

# **Corporate Equality Policy**

## **Promoting Equality and Respecting Diversity**

### **What are we trying to achieve?**

The Council strives to promote fair and equal access to services and equal opportunities in employment. It also seeks to recognise and value the differences in the people we serve and employ. These differences include:

- Age
- Disability
- Faith or religious belief
- Gender (including trans-gender)
- Race
- Sexual orientation
- Pregnancy/maternity
- Marital/civil partnership status

### **Why are we doing this?**

The Council is committed to delivering fair, accessible and relevant services, which recognise the different communities in the Borough.

The Council is proud of its reputation as one of the best local authorities in the country. We recognise that that reputation is founded on our ability to

- deliver services that meet the needs of our diverse customers and the different communities that we serve
- get the best from our staff by treating them fairly and providing equal opportunities for staff members to develop and progress.

The legal framework for the Council's approach is provided by the Equality Act 2010 and specifically by the Public Sector Equality Duty under which a public authority must have due regard to the need to: eliminate discrimination, harassment, victimisation; advance equality of opportunity and foster good relations between people with differing characteristics.

Further detail on the Duty, and the Council's approach to fulfilling its requirements, can be found at : [www.rbkc.gov.uk/equalityanddiversity](http://www.rbkc.gov.uk/equalityanddiversity)

### **What we aim to do**

#### ***Service delivery by the Council***

- Consult widely with all interested parties to ensure our services meet the needs of those who live in, visit or work in the Royal Borough
- Ensure that our services are fair, relevant and accessible to our population

- Provide interpreting and translation when appropriate
- Make all Council buildings accessible where practicable
- Train all staff to improve the services delivered to our communities
- Monitor and review services and policies to ensure there is no unlawful or unjustified discrimination

### ***The Council as an employer***

- Encourage and support staff to reach their potential, recognising that resources are not infinite
- Strive to deliver fair treatment in employment and working conditions for all staff
- Provide a safe and accessible working environment
- Strive for a working environment free from discrimination and harassment
- Provide equal access to learning and development opportunities
- Ensure our recruitment is fair. This includes fulfilling our commitment to the “Positive about disabled people” standard
- Have an equal pay policy

### **Who will do this?**

- All staff because everyone has a responsibility not to discriminate in the way they treat users of our services, or other staff
- Managers because each has a responsibility to make sure that services respond to the needs of the diverse communities in the Borough. These communities should be involved in planning and evaluating services. Inevitably, managers will need to prioritise actions and resources but this should be done on the basis of need and should avoid unlawful discrimination
- Staff in each Business Group whose job is to implement plans and monitor the achievement of equality objectives
- The Director of Strategy and Local Services (DSL) who is the lead officer for the Council on equality and diversity. The DSL chairs the corporate equalities group, which oversees the Council’s work on equalities and diversity
- The Cabinet Member for Civil Society who has overall responsibility for the equality and diversity portfolio.

### **If we fail to deliver**

The Council operates a complaints policy for people who are dissatisfied with the way Council services are delivered. Users of our services are encouraged to try to resolve the matter locally in the first instance. If they have tried and failed, they may wish to make a formal complaint. Forms are available at all main reception desks.

The Council can be held to account for any and all aspects of its approach to equality and diversity by the five Scrutiny Committees which have constitutional authority to scrutinise Council services. Staff can report any unresolved employment issues to their immediate line manager or, if this is not appropriate, to the next line manager.