

Equality and Diversity Policy Statement



October 2022

Our Vision

We want Calderdale to be a place where we value everyone being different and through our actions we demonstrate that everyone matters. We believe we have a leading role to play in ensuring fairness and valuing diversity - in the community, as an employer and as a provider and commissioner of services to the people of Calderdale and its visitors.

Aims and objectives

Calderdale Council believes and recognises that the diversity of Calderdale's communities is a huge asset that should be valued and seen as one of the Borough's great strengths.

This statement sets out our commitment to equality and diversity.

As one of the largest employers in Calderdale and one of the main providers of local services, we are committed to providing equality of opportunity and tackling discrimination, harassment and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making and employment practice. Equality of opportunity for all sections of the community and workforce is an important part of this commitment.

We will not tolerate less favourable treatment on the grounds of age, disability, gender reassignment, marital and civil partnership status, pregnancy or maternity, race, religious or other beliefs, sex or sexual orientation or any other ground, which cannot be justified.

We recognise that people have multiple characteristics and may face increased disadvantage because of this.

Our aims are to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Our Corporate Equality Objectives 2021-2025:

We will achieve our aims through a demonstrable commitment to the following Corporate Equality Objectives:

1. The Council's work environment and services are accessible and capable of responding to the different and changing needs of our communities
2. Vulnerable communities and individuals are supported to achieve and develop safe, healthy and resilient communities

3. Economic inequalities are addressed with partners to tackle low pay and support inclusive growth
4. The Councils workforce is committed to equality and is reflective of the diverse communities it serves
5. Equality is promoted in partnerships, procurement and when commissioning our services
6. The heritage and diversity of Calderdale is celebrated and good relations are fostered between people of different backgrounds

We will:

- Commit to meeting our duties under the Equality Act 2010 and to improving equality practice throughout the Borough, and will make adequate resources available to do this.
- Give due regard to equality by using a process of impact assessment and equality analysis to support the development of inclusive and responsive policies, procedures and ensure our services are accessible and delivered appropriately and sensitively.
- Treat staff and service users with dignity and respect by fostering an environment free of bullying, intimidation and victimisation.
- Take action to challenge and combat discrimination in employment practice and service delivery on the grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation, or on any other ground, which cannot be justified.
- Identify those groups within the community whose needs are not adequately being met by services provided by us and we will take action to address this.
- Consult with staff and users of our services to seek their views and opinions and help improve customer satisfaction with services.
- Monitor all areas of employment, including recruitment, promotion, training opportunities, pay, grievances and disciplinary action, to ensure there is equal treatment for all employees and that action will be taken where any disparity is found.
- Promote community cohesion and positively facilitate and build relationships between the borough's diverse communities.
- Support our staff to recognise and respect the diverse backgrounds of our customers and colleagues.

- Make sure our selection and tendering processes address and include equality considerations.
- Encourage our partners to work with us and adopt our equality principles.
- Ensure that equality objectives and targets are regularly set, monitored and reviewed across all areas of our work. We will report our progress against the Public Sector Duty as set out in the Equality Act 2010 on an annual basis.

We will do this by:

- Ensuring Elected Members and officers oversee and scrutinise our progress against the Equality Duty.
- Integrating equality and diversity within our mainstream activities
- Ensuring that all employees are aware of the Equality & Diversity Policy Statement and receive appropriate training to ensure they understand how their role contributed to promoting equality, diversity and inclusion.
- Ensuring that all contractors and organisations providing services on our behalf have equality policies covering employment and service delivery that are compliant with the Equality Act 2010 and that where relevant equality and diversity considerations are built into the procurement process.
- Linking with performance improvement plans, external/internal inspections and reviews that cover equality performance in service areas as part of wider improvement measures.
- Working with - and where necessary, creating active community stakeholder groups to help develop, monitor and review our policies, practices, functions and services.
- Actively challenging and addressing behaviours that do not reflect the Council's own ambition, equality aims, values and behaviours.
- Championing equality and diversity practise and improvement by supporting national, regional or local initiatives, wherever possible within recognised budgetary constraints.

Responsibilities:

Everyone has a responsibility to give full and active support for the policy by ensuring:

- Their behaviour at all times
- Behaviour not in accordance with this policy is challenged

Within this general responsibility there are also specific responsibilities:

The Chief Executive and the Leader of the Council have the ultimate responsibility for the Equality and Diversity within the Council.

Directors and Assistant Directors have responsibility for driving forward the authority's work on equality and diversity relevant to the functions and services that they have responsibility for.

The Cohesion and Equality Team is responsible for supporting managers and employees in driving forward the authority's work on equality and cohesion and in meeting its Equality Duty.

The Corporate Equality Group, chaired by the Director of Public Services as the Corporate Leadership Team Lead, will monitor progress against the equality objectives and targets on a quarterly basis.

For more information, please contact:

Calderdale Council
Cohesion and Equality Team
1st Floor
Princess Buildings
Princess Street
Halifax
HX1 1S

Tel: 01422 392866

If you would like this information in another format or language, please call **01422 392866**

Jeśli chciałbys ta, broszurę w innym formacie, proszę zadzwonić :

Jestly byste chtely tyhle informace v jinem jazyce nebo v jinem format prosim kontaktujte nas na:

اگر آپ کو یہ معلومات اپنی زبان یا کسی دوسری صورت (فورمٹ) میں چاہیے،
تو براہ مہربانی اس فون نمبر 01422 392866 پر رابطہ کر لیجئے۔