

Equality and Diversity Policy 2018

Derbyshire County Council believes that promoting equality and diversity through all its work is important. The Council will work with partners and communities to deliver the following vision:

“A fair and inclusive Derbyshire, where all communities are strong places, where equality and diversity are seen as positive aspects of everyday life and where individuals get on well together and feel included in the communities in which they live, work or study”

The Council will work to advance equality and diversity in relation to the following:

- Age
- Disability, including deafness, mental health and autism
- Gender re-assignment and gender identity
- Marital status and civil partnership
- Pregnancy and parental responsibilities
- Race, ethnicity and national identity
- Religion and belief, including non-belief
- Sex and gender
- Sexual orientation
- Other forms of disadvantage or exclusion, including financial exclusion and rural isolation.

To achieve the vision, Council is committed to the following overarching aims:

- Promoting equality of opportunity in everything the Council does, including the public sector equality duty
- Taking effective action to eradicate discrimination, intolerance, abuse, harassment and intimidation in all its forms
- Treating everyone fairly, with dignity and respect at all times
- Challenging unacceptable behaviour, discrimination, abuse, harassment or bullying wherever this occurs, including anti-Semitism and Islamophobia.

Specifically, in relation to the Council’s role supporting communities and delivering local services, it will seek to:

- Promote equality of opportunity, diversity and inclusion in Derbyshire’s communities
- Support the development of cohesive places where everyone is treated fairly no matter what their background
- Work with partners and local businesses to improve opportunities for the people of Derbyshire, especially those who experience disadvantage and discrimination

- Celebrate the diversity of Derbyshire's population, tapping into and acknowledging the talent that people from all communities have to offer.

Derbyshire County Council is currently one of the largest employers in the county and therefore it has an important responsibility in championing equality and diversity in all the work it undertakes, specifically through approaches to employment and training. The Council is committed to:

- Making every Councillor, manager, employee and contractor employed by the County Council responsible for carrying out this Policy
- Encouraging all employees to develop their knowledge, skills and abilities to carry out their duties effectively and fairly
- Providing training and advice to employees in relation to equality and diversity, so they embody the Council's values
- Ensuring all employees treat their colleagues and the public with dignity and respect at all times
- Promoting a positive work-life balance for every employee
- Acknowledging the contribution that flexible working can make to support Disabled people into work and to retain their employment.
- Taking appropriate and effective action to deal with any prejudice based harassment or bullying
- Considering the needs and opinions of communities, customers and employees so the best possible standards of service are delivered
- Celebrating the talent and diversity of Derbyshire and its people
- Working to promote equality, and diversity, whilst challenging all forms of discrimination and prejudice
- Requiring partners, contractors and suppliers to have appropriate policies and practices in place which promotes equality and diversity
- Regularly monitoring, assessing and consulting on the impact of policies and services, to ensure that inequality is minimised and they reflect the diverse needs of Derbyshire's population
- Ensuring recruitment processes remain fair and the Council employs a talented workforce who demonstrates the equality and diversity standards required by the organisation
- Publish information in relation to the public sector equality duty and the gender pay gap on a regular basis
- Produce more information for employees and Elected Members to help them understand their obligations under this Policy.

Who is responsible for implementing this Policy?

The Equality and Diversity Policy applies to all employees and Elected Members of the County Council. This Policy also extends to any other person, group or organisation employed or commissioned by the Council to deliver services or carry out work on its behalf.

How will the County Council ensure that this Policy is implemented?

The Council will make sure that anyone associated with its work is aware of the Equality and Diversity Policy and understands their role and responsibilities.

The Cabinet Lead for Health and Communities has agreed to act as an Elected Member Champion for equality and diversity. Strategic Directors will be responsible for ensuring that Departments work within the remit of this Policy when carrying out their functions. Every manager will ensure that employees of the Council understand their role in the delivery of this Policy.

Feedback gathered from customers, residents and employees will enable the Council to monitor and assess progress in this area of work and understand more about:

- The take-up, satisfaction and effectiveness of services
- Recruitment and selection procedures
- The composition of the workforce
- The impact of employment procedures
- Involvement of employees and residents in decision-making
- The experiences of residents
- Comments, compliments and complaints made in relation to equality and diversity.

This means that the Council will, on occasion, need to ask members of the public or employees for information in relation to diversity monitoring. Throughout this the Council will:

- Only ask for the information it needs
- Provide a clear explanation of why it needs the information and how it will be used
- Take care to ensure that individuals cannot be identified from the information collected, especially where the results of monitoring are made public or shared
- Comply with the law and other Council policies in relation to confidentiality, data protection and freedom of information
- Regularly analyse the data collected to identify improvements in both policies and practices as an employer and as a provider of local services.

Complaints in relation to this Policy

The Council takes all complaints seriously. If anyone feels that the Council has failed to implement the Equality and Diversity Policy in the service they receive a complaints procedure is available. Further information can be found in the guide on [Comments, compliments and complaints](#)

Review of the Policy

The Council will continually seek to develop its approach to equality, diversity and inclusion by identifying good practice in employment and service delivery. The Council will review this Policy on a regular basis, usually at least every three years, to ensure that it reflects the latest legislation, best practice and other Council policies.

For further information or if you have any queries about this policy please contact the Policy and Research Division at policy@derbyshire.gov.uk or call 01629 538304.