

# **Equality, Dignity and Respect Policy**

**with 2017/2020 Equality Objectives**

December 2016



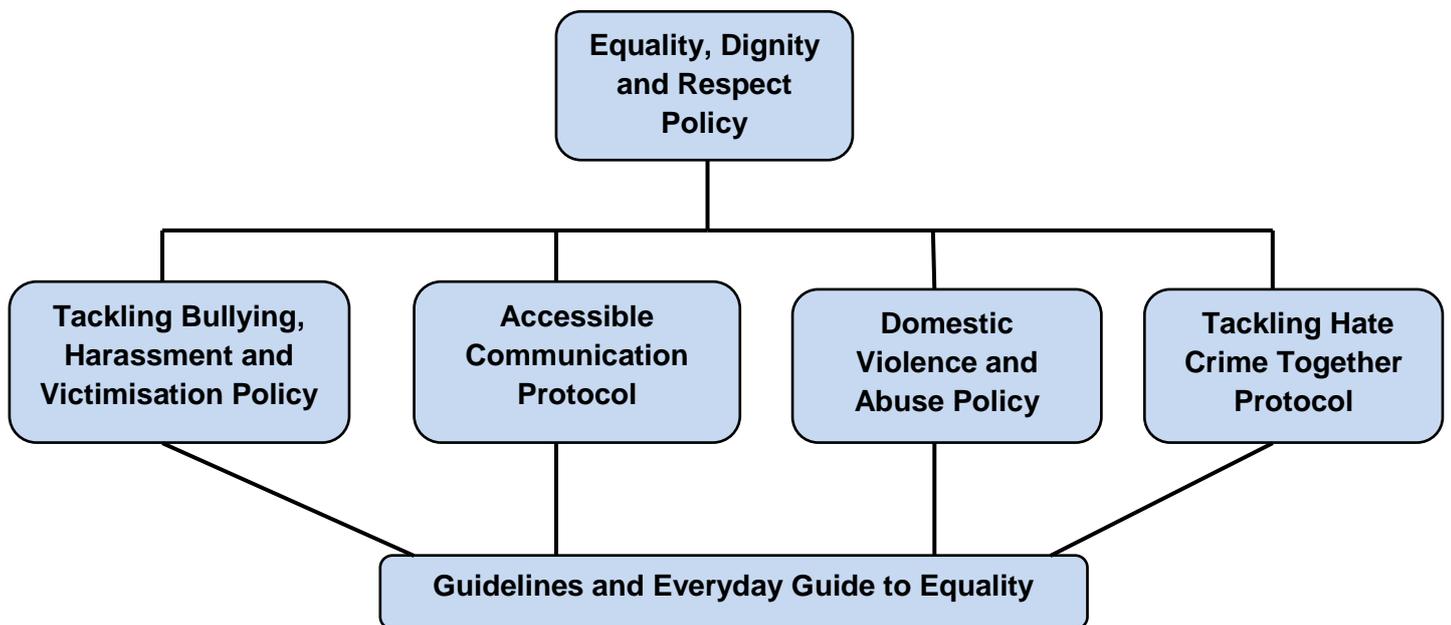
Derby City Council



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# 1 Introduction

- 1.1 This is the Council’s Equality, Dignity and Respect Policy, covering our commitment to equality and diversity.
- 1.2 This Policy is one of a set of policies and guidelines around equality and diversity and human rights issues. The other policies and guides in the set include:



- 1.2 Whether you are a job applicant, employee, a volunteer, elected Member, one of our customers, a partner we work with, or a visitor to Derby, we hope that we can provide you with services and employment opportunities, without any barriers to equality. If you do face any barriers, we hope we can sort them out.
- 1.3 We have also produced an ‘everyday guide to equality and diversity’ to support this new Policy, so that our employees are well informed about their responsibilities and also their own equality rights. In addition, we hope our customers will find the guide useful, not only in checking out their own equality rights with us, but also with other organisations too.

