



Equality Policy

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August 2017	1.1	Review first draft	Ann-Marie Johnstone, Corporate Strategy Manager		September 2020

INTRODUCTION

This policy sets out the Council's commitment to equality and diversity and details how equality and diversity considerations are embedded within the Council's governance frameworks, commissioning practices, policies and decision-making processes.

SCOPE

This policy applies to all residents of Middlesbrough and users of the Council's services, direct employees, prospective employees, volunteers and others delivering services on behalf of the Council.

AIMS

This policy statement sets out the Council's commitment to equality and diversity and outlines the measures put in place to ensure:

- the Council has due regard to its duties under the Equality Act 2010
- fair access to employment, promotion, recruitment, selection and training opportunities
- discrimination, harassment or victimisation is prevented or is dealt with effectively if it does occur.

THE COUNCIL'S COMMITMENT TO EQUALITY AND DIVERSITY

As a community leader in Middlesbrough, the Council will:

- celebrate the diversity of the town
- promote tolerance, fairness and community cohesion
- encourage and support all local people to be active in public life.

This commitment is embedded within the 2025 vision for Middlesbrough; Safer; Fairer; Stronger.

As a commissioner and provider of services, the Council will:

- seek the views of local communities through meaningful consultation and engagement as appropriate
- ensure that it understands local needs and shapes services around these needs where practicable
- provide clear, accessible information about services
- ensure that all customers are treated with dignity and respect, as outlined in its Customer Charter.

As an employer, the Council will:

- ensure that its recruitment and employment practices are fair and transparent
- take steps to employ a workforce that reflects local diversity
- undertake clear and open communication with its employees
- ensure employees have fair access to learning and development opportunities where necessary to ensure they have the skills to be able to deliver their jobs
- ensure that its employees are protected from discrimination, harassment or victimisation as far as is reasonably possible to do so.

POLICIES AND PRACTICES IN PLACE TO DELIVER THE COUNCIL'S EQUALITY AND DIVERSITY COMMITMENT

The Council's commitment to equality and diversity is embedded within the following policies, procedures and action plans:

- Impact Assessment policy
- Equality Monitoring policy
- Reviews, Consultation and Redundancy policy
- Corporate Procurement Strategy
- Corporate Complaints policy
- Dignity and Respect at Work policy
- People Strategy
- Recruitment and Selection policy
- Flexible Working policies
- Whistleblowing policy
- Middlesbrough Manager and Employee Frameworks.
- Code of Conduct
- Work life balance policy

- Managing health, attendance and wellbeing policy

In addition to the above, the Council has created an officer Equality and Inclusion group. The group is led by a member of the Senior Management team, includes representation from across the Council and specialist leads from relevant areas including access, HR and diversity. This group is tasked with supporting senior managers to understand the needs of the Council's diverse workforce and supporting work to ensure that the workplace is one that results in people feeling truly valued, respected, supported and heard.

MONITORING AND REPORTING

The Council has a range of measures in place to ensure that it can monitor the effectiveness of its work to ensure fair and equitable outcomes. Progress against these measures is monitored and recorded within the Council's performance management arrangements.

REVIEW

The effectiveness of the Council's overall approach to equality and diversity issues is evaluated every year within the Annual Equality and Inclusion report. The report summarises the work of the Council that has been undertaken in the previous 12 calendar months and identifies areas for improvement.

FURTHER INFORMATION

Further information on the Council's approach to equality and diversity can be found on the Council's website and intranet.

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