied skills and experiences; by investing in learning and development; by treating employees fairly; by combating harassment, discrimination and victimisation at work; and by encouraging a culture, which values the difference between us.
- 3.9 Equality Impact Assessments will be carried to ensure that policies, practices and strategic decisions are fair, meet the needs of residents and are not inadvertently discriminating against any protected group. Equality Impact Assessments will also consider the impact on the Welsh Language and the Socio-Economic Duty.
- 3.10 In summary, the council is committed to ensuring that:
  - the services we provide are responsive
  - the services we provide are inclusive
  - employees are treated with dignity and respect;
  - discrimination, harassment and victimisation are not tolerated; and
  - equality becomes a part of all we do.

**4. Responsibility**

- 4.1 The Chief Executive and the Corporate Management Board are responsible for implementing this policy statement and ensuring that equality is mainstreamed throughout the council.
- 4.2 All managers, are responsible for actively promoting equality, removing discrimination and fostering good relations between different groups in employment and service delivery.
- 4.3 All employees, are responsible for following the principles in this policy; we all have an important role to play in ensuring the council carries out its commitment to equality and diversity.
- 4.4 All employees are responsible for ensuring that equality impact assessments are carried out on all new policies, practices and functions so they fulfil the principles of this policy.

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- 4.5 All employees have access to induction and equalities training.
- 4.6 All employees have access to the [Equality page](#) on the intranet. This contains further information about responsibly for removing discrimination and promoting equality.
- 4.7 Where public services are provided by other organisations or suppliers, they are responsible for adhering to the principles within this policy statement at all times. Failure to do so could result in termination of contract.

**5. Monitoring**

- 5.1 Cabinet Committee Equalities (CCE) oversees all equality, diversity and inclusion issues and will monitor this policy statement and the Strategic Equality Plan.
- 5.2 The Corporate Management Board have oversight of this policy statement and the Strategic Equality Plan.
- 5.3 This policy statement will be reviewed at least every four years in line with the Strategic Equality Plan or when otherwise required due to changes in legislation or practices.
- 5.4 The council’s Strategic Equality Plan outlines the steps that will be taken to implement this policy. The Strategic Equality action plan will be reviewed yearly and a progress report will be produced, presented to CCE and published on the council’s corporate website.
- 5.5 This policy statement outlines the council’s commitment to prevent discrimination, promote equal opportunities and foster good relations between different groups. If an employee feels that this policy is not being followed, they should raise this with their line manager. If matters cannot be resolved by the line manager, or where the complaint relates to the line manager, the provision within the council’s Resolution Policy will apply.
- 5.6 If an employee has any questions about this policy statement, they should discuss them with the council’s Equality Team or Human Resources.
- 5.7 Disciplinary matters that arise from this policy will be dealt with using the discipline policy and procedure.
- 5.8 If a member of the public feels that this policy statement or the council’s Strategic Equality Plan is not being followed, they can make a complaint through the complaints policy and procedure.
- 5.9 Where unfair practices are discovered through the monitoring process, necessary action will be taken to remedy the disadvantage.

**Related Documents**

[Strategic Equality Plan](#)

Resolution Policy

[Discipline Policy and Procedure](#)

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[Complaints Policy](#)

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