1.4 Any Equality and Diversity Policy needs equality objectives to work towards. Here are our Statutory Equality Objectives for 2017/2020 demonstrating how we are going to promote equality, diversity and inclusion...

- 1 Develop better engagement between the Council and communities, groups and individuals.**
- 2 Develop effective joint working on equality and diversity with other statutory bodies and partners.**
- 3 Making sure our services are fair, accessible and inclusive.**
- 4 Improve the quality and range of equality information held and used by us, in particular equality monitoring around our services.**
- 5 Improve equality in employment and procurement processes and procedures.**

Our Equality and Diversity Strategy Group, Employee Networks and Derby Diversity Forum will work on delivery plans, actions and measures and timescales for each of these objectives.

## **2 Our commitment to equality and diversity and making it happen**

2.1 Derby City Council is genuinely committed to promoting and providing equality and diversity in all our areas of responsibility both as a major employer and leader in the city and also as a key service deliverer. We believe in treating everyone fairly and with respect. We see the diversity of our city as a real strength. We want to build strong communities with a sense of togetherness and we want to tackle disadvantage. We also want to build a strong cohesive workforce that reflects the community we serve. We want everyone to be able to reach their full potential and to benefit from the cultural, social, economic and civic strength of our city. We recognise that it's only by meeting people's particular needs, having accessible services and a diverse workforce, just like the community we live in, that we will achieve equality.

2.2 We will challenge unfair treatment, prejudice, discrimination, harassment, victimisation and bullying on grounds of:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

This also includes discrimination by association and perception.

2.3 Equality and diversity lies at the heart of all our work, across the Council – we believe this makes good business sense, is cost effective and makes for a much happier workforce, which in turn results in satisfied

customers. It also has an impact on the health and wellbeing of our communities. Here is how we will make sure it happens...

**In plans, policies and practices we will:**

- design services that meet the needs of our communities by using detailed research and consultation and our experience of good practice
- make sure that our plans, policies and practices do not unfairly discriminate against people with protected characteristics by doing robust equality impact assessments and acting on the results
- make sure that all our employees, volunteers, customers, residents, partners and contractors are aware of this Equality, Dignity and Respect Policy.

**In service delivery we will:**

- make sure our services are relevant to the people of Derby and take into account people's and communities' different needs
- provide clear information about our services in a variety of formats such as large print, in Braille, Easy Read, on computer media, in appropriate community languages
- provide qualified British Sign Language interpreters and other community languages when communicating with our service users or them with us as detailed in our Accessible Communications Protocol
- actively engage with as many sections of the community as possible when we consult about our services
- encourage and support our communities to take part in community life and public duties
- celebrate the variety of lifestyles and cultures in Derby
- do all we can to review and monitor our services to make sure they do not discriminate unfairly, and identify where we can improve services

- make sure we provide services that comply with relevant legislation and statutory codes of practice
- continue developing good practice policies and practices over and above that required by legislation
- treat all our customers positively, with dignity and respect
- act promptly, investigate and respond to complaints of discrimination, harassment, victimisation and bullying
- analyse and understand findings when things go wrong or when we need to do better
- listen to our customers to make sure their views are continually taken into consideration to shape decisions.

**In employment we will:**

- do everything we can to make sure our workplace is free from discrimination, oppression, bullying, harassment and victimisation and will act promptly on any complaints
- recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level
- treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required
- make sure we take into account carers' and disabled employees' requirements when we do restructures, change jobs or change workplaces
- make sure all our employees and volunteers receive equality and diversity training
- provide our employees with clear information about job selection, training and development and encouragement to reach their full potential
- provide positive action training where there is under-representation of certain groups to address current imbalances, such as through recruitment, career development and training

- implement and promote the Council's Employment Charter to external employers
- provide a safe working environment and demonstrate that we care about the health and wellbeing of our employees
- make sure that we work to relevant legislation and statutory codes of practice
- continue to develop good practice employment policies and practices over and above those required by legislation
- listen to our employees ideas and suggestions for improving services and ways of working, through regular surveys and our employee equality networks.

