

Our Equality & Diversity policy

Nottingham City Council Values Diversity



Our Equality & Diversity policy

We believe and recognise that the diversity of Nottingham's communities is a huge asset, which should be valued and seen as one of the City's great strengths.

The people, who live, work, study in or visit Nottingham come from diverse backgrounds and circumstances. They are of all ages, races and ethnic groups, disabled and non-disabled, and they are from faith and non-faith backgrounds. The City also has a vibrant lesbian, gay, bi-sexual and transgender community. People live in a range of different types of households and have access to widely differing levels of income. As a City there are extremes of wealth with some areas of Nottingham being amongst the most deprived in the country.

Having a diverse community is a great asset to our City. However, some communities experience disadvantage and discrimination that has a negative effect on the quality of their lives. Although this can affect all communities, most often it affects women, black and minority ethnic communities, disabled people, young and old people, lesbians, gay men, bisexual and transgender people disproportionately.

As one of the largest employers in Nottingham and one of the main providers of local services, the City Council is committed to providing equality of opportunity and tackling discrimination, harassment, intimidation and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making and employment practice.

This policy is endorsed by the Chief Executive and the Leader of the Council.



Ian Curryer
Chief Executive



Cllr Jon Collins
Leader of the Council



Cllr Nicola Heaton
Portfolio Holder for Equalities

The legal bit

This policy reinforces our responsibility under the **Equality Act 2010** and our **Public Sector Equality Duty** to ensure equality of opportunity for all sections of the community and our workforce. Our general and specific duties are to:

General Duty

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Specific Duty

- To publish information to demonstrate how we are complying with the Public Sector Equality Duty, and
- To prepare and publish equality objectives.

The equality objectives contained within the Corporate Plan, and associated action plans, outline the specific steps Nottingham City Council will take to achieve these duties. Please contact a member of the Equality & Community Relations Team for more information.

What are your characteristics?

As an individual, some of the following characteristics will help to define you as a person:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy and maternity
- Race (to include colour, nationality, and ethnic or national origins)
- Religious, spiritual or none beliefs
- Sexual orientation (whether straight, lesbian, gay or bisexual)
- Sex (Male or Female)

Under the Equality Act 2010, these characteristics are **protected**. In addition to these, Nottingham City Council has pledged to provide support to anyone with the following characteristics:

Responsibility for dependents

Trade union or political activities

Therefore, as an overarching commitment in order to protect the City's diversity, Nottingham City Council will not tolerate less favourable treatment of anyone on the grounds of any of the above characteristics.

Making equality and diversity business as usual

WE WILL:

Use our influence and purchasing power to help make equality a reality for all and to tackle the prejudice, discrimination and disadvantage which occurs in the City. This will include ensuring that the organisations we buy services from or provide funding to operate similar policies and practices on equality and diversity.

Seek to ensure that our workforce reflects the diverse communities we serve and that every colleague is treated fairly during the whole of their working life. This will be achieved through regular monitoring of our workforce and equal pay audits.

Take action to eradicate discrimination and inequality when delivering services, when employing others to deliver services on our behalf and when providing funding to others to provide services to the people of Nottingham. Everyone who uses our services will be treated in a professional manner, with courtesy, respect and dignity.

Adopt legal, national and local guidelines, relevant legislation, codes of practice and City Council policies or strategies that seek to ensure equality of opportunity and promote good relations between all the communities of Nottingham.

Continue to **work closely with trade unions and colleague networks and community representatives** to develop our Equality and Diversity Policy and action plans.

Evaluate and monitor the impact of our policies, services and functions on communities through regular consultation, and make changes to them where they impact unfairly or adversely on any group/s. These changes will be outlined in our Equality & Diversity reports which will be made publicly available.

Make equality and diversity the responsibility of everyone, including every elected Councillor, every colleague and every representative of the City Council. Our ultimate aim is to empower every citizen to see equality as all of our business.

Carry out Equality Impact Assessments before making important decisions to consider the potential impact on citizens, communities and colleagues – including early consultation with colleague and community representatives wherever possible.

Set challenging equality objectives and targets in relation to employment, service delivery and the carrying out of our functions.

Share information and experience of good practice on equality through links with other public, private, voluntary and community organisations in the City.

Use the ‘Social Model of Disability’ as the basis for our work to promote equality of opportunity for and to tackle discrimination

What we will do for Nottingham Citizens

Make our buildings and services accessible to all the citizens of Nottingham.

Make our public information accessible to all the citizens of Nottingham, providing alternative formats, interpretation and sign language services where necessary. We will hold onto our promise of keeping information simple and easy to understand.

Work with our partners and stakeholders to **stamp out all forms of bullying, harassment and intimidation.**

Work with Nottingham's diverse communities to tackle disadvantage and discrimination through consultation and involvement.

Consider the needs of all communities in the methods we use for communicating with citizens, colleagues and residents.

Use our standing in the City to **help shape public opinion** to promote equality within Nottingham.



What if something goes wrong?

If you think we are not providing a service in line with this policy or you think you have been treated unfairly in any way, you can complain to the City Council using our 'Have Your Say' process. This can be done by:

- Visiting our website and completing the online comments, compliments and complaints form
- Contacting the service you want to feed back about directly, if you know the number, or calling the main City Council switchboard on 0115 915 5555 and asking to be put through
- Speaking to us in person at any of our Council buildings or offices
- Using Textphone or minicom by dialling 18001 0115 then the direct telephone number of the service you want to feed back about, if you know it, or the main City Council switchboard on 0115 915 5555 and asking to be put through to the service you require
- Writing directly to the service you want to feed back about or, if you don't know the address, write to: Have Your Say, Nottingham City Council, Loxley House, Station Street, Nottingham NG2 3NG

Let us know what you think!

This policy will be monitored for effectiveness through regular reviews, however if you wish to make any comments or suggestions on the work we are aiming to do please contact the Equality & Community Relations Team on:

Tel: **0115 876 2747**

Email: **equalityanddiversityteam@nottinghamcity.gov.uk**

If you require this information in an alternative language, large font, Braille, audio tape or text only version please call the Equality & Community Relations Team.



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