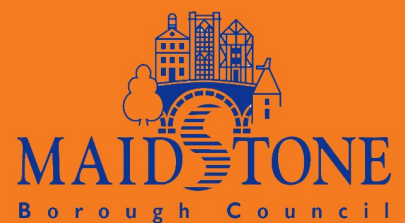


Maidstone Borough Council

Corporate Equality Policy



01622 602000
www.maidstone.gov.uk



As a public authority, we believe we have a leading role to play in the promotion of equal opportunity in the community, both as employer and provider of services to the population of Maidstone and its visitors.

We recognise our statutory equality duties under legislation*, and are committed to meeting them. We are further committed to improving equality practice at both corporate and departmental level, and will provide resources from the budget earmarked for this purpose.

We will ensure that all employees and all users of the Council's services will be treated with fairness and consistency, without discrimination.

We will take action to combat direct and indirect discrimination in all areas of employment, service provision and delivery in respect of disability, gender, race, age, family or marital status, religion or belief, and sexual orientation as far as is permitted by statute law and associated Codes of Practice.

We recognise the need to identify groups within the community whose needs and requirements are less well met by Council services than those of other groups, and to consult them in a systematic way.

We will profile our workforce and the community. We will monitor our service delivery and usage to ensure equality of treatment for all, and take action where unequal treatment is identified.

We will monitor Council recruitment, promotion, training opportunities, and take up, pay, grievances and exit from employment to ensure equal treatment for all, and take action where unequal treatment is identified.

We will ensure that equality action plans and targets are regularly set, monitored and reviewed across the Council.

We will use local and nationally developed performance indicators to self-assess, audit and scrutinise our own performance.

* Current legislation includes the Disability Discrimination Act (1995), the Race Relations (Amendment) Act 2000, the Sex Discrimination Act (1975), Employment Equality (Sexual Orientation) Regulations 2003, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Age) Regulations 2006, the Human Rights Act (1998), Equal Pay Legislation, Codes of Practice issued by the Disability Rights Commission, the Equal Opportunities Commission and the Commission for Racial Equality, Article 13 of the Treaty of Amsterdam, and European Directives.

How will we do this?

- The establishment of a Cabinet Member and Council Officer with specific responsibilities for overseeing the Corporate Equality Policy.
- Our Social Inclusion Policy and Strategy.
- Our Race Equality Policy and Scheme.
- Our Code of Practice on The Recruitment and Selection of Employees.
- Our Corporate Equality Plan.
- Service Plans, which address equality issues.
- Best Value Reviews, which assess equality performance in service areas as a routine quality improvement measure.
- Active participation in, and where necessary creation of, community stakeholder groups to develop,
- monitor and review equality policies and practices within the Council.
- Ensuring that employees are fully conversant with the Policy and receive training in its operation.

Responsibilities for implementation

The Cabinet Member for Community Safety & Social Inclusion has overall political responsibility for the Corporate Equality Policy and Plan.

The Chief Executive has overall managerial responsibility for the Corporate Equality Policy and the Plan.

The Social Inclusion Manager has day-to-day responsibility for co-ordinating the Corporate Equality Policy and the Plan.

All staff have a responsibility to ensure their behaviour and that of others for which they are responsible comply at all times with the Policy.

Responsibilities for handling complaints

Initial complaints regarding employment issues made under this Policy will be dealt with by the Head of Human Resources.

Initial complaints involving service issues will be dealt with by the Customer Care Manager.

Auditing of the Policy will be through the Performance Review system; monitoring will be by the Social Inclusion Manager.

Complaints and outcomes will be passed to the Social Inclusion Manager for liaison and advice. The Cabinet Member responsible will be updated on these.

Further details

If you require any details please contact the Human Resources team on 01622 602172 or email internalrecruitmentteam@maidstone.gov.uk

This leaflet is available in alternative formats and can be translated into other languages.

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