**DERBYSHIRE LA**

**Highfield Hall Primary School**



**EQUALITY AND DIVERSITY**

**POLICY**

**Reviewed: Spring 2023**

**Next Review Date: Spring 2026**

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.