



Equality Policy

The vision for Nottinghamshire

Nottinghamshire County Council is committed to fostering high aspirations, independence and personal responsibility. It will ensure that its services are good quality and affordable and will involve citizens in all aspects of services through consultation, listening and then acting on what they say about services.

The County Council has a duty to act positively to create and promote access to services to all citizens, irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, ethnicity, religion or belief, gender, sexual orientation, cultural, social or economic background. The council is committed to providing services that are customer driven, prudent and efficient. It will be realistic, enthusiastic and ambitious and will treat the public and colleagues with fairness, respect and honesty.

The County Council will ensure that all of its councillors and staff, the organisations that it supports and its partners in service delivery are aware of this policy and that appropriate steps are taken to implement it.

The policy has two parts:

- Equality in the way we deliver our services
- Equality in our employment practices.

Equality in the way we deliver our services

The Council will:

- establish good quality, usable information about its diverse citizens and their needs, to plan appropriate services
- consult and involve citizens as widely as possible, especially with eligible people not using services, to encourage greater involvement from them in the decision making process
- assess its services and any changes to them for any equality impact
- work with partners to help them eradicate inequality and discrimination in their particular fields
- ensure that all suppliers working on behalf of the county council follow the council equality policy and practice.
- actively promote services and when necessary, target particular individuals and groups
- take action when discriminatory practices are taking place

Equality in our employment practices

The council is committed to ensuring that it has a workforce that is fit for purpose and empowered to make decisions and actively contribute to improvement to services. It recognises that supporting diversity in the workplace and taking account of diversity issues in working practices helps to improve services to our local community.

The Council will:

- strive to ensure that its workforce reflects the diversity of the communities it serves.
- ensure that its employment, policies, procedures and practices are applied fairly and consistently
- ensure that all of its workforce are treated fairly and respectfully at all times
- ensure that its employees treat all service users fairly and respectfully at all times
- take appropriate and immediate action to challenge and address any inappropriate behaviour or discrimination
- ensure that all of its managers include discussion about treating people fairly and considering individual needs, in each employee's Employee Performance and Development Review process.

The policy is implemented through the Council's:

- Strategic Plan
- Sustainable Community Strategy
- Workforce Strategy
- Equality Plan

All documents are published on the County Council website at www.nottinghamshire.gov.uk

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