



*2006-2007
Waste and Recycling*

*2006-2007
Culture and Sport for
Hard to Reach Groups*

**REVISED EQUALITY AND DIVERSITY
POLICY
(Updated May 2010)**

**This document can be made available on audio tape, Braille or large print on request
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BABERGH DISTRICT COUNCIL – REVISED EQUALITY AND DIVERSITY POLICY

POLICY STATEMENT

Babergh District Council believes in the dignity of all people and their right to respect and equality of opportunity. We value all of the different people within Babergh and we are committed to tackling inequality and promoting social cohesion by working with our delivery partners and other groups and organisations in the community.

We recognise and accept that discrimination means some people may not have had equal access to services or employment or fair chances in life. Therefore, we will promote action to eliminate inequalities and also take steps to ensure everyone has equal access to our services. We also support the view that it may be necessary to develop or create some services or opportunities to specifically meet the needs of different groups. For example, our 'Be Active' Leisure Inclusion Service aims to support vulnerable social groups, in particular young people at risk of offending and people of all ages with disabilities.

The Council will ensure that Councillors and employees know their responsibilities under this policy. We will do this by ensuring effective communication and publicity and through the provision of tailored training and support.

SCOPE

This revised policy statement covers all aspects of the Council's functions including:-

- Provision of services
- Recruitment, employment, training and development of staff
- Provision and occupation of premises
- Partnerships with other organisations
- Commissioning and purchasing of goods and services
- Grants to voluntary and community organisations
- Community involvement and consultation with local people
- Communication and publicity

It applies to the following stakeholders:-

- Users of our services and visitors to our offices and premises
- Employees
- Contractors and sub-contractors
- Councillors
- Volunteers

EQUALITY AND DIVERSITY COMMITMENTS

Babergh District Council works to the following commitments:

- We recognise six main equality strands as set out in UK law, giving all equal importance: gender and gender reassignment; race and ethnicity; disability; sexual orientation; age; religion and belief. We will comply with all our legal obligations.
- We aim to eliminate unlawful discrimination and to promote equality of opportunity and good relations between people of different communities.
- We aim to enable people to take part in society on equal terms.
- We will develop and promote an anti-discriminatory environment within the Council and the Babergh District as a whole.
- We will maintain a positive and inclusive working environment that values all of our employees equally
- We aim to identify and eliminate barriers in our own systems and procedures, training staff and managers to enable them to make this happen
- We will actively engage with local communities through communication and consultation to ensure that our services meet the needs of and are fully accessible to all
- We will ensure a commitment to equalities and diversity in our commissioning and procurement arrangements and expect suppliers and contractors to fully comply with this equality and diversity policy

HOW WE DELIVER OUR COMMITMENTS

Babergh District Council has reviewed and up-dated its Single Equality Scheme and Action Plan. The revised scheme addresses the review dates of the existing Disability, Race and Gender equality schemes and sets out in detail the steps we will take to ensure we deliver our equality and diversity commitments.

In summary we are looking to:

- Undertake consultation and research to gain a better understanding of our communities and their particular issues and service needs
- Work with managers to develop action plans to meet our legal duties and work towards the achieving level within the Equality Framework for Local Government
- Provide tailored equality and diversity training and development opportunities for our staff, managers and members
- Publicise the Council's commitment to equality and diversity, both internally and externally
- Undertake a strategic programme of Equality Impact Assessments to assess how our policies and services could affect disadvantaged groups, identify the potential for adverse impact and consider any necessary remedial actions
- Monitor the delivery of new and existing services to ensure they meet the needs of 'hard to reach groups' in our local communities
- Review and update, as appropriate, our equality and diversity policy