**In partnerships, contracting and commissioning we will:**

- make sure that our partners, contractors and those we commission our services to have the same values and principles and approach to equality and diversity as we do
- make sure that equality, diversity and dignity is embedded in any contract and commissioning specification and that contracts are monitored regularly for equality
- take appropriate action for any breach of equality or dignity requirements and conditions by contractors and organisations we have commissioned to deliver our services
- share our knowledge of our diverse communities, their requirements, and aspirations, with our partners and contractors to help shape and improve the services they provide
- listen to the views of our partners and contractors to help us to improve our work and practice.

**Responsibilities**

- The Leader of the Council and Cabinet Members are responsible for promoting the Council's approach and commitment to equality and diversity across the organisation and in the wider community, recommending changes and improvements where necessary.

- Councillors with assistance from the Lead on Equality and Diversity have responsibility for publicly advocating the Council's approach to equality and diversity and to directly challenge prejudice, discriminatory behaviour and attitudes.
- The Chief Executive, Strategic Directors, Service Directors and Senior Managers have responsibility for developing a culture that promotes equality and values diversity in employment and in service delivery. They are also responsible for making sure that this policy is fully implemented and monitored.
- Service Directors also have a responsibility to make sure that equality and diversity issues are central to service delivery and employment practices and actions are reflected in their business and service plans.
- We will make sure that all our employees are aware of their personal responsibility for making sure that the principles of equality and diversity are met. This applies to their behaviour at work and in some situations even when they are not at work. All employees, volunteers and contractors must make sure they **do not**:
  - discriminate against anyone
  - persuade or pressure another employee to discriminate
  - harass, bully, abuse or victimise other employees, volunteers or customers for any reason
  - condone harassment.

If an employee does not follow the principles of this Equality, Dignity and Respect Policy, then this will usually be dealt with under our Disciplinary Procedure.

- Strategic Services and Customer Management develop and monitor our equality related policies and practices, supported by the Council's Equality and Diversity Strategy Group and our Employee Networks.
- We will make sure that our partners and contractors are aware of and comply with this Equality, Dignity and Respect Policy.

### **3 Forums and employee networks**

We will continue to help and support our:

- Derby Diversity Forum
- Voices in Action Young People's Forum
- Black Employees Support Network
- Disabled Employees Network
- Lesbian, Gay, Bi-sexual and Trans Employees Network.

These groups all act as our critical friends in making sure equality and diversity stays at the heart of everything we do - when we don't get things right, we learn from this and try not to make the same mistake again. We regularly involve these forums and networks in our equality impact assessments, making them much more meaningful with the expert advice around the table.

## **4 Equality Act 2010, Public Sector Equality Duty, equality impact assessments and monitoring**

- 4.1 We are committed to complying with our legal obligations under the Equality Act 2010 and the Public Sector Equality Duty. We will make sure all our employment policies and practises are up to date and that our services are meaningful and accessible for Derby's diverse communities. We will make sure all our employees, volunteers and contractors are aware of these legal responsibilities in everything the Council or our representatives do.
- 4.2 We will use our responsibilities under the Public Sector Equality Duty to do all we can to encourage other organisations to work to the Equality Act so that the people of Derby experience a consistent approach to equality in the city.
- 4.3 The Public Sector Equality Duty requires us as a public body to have 'due regard' to:
- eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by the Equality Act
  - advance equality of opportunity
  - foster good relations between people who share a relevant protected characteristic and those who don't.

The Duty also requires us to take into account disabled people's impairments, when making decisions about policies and services, as the law recognises that disabled people's needs may be different from the needs of non-disabled people. This might mean making reasonable adjustments or treating disabled people better than non-disabled people to meet their needs.

