

EQUALITY AND DIVERSITY POLICY

1. SUMMARY

- 1.1. The council has duties in relation to the Equality Act 2010 and a joint Equality and Diversity Policy has been produced to combine the council's duties in relation to employment and to service delivery. This report outlines the changes that have been made and makes recommendations to agree the adoption of the policy.

2. RECOMMENDATIONS

- 2.1. Agree to adopt the equality and diversity policy and implement this in the council.

3. DETAIL

Equality and Diversity Policy

- 3.1. HR and Improvement and Organisational Development have worked together to produce a joint policy for equality and diversity (Appendix 1). This policy incorporates the council's duties as an employer and as a service provider, taking account of the Equality Act 2010. The policy includes details about individual responsibilities and will be accompanied by guidance documents.
- 3.2. The policy was considered by the HR Board in March, reviewed to take account of guidance on the new specific duties published by the EHRC (Equality and Human Rights Commission) in May, and considered by SMT and Trades Unions in September 2012.

4. CONCLUSION

- 4.1. A draft joint Equality and Diversity Policy is recommended for approval by council and implementation throughout the council.

IMPLICATIONS

POLICY	This policy replaces the council's Equal Opportunities Policy and Equality and Diversity Policy
FINANCIAL	
HR	
EQUALITY	This policy will help the council to meet its duties in relation to the Equality Act 2010.

RISK
CUSTOMER SERVICE

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