

Equality Policy

Our Equality, Diversity & Inclusion Vision

Assistant Director for HR, OD and Engagement

"Worcestershire County Council is committed to eliminating all forms of discrimination, creating an inclusive organisational culture and meeting the diverse needs of all our communities in our County.

We aim for all employees to feel they can be themselves, thrive at work and feel respected for who they are. We are focussed on building inclusive behaviours that are built on a foundation of respect and appreciation for diversity and inclusion for everyone and in all its forms.

We recognise and value diversity of talent and aim to recruit, develop and retain talented people, value experiences, perspectives and skills. We recognise that being a diverse and inclusive employer helps us to develop a workforce which understands the needs of all our colleagues, and residents, whilst making a difference.

We are committed to ensuring that our services are needs based and that we support Worcestershire residents by fostering good relations between groups who share protected characteristics and those that don't. We will promote a culture of respect and dignity, and actively remove discrimination wherever we find it. We will identify and remove barriers for our job applicants and current employees and will ensure our services meet resident's needs through communication and engagement."



Contents

Introduction	2
1. Statement of intent	2
2. Employment	3
3. Employment commitments.....	3
4. Service delivery.....	4
5. Service Delivery Commitments	5
6. Partners and third parties.....	5
7. Procurement.....	6
8. Responsibility for policy implementation.....	6
9. Examples from local authority policy of harassment / unacceptable behaviour	7

Introduction

Worcestershire County Council and Worcestershire Children First (the Council) takes great pride in the diversity of the community it serves and recognises the opportunities and benefits this offers the County. We want to build cohesive communities and recruit, retain and develop a diverse workforce where everyone feels valued, respected, included and welcome.

We recognise that people may experience barriers, which makes it difficult to participate in the life of our community and we aim to advance opportunity and promote the values of inclusion and belonging to everyone in Worcestershire.

1. Statement of intent

- 1.1 The Council is committed to equality of opportunity for everyone and understands that the diversity of our community and staff is a strength to the social and economic prosperity, and innovation in the county. The Council commits to working within the Equality Act 2010 and our Public Sector Equality Duty to ensure that no resident, visitor to the county, job applicant, employee or other person associated with the Council is treated inequitably or in an unlawful or unjustifiably discriminatory way.
- 1.2 The Council recognises that people may experience discrimination and less



Sex,
Gender reassignment,
Marriage/civil partnership,
Pregnancy and maternity,
Religion/belief,
Sexual orientation

We also recognise that people may experience discrimination in a range of ways and receive less favourable treatment for other reasons (e.g., on the grounds of their financial or economic status, unrelated criminal convictions, gender identity, education level or location of study, homelessness or lack of a fixed address, political view, or trade union activity).

- 1.3 The Council will also take proactive steps to pay 'due regard' to the need to enhance equality, tackle discrimination and help foster good community relations when



expected that all parties adhere to the Equality Policy, our values, ethics and practices and copies of this policy will be shared to those we work with, or made available

7. Procurement

- 7.1 The Council will ensure that contracts comply with this Equality Policy, strategy, and all relevant / related legislation. Through appropriate monitoring we shall ensure

Sexual harassment is defined in the Equality Act 2010 as: 'unwanted conduct [related to a person's sex] which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment'.

Examples of sexual harassment include:

- sexual comments or jokes
- physical behaviour, including unwelcome sexual advances, touching and various forms of sexual assault
- displaying or sharing any image, pictures, photos, or drawings of a sexual nature
- sending emails with a sexual content

10. Policy History

Issued	29 th June 2022
Review	June 2024
Updated	