



Rutland County Council

EQUALITY AND DIVERSITY STATEMENT 2017 to 2020

Guardian	Equality and Diversity Steering Group
Date Produced	November 2016
Next Review Date	November 2019

Approved by the Director for Resources

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25/4/17



EQUALITY AND DIVERSITY STATEMENT

Rutland County Council is committed to providing access to services to all citizens, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity race, religion or belief, sex or sexual orientation.

The Council wants to ensure that customers who access our services, job seekers and employees are treated fairly and without unlawful discrimination. It promotes a culture where people of all backgrounds and experiences are respected and valued. The Council will work with its partners in sharing good practice and combating discrimination.

The Council is opposed to all forms of unlawful and unfair discrimination (including harassment of any kind). The Council will take appropriate action wherever instances of discrimination and harassment occur, in the delivery of services and in the course of employment.

The Council will fulfil its legal obligations under the Equality Act 2010 and the associated Public Sector Equality Duty by giving 'due regard' to the need to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between different people when carrying out their activities.

This will include removing and/or minimising disadvantages, taking steps to meet the needs of different people and encouraging people from protected groups to participate in society.

SERVICE DELIVERY

The Council will ensure that all services are provided fairly and without discrimination. The Council will:

- Make reasonable adjustments so that services are accessible to everyone who needs them;
- Recognise cultural and language needs and provide services which are appropriate to these needs;
- Promote equality and diversity with our partners and suppliers. Contract documents will contain terms requiring contractors to comply with their statutory equality obligations and the Council's equalities policies and practices;
- Act against any discriminatory practices;
- Monitor the take up of services to inform service planning and delivery;
- Carry out Equality Impact Assessment (EIA) screening at the start of the development process for any new policy or service. If screening identifies a potential impact a full EIA will be carried out and any adverse impact will be addressed;
- The Council will take complaints seriously. Service users who feel they have been unfairly treated have the right to use the Council's complaints procedure;
- Before awarding contracts enquiries will be made of potential contractors about their equalities policies and practices. Contract documents will contain terms requiring contractors to comply with their statutory equality obligations and the Council's equalities policies and practices;
- Voluntary sector organisations aided by the Council will be expected to have equal opportunities policies and procedures covering employment and service delivery. They will be expected to comply with their statutory equality obligations, the Council's equalities policies and practices.

EMPLOYMENT PRACTICES

The Council recognises that a diverse workforce is better equipped to represent the community it serves. This is a key element in achieving the Council's business objectives and informs our recruitment, retention and training policies. The Council will:

- Take every possible step to ensure that individuals are given equal opportunities;
- Make decisions on recruitment, selection, training, promotion and career management solely on objective and job related criteria;
- Ensure equal and fair employment policies and practices for existing and potential future employees and volunteers;
- Provide appropriate training to support the policy;
- Expect employees to behave in a non-discriminatory manner and treat service users and colleagues fairly and with respect;
- Encourage employees to inform management of any alleged unlawful or unfair discriminatory acts or practices;
- Monitor the workforce and job applicants by age, disability, race, religion and belief, sex and sexual orientation and publish the results;
- Take prompt action to address any allegations of bullying, harassment or discrimination by using the appropriate Council policies and procedures.

THIS STATEMENT IS APPLICABLE TO:

- Users of the Council's services;
- Councillors;
- Employees;
- Secondees from other organisations who work with the Council;
- Volunteers;
- Temporary staff representing the Council;
- Contractors and sub-contractors; and
- Visitors to the Council.

This statement will be implemented through the Council's equality and diversity action plans. Further information on equality and diversity and the Council's strategic aims and objectives can be found on the Council's website www.rutland.gov.uk.

**A large print version of this document is
available on request**



Rutland
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