- 4.4 Having 'due regard' means:
- removing or minimising disadvantages suffered by people due to their protected characteristics
  - taking steps to meet the needs of people with certain protected characteristics where these are different to from the needs of other people

- encouraging people with certain characteristics to participate in public life or in other activities where the participation is disproportionately low.

4.5 The Public Sector Equality Duty also has specific requirements that we are legally required to comply with and these are to publish:

- equality information about our employees and people affected by our policies and practices by 31 January every year
- one or more equality objectives at least every four years to help us achieve the requirements of the general Public Sector Equality Duty.

### **Equality impact assessments**

4.6 We are committed to still doing equality impact assessments and publishing them, despite the change in the requirement to do them. This is so we can equality proof what we do to make sure we can demonstrate we have paid 'due regard' to equality. For example, when we are about to produce a policy, or review an older one, write a strategy or plan or review services or functions. In fact we do equality impact assessments whenever a decision is needed that affects people and **before** that decision is made.

### **Equality monitoring**

4.7 Equality monitoring is collecting information about employees, job applicants and customers. It's a sophisticated way of us better understanding our organisation, who are our employees, who applies for jobs and who are our service users – it can also tell us who are not using our services or who are not applying for jobs with us.

4.8 We collect equality information on our employees and job applicants and on certain service areas such as feedback and complaints and some other areas of service delivery where equality monitoring is a statutory requirement. When we do customer surveys and consultation exercises we ask people to give us their equality information. We do this not because we are nosy, but because we genuinely want to make things better and filling in equality monitoring forms helps us to do this.

- 4.9 We ask equality questions to make sure we are being fair and that people from all backgrounds are represented and so that we can make our services better by targeting them at the right people.
- 4.10 There are nine protected characteristics under the Equality Act and so we feel it is important that where appropriate when we ask monitoring questions, we use all nine of these.
- 4.11 When we receive equality monitoring forms we have strict laws to make sure we keep the information safe and secure and only use the information to make our services and employment areas better.

## **5 Equality target groups and key areas**

### **Age**

- 5.1 We are committed to tackling age discrimination, which can affect both young and older people in services and when applying for jobs. We will continue to work closely with our young people's forum – Voices in Action and the 50 Plus Forum, as well as our own Derby Diversity Forum to make sure we provide appropriate services and opportunities for all ages. We will also work closely with Derbyshire LGBT+ who are working with older LGBT people.

We will continue to actively improve the way that services support older people and people with dementia through promoting equalities, diversity and dignity for service users. Dignity is promoted by encouraging good practice when working with older people and people with dementia and other impairments. For example we make sure that:

- service specifications state that services must support people from all equality groups and provide appropriate monitoring information to demonstrate this. This includes providing a diverse workforce to meet our service users' needs
- external domiciliary care providers train their workers in equality and diversity and Dignity in Care
- we encourage and support our employees to sign up to become Dignity Champions, to promote Dignity in Care as part of their work.
- we continue developing extra care accommodation to support older and disabled people to stay independent in their own homes
- continue working with voluntary and private organisations, health and social care colleagues in Derby and the County to improve services and support when we re-commission Dementia Support Services. This includes support for Dementia Friends too.

### **Care leavers**

Just like any parent, as corporate parents, we want the best for our children and we know that our care leavers face particular challenges. We will do all we can to support these young people, offering equal

opportunities in becoming adults, such as getting a home and a job and offering emotional support in what may be a difficult chapter in their life.

We recognise that care leavers sometimes face more difficulties and challenges than their peers and so may need extra emotional and financial support. We also accept that care leavers are a diverse group of young people in their own right and many will be protected under the Equality Act. We have a moral and legal duty to make sure that care leavers' individual equality needs are met.

## **Carers**

- 5.2 A carer is anyone who cares unpaid, for a friend or family member who due to illness, disability, a mental health issue or an addiction and cannot cope without their support. Carers are protected from discrimination and harassment under the Equality Act 2010 because they are associated with disabled people. Carers can be any age, gender, race, religion and belief, sexual orientation or trans. They can be disabled people themselves and there are many young carers too.

