



Personnel Committee
27 October 2016

Report of the Chief Executive

ITEM 7

Equality, Dignity and Respect Policy 2016

SUMMARY

- 1.1 Attached is the Council's draft revised Equality, Dignity and Respect Policy. The draft Policy has been approved by the Employee Networks, the Equality and Diversity Strategy Group and the Derby Diversity Forum. It has been presented to Operational Management Team and Conditions of Service Working Group.
- 1.2 The Policy is the first in a set of policies and guidelines around equality and diversity and human rights. The other policies and guides include Bullying, Harassment and Victimisation Policy, Accessible Communications Policy, Domestic Violence and Abuse Policy and Hate Crime Policy. These will be supported by an 'Everyday Guide to Equality and Diversity'. These policies and guides are currently being finalised before being presented to Operational Management Team.
- 1.3 We have included our Statutory Equality Objectives in the Policy. Under the Public Sector Equality Duty, public bodies have to have Equality Objectives to demonstrate we are complying with the Duty.

RECOMMENDATIONS

- 2.1 To approve the Equality, Dignity and Respect Policy and the Statutory Equality Objectives on page 4 of the Policy.
- 2.2 To approve that the Policy goes on the e-learning portal as a mandatory course, like the previous version and that all employees and elected Members have to accept the Policy and do the course.
- 2.3 To approve that a small equality commitment statement be framed and put up in reception areas of all Council buildings.

REASONS FOR RECOMMENDATIONS

- 3.1 It is essential for the Council to have a robust Equality Policy so that our employees, job applicants, citizens and anyone else who deals with us know about our commitment to equality and diversity.
- 3.2 We have included our Statutory Equality Objectives in this new Policy and these have to be formally approved by the Council.

SUPPORTING INFORMATION

- 4.1 Our previous Equality Policy had not been revised since 2009, so was in need of a refresh. Initially we intended to include all relevant equality and diversity related policies in one document, but it became too large. So, instead we have created a set of documents and guidelines that will be easier to work with.
- 4.2 The Policy has been circulated to our Employee Networks, Equality and Diversity Strategy Group and Derby Diversity Forum and their comments have been included in this version.
- 4.3 We have done an Equality Impact Assessment of the Policy with members from Derby Diversity Forum and our Employee Networks and addressed equality issues in the document
- 4.4 We decided to include the Statutory Equality Objectives in the Policy itself so they were clear and easy to find and would be refreshed in three years along with the Policy. 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 the five objectives.
- 4.5 We will be producing a short equality commitment statement, similar to the Employment Charter, so that it can be put in frames at reception points in Council buildings following feedback from our Employee Network members.

OTHER OPTIONS CONSIDERED

- 5.1 No other options considered as we need to have an Equality Policy.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Gordon Stirling Director Strategic Services and Customer Management
For more information contact: Background papers: List of appendices:	Ann Webster Lead on Equality and Diversity 01332 643722 minicom 640666 ann.webster@derby.gov.uk Equality Act 2010 and associated Codes of Practice and guidance Appendix 1 – Implications Appendix 2 - Equality, Diversity and Respect Policy

	Appendix 3 – Equality Impact Assessment Form
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Appendix 1

IMPLICATIONS

Financial and Value for Money

- 1.1 Having a good robust Equality Policy, that is implemented means that employees have a framework to work to. This applies in employment and in delivering our services and any inequality is addressed quickly, to avoid any form of costly legal action against us under the Equality Act 2010 or Public Sector Equality Duty.

Legal

- 2.1 The Council, like any organisation has to comply with the Equality Act 2010, but as a public body, we also have to comply with the Public Sector Equality Duty.

Personnel

- 3.1 The Equality, Dignity and Respect Policy covers equality for employees and job applicants. A separate in depth policy is being finalised on bullying, harassment and victimisation, and another on domestic violence and abuse affecting our employees.

IT

- 4.1 There is on-line equality and diversity training on our e-learning system, which is mandatory for employees and elected Members. The Policy will be available on iDerby as well as our website. We will also be providing a BSL video.

Equalities Impact

- 5.1 The new Equality, Diversity and Respect Policy has a positive impact on not only people with protected characteristics, but also the general citizens of Derby as well as all our employees and job applicants.
- 5.2 We have done an equality impact assessment of this document involving members of our Employee Networks and Derby Diversity Forum.

Health and Safety

- 6.1 Discrimination, victimisation and bullying and harassment can have a devastating impact on people's health and wellbeing. It can affect their life at work, at home and in the community. This Policy gives clear direction that this sort of treatment and behaviour is unacceptable.

Environmental Sustainability

- 7.1 The Policy indicates how inaccessible environments can create barriers for disabled people and need to be changed to comply with the Equality Act 2010

Property and Asset Management

- 8.1 Making our buildings accessible for disabled people, whether new build or renovation is now mainstream activity for the Council and using the equality impact assessment tool helps us with this. In addition we also look at other facilities such as places for employees to observe prayer times and women to breast feed or express their milk if they are a woman returning to work after having a baby.

Risk Management

- 9.1 It is essential we have a strong Equality, Diversity and Respect Policy that is implemented and Statutory Equality Objectives that are worked on to avoid being challenged by Judicial Review, Employment Tribunals or the County Court for breach of the Equality Act 2010 or the Public Sector Equality Duty.

Corporate objectives and priorities for change

- 10.1 The new Equality, Dignity and Respect Policy embraces the Council's vision of being:
- safe** - a place where people are safe and the vulnerable are put first and supported
- strong** - a place where people work together, can enjoy good health and wellbeing throughout their life and feel that they belong to a thriving community
- ambitious** - a place where we support our children and young people to achieve their full potential, skills are valued, jobs and businesses are growing and we have the infrastructure to create a city for the future.