

# Equality & Diversity Policy

Date: 3<sup>rd</sup> July 2018

Contact Officer: Christie Tims

Tel Number: 01543 308100

Email: [Christie.tims@lichfielddc.gov.uk](mailto:Christie.tims@lichfielddc.gov.uk)

Key Decision: NO

Local Ward: None

Members:

*Lichfield*  
district council  
[www.lichfielddc.gov.uk](http://www.lichfielddc.gov.uk)

**EMPLOYMENT  
COMMITTEE**

## 1. Executive Summary

- 1.1 To inform the Committee of the revised Equality & Diversity Policy in line with our duties to staff under the Equality Act 2010 and employment regulations.
- 1.2 To approve the updated Policy for formal adoption.

## 2. Recommendations

- 2.1 It is recommended that Employment Committee approves the contents of the updated Equality and Diversity Policy as set out in **APPENDIX A**.

## 3. Background

- 3.1 As part of the Equality Act 2010 regulations we have a duty as an employer to provide equality, fairness and respect for all in our employment, regardless of tenure.
- 3.2 We must also ensure we do not unlawfully discriminate because of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- 3.3 This policy seeks to oppose and avoid all forms of unlawful discrimination within our workforce. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.
- 3.4 The policy has been developed in consultation with Leadership Team and the Employee Liaison Group and forms part of our Equality Action Plan for this year to meet our equality duty under the Act.
- 3.5 The current policy outlining these responsibilities is the Equal Opportunities & Diversity Policy, which was launched in 2010 in response to the updated legislation and last reviewed in 2014. This policy has been revised in line with our new policy template and format and clarifies some of the responsibilities and links to other relevant policies. It is also now more closely aligned to our Equality Statement, our values and the prevailing ACAS best practice guidance.
- 3.6 An Equality Impact Assessment for the policy is also attached at **Appendix B**.

### Alternative Options

If not approved, the existing Equal Opportunities Policy will prevail.

### Consultation

Employee Representatives have been consulted with regard to the revisions to the policy.

Financial Implications	None arising directly as a result of this report.
Contribution to the Delivery of the Strategic Plan	The updated policy supports our Equality Action Plan and our values of having respect for everyone. This also provides a foundation for the development of our People Strategy.
Equality, Diversity and Human Rights Implications	An EIA has been completed and is attached at <b>Appendix B</b> .
Crime & Safety Issues	There are no implications arising directly from this report, but the policy does clearly state that some forms of harassment, even if they take place within the workplace, may be regarded as criminal acts.

	Risk Description	How We Manage It	Severity of Risk (RYG)
A	That we fail in our duty of care to protect our workforce from unlawful discrimination.	Through having a robust and regularly reviewed policy that sets out our obligations and how they will be met.	Green
B	Non - compliance with employment regulations.	The policy has been revised in line with ACAS guidance and consulted with our trade union and employee representatives	Green
C	That we do not meet our Equality Duty under the 2010 regulations.	Revisions to the policy form part of our Equality Action Plan for 2018/19 and the consistent approach to protected characteristics.	Green Green

Background documents