The Council signed the Carers Pledge to recognise our support to Carers in Derby and to our employees who are carers. The pledge commitments are to:

- keep carers better informed about what help is available
- offer a carers assessment to all carers
- offer to create an emergency plan with carers, to support in case there is an unplanned event
- promote carers rights at work to make sure carers are recognised and can access support, to enable them to continue their caring role and their career
- provide training for carers to equip them to provide better care and support
- develop carers champions who are a point of contact for identifying and promoting carer support
- include carers in the Council's Equality, Dignity and Respect Policy
- support carers to have a break from their caring role
- listen and act when carers talk about their needs
- recognise the importance of the help carers give to the person they care for
- supporting more carers in Derby, from all backgrounds, including young carers.

We know we have carers working for us and we will make sure that they can freely identify themselves as carers so we can do all we can to support them at work. Support can include:

- flexible working hours
- access to a private telephone
- car parking arrangements near to work
- working from home
- unpaid and paid leave
- wellbeing counselling service
- providing advice on where to get help and support.

We will respect the legal rights of carers such as the right to request flexible working, the right to unpaid or paid time off in emergencies, the right to parental leave and the right not to be discriminated against or harassed.

## **Disabled people**

- 5.3 We recognise that disabled people experience discrimination and prejudice every day. This happens in all areas of life, specifically when trying to access education, training, job opportunities, transport and mainstream services. We know many disabled people face hate crime and we will do all we can to tackle this and support those experiencing it.

We are committed to doing all we can to provide disabled people with equal and inclusive access to employment opportunities and to our services and in taking part in public life. We regularly support the International Day of Disabled People.

The Council has adopted the **social model** of disability, accepted by national and international representatives of organisations of disabled people. This means that we accept that disability is not caused by someone's particular impairment, but by the way in which society fails to meet disabled people's needs.

Examples of barriers showing how society discriminates against disabled people, despite the Equality Act 2010 include:

- **social** - such as stereotyping, media representation, attitudes. Ignorance, fear or direct prejudice

- **practical** - such as lack of access to buildings, pedestrian environments where access has not been considered, some rules on public transport about the use of wheelchair spaces for buggies, information and communication
- **organisational** – such as legislation, organisational priorities, policies, procedures, systems and economic factors.

In contrast the **medical model** of disability, or the traditional way of looking at disabled people, sees disabled people as 'lacking' in some way and needing to be 'looked after' or helped to 'fit in' wherever possible. The medical model puts the responsibility on disabled people to change to fit in a society that is neither built nor organised to meet their needs.

We believe it is important to adopt the social model of disability because it means any barriers **can** be changed, so removing 'disability'. Because of this, it is important that we use the term 'disabled people' rather than 'people with disabilities'.

We take our legal responsibility under the Equality Act 2010 and Public Sector Equality Duty seriously in making sure we meet the needs of disabled people in employment and in our services. We use our Disabled Employees Network and Derby Diversity Forum to help us to make sure our policies and procedures are inclusive to disabled people.

We support the principles of the TUC's Campaign 'Dying to Work' Charter...

- We recognise that terminal illness requires support and understanding and not additional avoidable stress and worry.
- Terminally ill workers will be secure in the knowledge that we will support them following their diagnosis and we recognise that, safe reasonable work can help maintain dignity, offer a valuable distraction and can be therapeutic in itself.
- We will provide our employees with the security of work, peace of mind and the right to choose the best course of action for themselves

and their families which helps them through this challenging period with dignity and without undue financial loss.

- We support the TUC's Dying to work campaign so that all employees battling terminal illness have adequate employment protection and have their death in service benefits protected for the loved ones they leave behind.

