

# Equality Policy

## Context

Nottinghamshire County Council is committed to making Nottinghamshire a great place to bring up your family, fulfil your ambition, enjoy your later life and to start and grow your business.

We have a duty to provide a diverse range of services and recognise that there are some individuals and groups in our society who are disadvantaged and more vulnerable than others and are committed to providing services that are appropriate to everyone's needs.

Discrimination in employment or in the provision of our services on the grounds of someone's protected characteristics will not be tolerated.

Protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## Scope of this policy

The Council will fulfil its legal obligations under the Equality Act 2010 and the associated Public Sector Equality Duty by giving due regard to the need to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not when carrying out its activities.

This Policy is applicable to all Nottinghamshire County Council members, employees and volunteers.

## Principles and Commitments

### **EQUALITY IN THE WAY WE DELIVER OUR SERVICES:**

The Council will:

- Ensure that all services are provided fairly and without discrimination. Reasonable adjustments will be made so that services are accessible to everyone who needs them.
- Collect good quality information about its diverse citizens and their needs to plan and deliver appropriate services.
- Consult and involve citizens as widely as possible to encourage greater involvement in the decision making process.
- Assess its services and any changes to them for any equality impact.
- Ensure that all contractors, working on behalf of the Council, follow the Council's equality policy and practice.

## **EQUALITY IN OUR EMPLOYMENT:**

The Council will:

- Treat all employees fairly and respectfully at all times.
- Manage and train our employees to implement this Policy.
- Not tolerate and take immediate action to challenge and address any inappropriate behaviour (eg bullying and harassment or discrimination).
- Promote a work-life balance and opportunities to work flexibly.
- Provide fair and transparent pay, reward and employment conditions.
- Monitor its policies and procedures to ensure they are being implemented fairly.
- Aim to employ a workforce that reflects the population of Nottinghamshire and its service users.

## **Key actions to meet the commitments set out in the policy** This

Policy is implemented through the:

- Council Plan, Departmental Strategies and Annual Service Plans
- Workforce Strategy
- Equality Plan
- Equality Impact Assessments