

Equality, Diversity and Human Rights Policy

“Promoting social justice”

Summary Statement

December 2017

Equality, Diversity and Human Rights Policy Summary Statement

City of Lincoln Council is committed to:

- Equality of opportunity
- Tackling discrimination and disadvantage
- Tackling harassment, intimidation and victimization
- Promoting good relations between Lincoln's diverse communities
- Making its workforce and the organisation as a whole more representative of the diverse communities that make up Lincoln
- Doing what it can to encourage other organisations, partners, service providers, the private and voluntary sectors to adopt similar policies on equality and diversity
- Promoting the involvement of all the diverse communities in the life of the City so that they can benefit from the City's prosperity and success
- Upholding the human rights of all its employees and customers in accordance with the Human Rights Act 1998

What we will do:

The City Council recognises and is committed to meeting its duties under equality legislation.

We are committed to improving equality practice throughout the City Council.

We will ensure that all our employees and customers are treated fairly and consistently, without discrimination.

We will take action to combat discrimination in all areas of employment and service on grounds of race, gender, disability, age, sexual orientation, marital status, transgender, pregnancy and maternity, and religion or belief.

We will consult with all users of our services to seek their views and opinions in relation to equality, diversity and human rights issues.

We will monitor all areas of employment including recruitment, promotion, training opportunities, grievances and disciplinary action, to ensure equal treatment for all employees and action will be taken where unequal treatment is found.

We will produce an equality action plan covering the whole of the City Council.

We will ensure that equality objectives and targets are regularly set, monitored and reviewed across all areas of our work.

We will do this through:

Having Members and officers with specific responsibilities for overseeing the Equality, Diversity and Human Rights Policy, Strategy and Action Plans

Ensuring that all employees are aware of the policy and receive training.

Ensuring that all contractors and organisations providing services on our behalf have equality policies covering employment and service delivery.

Embedding our equality analysis toolkit into the culture of the Council to ensure that any adverse impacts that our policies and functions could have on particular groups will be reduced or removed where they cannot be avoided entirely. We will also include human rights as part of this assessment process.

Linking with existing plans and strategies that address equality issues, for example, Vision 2020, Community Cohesion Strategy, Customer Experience Strategy; Service Plans and the code of practice for the recruitment and selection of employees.

Working with active community groups to help develop, monitor and review our policies, practices, functions and services.

Responsibilities:

The City of Lincoln Council's Executive and the Chief Executive, have overall responsibility for ensuring that the organisation operates within a framework of equality of opportunity.

The Principal Policy Officer (Policy and Strategy) will ensure we meet our duties under the Equality Act 2010 in setting equality objectives and advising on impact assessments.

The Human Resources and Work Based Learning Manager will be responsible for ensuring staff have access to relevant equality and diversity training and the Legal and Democratic Services Manager will be responsible for advising from a legal perspective.

The Equality and Diversity Group will monitor the policy and other equality initiatives.

All City Council Members and staff have a responsibility to listen to and respect the views of others, report incidences of discrimination, harassment or victimisation, challenge prejudice and know their individual rights and responsibilities.

A detailed copy of the City Council's Equality, Diversity and Human Rights Policy can be obtained by contacting:

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Policy Team
City hall
Beaumont Fee
Lincoln
LN1 1DD

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Email: policy@lincoln.gov.uk