### **People living with autism**

We recognise that people living with autism in any form, face particular challenges and we'll do all we can to make our employment environment and services accessible. We take our responsibilities on the Government's Adult Autism Strategy seriously, so we will make sure:

- our employees are trained about autism and learn how to remove barriers
- we have systems in place for finding out if someone has autism and what support they need
- we provide support for young people as they start to be an adult
- work together with local groups and organisations on our Autism Partnership Board
- support people with autism to keep safe and well
- give people the right support for them
- provide extra support as needed
- support people to get jobs
- work with the NHS, police, court and prison service to help them know more about autism and make sure that people with autism get the right support.

### **Deaf and hearing impaired people**

Our commitment to Deaf and hearing impaired people has been strengthened by us signing up to the Deaf and Hearing Impaired People's Commitment. The six pledges of the commitment aimed at

improving the rights and access of Deaf and hearing impaired people are:

- providing access for Deaf and hearing impaired people to information and services
- promoting learning and high quality teaching of British Sign Language
- promoting learning and teaching of high quality lip speaking skills
- supporting families with Deaf or hearing impaired family members
- making sure that when our employees are working with Deaf people that they can communicate effectively using British Sign Language interpreters
- consulting with local Deaf and hearing impaired people regularly.

The Commitment actions are monitored regularly by the Commitment Working Group.

### **Disabled children and young people**

We will make sure that we produce School Accessibility Strategies every three years and that the actions in them are reviewed regularly to make sure we do all we can to promote equality for disabled children using our schools.

We will make sure our Access Guide includes information for young disabled people so they can enjoy activities with their non-disabled friends. We will also keep our Local Offer up to date with information about many inclusive mainstream activities.

### **Mental health and employee health and wellbeing**

The Council has formally signed up to the Time to Change pledge which aims to end mental health discrimination. Time to Change is the largest programme in England to challenge mental health stigma and discrimination. Nearly nine out of ten people who experience a mental health problem say they face stigma and discrimination as a result.

We feel it is important that our workplace provides a non-discriminative and supportive environment for all employees, not just to help

employees with a mental health issue, but to help promote mental wellbeing overall.

We are aware of the high number of suicides of young men aged 16 to 24 and will work with the Suicide Prevention Strategy Group to tackle this.

The Council has also signed-up to the national Time to Change initiative, removing the stigma from mental health. Our commitment to promoting the mental health of our employees is an underpinning principle of this strategy. We will highlight all the services currently available to employees to support them through stressful times and build resilience. We will also make training available in mental health awareness to all employees.

We have developed an Employee Workplace Health Strategy to improve the physical and mental health and wellbeing of our employees by:

- providing a healthy workplace
- reducing absence and stress
- increasing morale and motivation.

The Strategy will help reduce employee turnover, increase performance and efficiency, and reduce any legal risk to the council through employee grievances. It will also help build resilience amongst employees in the challenging and changing working environment we find ourselves in.

## **Pregnancy and maternity**

- 5.4 We know nationally that there are many women who face discrimination and harassment when they come back to work after having a baby. We are committed to making sure this does not happen here at the Council and will do all we can to be as supportive as possible to make the return to work as easy and stress free as possible.

We have facilities available at the Council House for women employees who are breast feeding to express their milk and store this until they leave for home. At our other buildings, managers will do all they can to facilitate breast feeding and to store expressed milk.

We know that despite the Equality Act, some women still face barriers when they breast feed their babies in public places. We are committed to equality for women who want to breast feed and have facilities in the

Council House for women who want to breast feed in private or in any of our public areas. In our other buildings, managers will do all they can to facilitate customers who want to breast feed. We will do all we can to challenge establishments in the city who fail to recognise that women have a legal right to breast feed wherever they want to.

## **Race**

5.5 Derby is a diverse city, rich in culture where people get on well together. The profile of Derby is changing all the time with new communities arriving and we want everyone to feel welcome. Our Derby Cohesion and Integration Charter 2015/18 theme is about 'Working together for the common good and supporting those who are vulnerable and isolated in our city'. Our Cohesion and Integration Leadership Group drives the Charter and actions that develop from it. The aims are to:

- provide strong and effective leadership for community cohesion in our city and in neighbourhoods
- support our communities to have a sense of belonging to their neighbourhood and the city
- support young people in the city by recognising their importance and role in the life of the city
- reduce community tensions and hate crime and resolve conflicts
- prevent extremist activity of any sort
- support those who are vulnerable and isolated in our city
- manage the impacts of migration.

