

## **Equal Opportunities Policy Statement**

Dacorum Borough Council is committed to creating a culture in which equality of opportunity is actively promoted in every aspect of service provision and the working environment. Discrimination is not tolerated. Our aim is to create an environment where people of all backgrounds and experience feel appreciated and valued. We are totally committed to removing barriers to improve access to our services and achieving opportunities of equal value within employment.

The Council will take appropriate action wherever instances of discrimination and harassment occur and will work with our partners to develop effective procedures and policies to combat all forms of unlawful discrimination and share good practice.

Discrimination on the grounds of race, nationality, ethnic origin, religion or belief, gender, marital status, sexuality, disability and age is not acceptable and we will take appropriate action to redress inequality and work continuously to improve our services.

Reasonable adjustments will be made so that services are accessible to everyone who needs them. Cultural and language barriers will also be recognised and services will be provided which are appropriate to those needs.

The Council will fulfil its legal obligations under the legislation including:

- Sex Discrimination Act 1975 and 1986
- Equal Pay Act 1970 (as amended 2004)
- Race Relations Act 1976 (as amended 2000)
- Disability Discrimination Act 1995 (as amended 2005)
- The Human Rights Act 1998
- Employment Equality (Sexuality) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Equality Act 2010. Equality Act Updated as the above all fall under the New Act
- Equality Act 2010 (Amendment) Order 2012

Our policies are inclusive and we recognise that certain groups of people experience unfair discrimination and disadvantage. Comprehensive monitoring of the workforce and job applicants by ethnic origin, gender, disability and age will be undertaken and published. The purpose of monitoring is to evaluate the effectiveness of the Equal Opportunities Policy and take action where evidence shows unfair treatment.

Our corporate management team and Members are committed to equalities and all Council employees undertake Equality and Diversity training as part of a mandatory programme of training, this includes bullying and harassment training.

We will monitor the take up of services from different sections of the community in Dacorum. The information collected will be used to inform the service planning process and improve the delivery of services.

Before awarding external contracts, enquiries will be made of potential contractors about their Equality policies and practices. Our documents will also contain terms and conditions to ensure that contractor's comply with their and our statutory Equality obligations and the Council's Equalities policies and practices.