



Equal Opportunities Policy – Derbyshire County Council

Policy Statement

Derbyshire County Council's policy to provide services fairly to all sections of the community and to give equal treatment to its employees and service users regardless of their age, disability, HIV status, marital status, race, religion, sex, sexuality or national origin.

All councillors, employees and those acting on behalf of the Council are responsible for implementing the policy and have a continuing duty to challenge all forms of discrimination.

The Council will:

- ◆ Give advice and training to ensure that councillors and employees understand the implications of the policy and legislation and their responsibilities.
- ◆ Promote itself as an employer people are proud to work for and seek to achieve a balanced workforce, which reflects the local labour market.
- ◆ Promote and support education and training to increase awareness and eliminate discrimination.
- ◆ Monitor service usage to identify groups within the community whose needs are less well met.
- ◆ Ensure that services and resources are appropriate to the community it serves.
- ◆ Take action to widen service take-up across all sections of the community and ensure equality of access to services.
- ◆ Consult both service users and people who do not use our service.
- ◆ Every council service will have an action plan setting out how they will put this policy into practice.

Monitoring and Evaluation

- ◆ Equality Action Plans will be agreed by the relevant service committees and monitored annually.

- ◆ A systematic programme of departmental audits of employment and service usage will be undertaken. These will support the development of service specific targets and initiatives for inclusion in the Equality Action Plan.
- ◆ Quarterly reports will be made to the Personnel and Equality Sub-committee on the results of statistical monitoring of employees, providing information according to age, disability, gender, grade and race.
- ◆ Yearly monitoring reports will be made to the Community and Public Protection Committee as part of a planned programme to monitor service usage by women, disabled people and the people from ethnic minority groups.
- ◆ The policy will be regularly reviewed to ensure that it reflects changes in legislation, directives and codes of practice.

The Council promotes the elimination of discrimination and complies with the Sex Discrimination Act 1975 (as amended), Race Relations Act 1976, Disability Discrimination Act 1995, together with the relevant Codes of Practice and European Directives