We work with the New Communities Steering Group, Task and Finish Groups, New Communities Networking Forum, Roma Complex Cases Group and Asylum Seekers and Refugee Coordination.

We recognise that people face discrimination because of their colour, race, ethnic origin and nationality, including citizenship. This is not acceptable in Derby and we are committed to challenging all forms of race discrimination and race hate crime. We will work with our partners to tackle it, both in the workplace, in schools and in the community.

When we do our equality impact assessments we will make sure that we listen to the views of minority ethnic people so that we can shape our services to meet particular community needs.

With the help of our Black Employees Support Network we will do all we can to offer support to minority ethnic employees to develop themselves at work. We are committed to making sure that minority ethnic people are fairly represented across all grades at the Council and that our workforce is as diverse as Derby's community.

We will continue to support events such as Show Racism the Red Card and Wear it Red Day, as well as Black History Season.

### **Religion and belief**

- 5.6 We respect and value the religion and beliefs of our employees and our customers, including those people with no religion or belief. We will do our best to make sure that we avoid the dates of important festivals and events when we are planning meetings or appointments.

We recognise that individuals have a right to their own religious and cultural beliefs and practices. We will do all we can to prevent any form of discrimination, both in employment and in the services we deliver. We will also work with our partners to tackle hate crime, including hate crimes amongst alternative sub cultures.

We have a Quiet Place in the Council House where employees can observe prayer times if they wish or for those who want to contemplate. We also have ablutions, including ablutions that are accessible for disabled employees. In our other buildings, managers will do all they can to facilitate people wanting to observe prayer times.

We will make sure that wherever possible, employees wanting to take part in religious and cultural festivals and events, can take leave to do so. Managers have access to multifaith calendars to facilitate this.

We feel it is really important that our services are able to meet the religious and cultural needs of the people who use them. So, it is essential that our employees who deliver these services are sensitive to the needs of people's faiths.

We take part in National Interfaith Week each year to celebrate the diversity of religions and beliefs in Derby.

## **Sex**

- 5.7 We recognise that people still face discrimination because of their sex. This might be in education, applying for jobs, getting promotion, taking part in public life or even getting services. We will do all we can to make sure that we do not discriminate unlawfully against anyone either directly or indirectly because of their sex. We do equality impact assessments of all policies to make sure that they are equality proofed to avoid any negative impact on sex equality.

We have just completed the Equal Pay Review of existing employees' roles and pay. All new jobs are also job evaluated to make sure there is no gender bias. We have also evaluated and made changes to our terms and conditions of employment to make sure of equality between men and women.

Where we can, we will take positive action initiatives to try increase the number of women applying and being successful in senior positions at the Council.

We have recently produced some guidance for employees and managers on the menopause so that reasonable adjustments can be made where possible for women going through this stage of their life.

We know that men do not readily come forward for health checks so we target men through our Livewell Scheme, for example with projects involving Derby County Football Club. We have also organised International Men's Day events to encourage men to look after their health.

We organise events for International Women's Day and take part in the Women's Day Derby festivals, now run by volunteers. We also take part in the Violence against Women events, but make sure to include violence against men and LGBT people in the publicity we produce.

The Council supports the WASPI campaign - Women against State Pension Inequality.

Our Communications Section work hard to make sure that we use gender role models in our publicity to avoid stereotyping.

### **Sexual orientation and trans**

- 5.8 We recognise that many lesbians, gay men, bi-sexual, and trans people are unfairly discriminated against because of their sexual orientation and gender identity. This discrimination can affect access to services, and also access to jobs, promotions and other opportunities at work and in the community. We also recognise that LGBT people face hate crime and we will do all we can to tackle this and support people experiencing it.

