

Nottingham City Council values Diversity!

Nottingham City Council believes and recognises that the diversity of Nottingham's communities is a huge asset that should be valued and seen as one of the City's great strengths.

The people who live, work, study in or visit Nottingham, have diverse backgrounds and circumstances. They are of all ages, races and ethnic backgrounds, disabled and non-disabled, are from faith and non faith backgrounds, and the City has a vibrant lesbian, gay, bi-sexual and transgender community. People live in a range of different types of household 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.

Our diverse community is a great asset to our City. However, some communities experience disadvantage and discrimination that has a negative effect on their quality of life. 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.

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 and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making and employment practice. This policy reinforces our responsibility under the Equality Act 2010 to ensure equality of opportunity for all sections of the community and our workforce, and in particular our general and specific duties:

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 they 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. These can be found on the Council's website

<http://www.nottinghamcity.gov.uk/index.aspx?articleid=5036> or contact a member of the team.

To protect the City's diversity, Nottingham City Council **will not** tolerate less favourable treatment of *anyone* on the grounds of their:

- Gender
- Age
- Race
- Colour
- Nationality
- Ethnic or national origin
- Disability
- Marital or civil partnership status
- Sexual orientation
- Gender reassignment
- Responsibility for dependents
- Trade union or political activities
- Religious or other beliefs
- or any other reason which cannot be shown to be justified

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

In making equalities a part of every day working practice, 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.

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 equalities the responsibility of everyone, including every elected Councillor, every colleague and every representative of the City Council.

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 against disabled people.

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

For Nottingham citizens we will:

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.

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.

For our Colleagues we will:

Raise awareness and train our colleagues to carry out this policy.

Take positive action to ensure that people from groups currently under-represented in our workforce are encouraged to obtain employment with us.

Promote a good work-life balance and opportunities to work flexibly.

Make reasonable adjustments to support disabled colleagues.

Allow paid leave of absence, with managerial permission, to attend the authorised Colleague Support Networks for Disabled, Black & Minority Ethnic (BME) and Lesbian, Gay, Bisexual & Transgender (LGBT) colleagues.

Take action to **eradicate discrimination and inequality** amongst colleagues and work to ensure that everyone is treated in a professional manner, with courtesy, respect and dignity.

What to do if something goes wrong

Citizens of Nottingham

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. Our Complaints Procedure explains how you can do this. You can obtain a copy of this procedure by telephoning 0115 87 64943, or emailing equalityanddiversityteam@nottinghamcity.gov.uk. You can make a complaint by telephoning or by writing to the Department or part of the City Council you are unhappy with.

City Council colleagues

If you are concerned about any equality issues relating to your employment you can speak to your line manager, or to your Department's Human Resources (Performance and Change) Team.

If you feel embarrassed, humiliated, offended, distressed, alarmed, apprehensive or fearful because of someone else's behaviour towards you, you have the right to make a complaint and ask for the behaviour to be stopped. The City Council's Harassment and Discrimination Policy and Procedure explains how to do this and how you can get support from the Mediation Service. You can find out more information by speaking to your Department's Human Resources representative or from the City Council's Intranet.

You also have the right to take up issues through the Grievance Procedure. You can obtain information about this procedure from your line manager, your Department's Human Resources representative, or the City Council's Intranet.

Alternatively, you can contact the BUPA Employee and Assistance Programme for free counselling support and practical advice on **0800 269616**.

If you are in a Trade Union, you can contact them for advice and support. Please refer to your local Trade Union representative for more details.

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 & Diversity Team on

Tel: 0115 87 64952

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 & Diversity Team on 87 64952

www.nottinghamcity.gov.uk