We are committed to equality for our LGBT employees and community members and will work with our LGBT Employee Network and Derbyshire LGBT+ to make sure we provide equality in employment and in the services we deliver. This means making sure that we involve the LGBT community in any equality impact assessments we do when we are looking at how we deliver our services and our employment policies. It also means making sure our employees are aware of our commitment to LGBT equality and so we provide mandatory LGBT equality training. We want a workplace where people can feel comfortable and where people can be open about their sexual orientation, without the fear of discrimination or harassment.

We will use the Government guidance on 'The recruitment and retention of transgender staff – guidance for employers' and 'Providing services for transgender customers'. We will include references to these guides in our Everyday Guide to Equality publication.

We will continue to support our LGBT employees to take part in our LGBT Employee Network. We are proud to regularly organise and take part in LGBT events such as International Day against Homophobia, Transphobia and Biphobia, LGBT History Month, Trans History Season and any local LGBT events happening in the city.

## **6 Monitoring this Policy and our Equality Objectives**

- 6.1 We will monitor this Policy on a regular basis and take feedback from people who use the Policy and make changes as necessary. Our Equality Objectives will be monitored through our Diversity Forum, Employee Networks and our Equality and Diversity Strategy Group.

For more details or to give us your comments please contact:

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## Document history

<b>Type, title and status of document</b>	Corporate Equality, Diversity and Respect Policy	<b>Version number and reason for update</b>	Version 4 – complete update to comply with new legislation
<b>Document description, format and audience</b>	The document outlines the Council's commitment to equality and diversity in employment and in services. It is available on request in alternative formats. We have produced an Easy Read version and a BSL video version as standard	<b>Responsible Directorate and lead department</b>	Organisation and Governance and Strategic Services and Customer Management
<b>Accountable Service Director</b>	Gordon Stirling Director of Strategic Services and Customer Management	<b>Document owner</b>	Ann Webster Lead on Equality and Diversity
<b>Legislation</b>	Equality Act 2010 and Public Sector Equality Duty	<b>Safeguarding</b>	The policy covers vulnerable adults, disabled people, older people, young people
<b>Equality impact assessment</b>	Completed on 17 October 2016	<b>Communication and date published</b>	The policy is a public document and will be on our external website and internal intranet site – we have a legal duty to publish our equality objectives under the Public Sector Equality Duty
<b>Approving Body and date approved</b>	Operational Management Team approved the Policy on 12 October 2016, Conditions of Service Group approved the Policy on 14 October 2016 - Personnel Committee approved the Policy on 27 October 2016 and Corporate Joint Committee on 15 December 2016	<b>Working groups</b>	Equality and Diversity Strategy Group, Diversity Forum and Employee Networks – These groups accepted the Policy on 28 September 2016

<b>Links to other policies and strategies</b>	Council Plan and Directorate Business Plans	<b>Costs</b>	Any costs relating to actions in the Policy will come from Directorate's own budgets. There will be costs associated with making this policy document accessible
<b>Action plan</b>	The Statutory Equality Objectives are included in this policy	<b>Review frequency and date of next review</b>	Every three years from date of last approval



We can give you this information in any other way, style or language that will help you access it. Please contact us on: **01332 643722**  
Minicom: 01332 640666

### Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt: **01332 643722** Tel. tekstowy: 01332 640666

### Punjabi

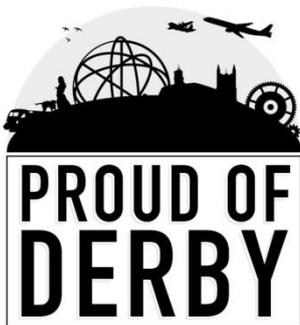
ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ **01332 643722** ਸਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

### Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

### Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 643722** پر ہم سے رابطہ کریں۔



Derby City Council