



Rutland
County Council

Equality, Diversity & Inclusion Statement

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Guardian	Equality & Diversity Steering Group
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Definitions

Equality is about ensuring everybody has an equal opportunity, and is not treated differently or discriminated against because of their characteristics.

Diversity is about taking account of the differences between people and groups of people, and placing a positive value on those differences.

Inclusion is about organisational effort and practices in which groups or individuals with different characteristics and backgrounds are culturally accepted and welcomed, creating a sense of belonging.

Our Commitment

Rutland County Council (RCC) is wholly committed to equality, diversity and inclusion, reflecting the communities we serve, and we will do all we can to ensure we continue to be at the forefront of confronting racism and discrimination in whatever form it shows itself.

RCC wants to ensure that customers who access our services, job seekers and employees are treated fairly and without unlawful discrimination. We promote a culture where people of all backgrounds and experiences are respected and valued. RCC will work with its partners in sharing good practice and combating discrimination across Rutland.

We are committed to providing access to services to all citizens, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

As an employer, we will build an inclusive environment where people's differences are valued, and where all colleagues are able to be themselves at work and feel supported, empowered, valued, and respected, and able to reach their full potential.

As a Council we are committed to ensuring we have an anti-racist environment where there is zero tolerance for racist comments and behaviour.

RCC is opposed to all forms of unlawful and unfair discrimination, including harassment of any kind. We will take appropriate action wherever instances of discrimination and harassment occur, in the delivery of services and in the course of employment. We will fulfil our legal obligations under the Equality Act 2010 and the associated Public Sector Equality Duty by giving due regard to the need to:

- (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will include removing and/or minimising disadvantages, taking steps to meet the needs of different people and encouraging people from protected groups to participate in society.

Everyone who is a part of Rutland County Council has a personal responsibility for implementing and promoting the commitments made in this statement in their day to day dealings with people - customers, colleagues and our partners. Inappropriate behaviour is not acceptable.

In our service delivery

Rutland County Council will ensure that services are provided fairly and without discrimination. We will:

- Treat people fairly and with respect
- Make reasonable adjustments so that our services are accessible to everyone who needs them
- Recognise cultural and language needs and provide services appropriate to these needs
- Act against any discriminatory practices, including taking complaints seriously. Service users who feel they have been unfairly treated have the right to use the Council's complaints procedure
- Promote equality and diversity with our partners and suppliers. Contract documents will contain terms requiring contractors to comply with their statutory equality obligations and the Council's equalities policies and practices
- Carry out Equality Impact Assessment (EIA) screening at the start of the development process for any new policy or service. If screening identifies a potential impact, a full EIA will be carried out and any adverse impact will be addressed
- Utilise equality data to monitor the impact of our services and inform future changes.

As an employer

Diverse organisations perform better, have higher employee satisfaction, and are more innovative. Rutland County Council is committed to creating a diverse and inclusive workforce, where everyone is able to achieve their full potential. We will:

- Treat people fairly and with respect
- Promote an environment free from discrimination, bullying and harassment, and take prompt action where such unacceptable behaviour exists.
- Commit to asking people about their experience of working at Rutland, and carefully listen to their responses and take action as necessary. We will embrace the discomfort that comes

with examination of the white privilege most of us benefit from, and create brave spaces for challenge and accountability

- Recognise, value and respect each other's differences
- Make decisions on recruitment, selection, training, promotion and career management solely on objective and job-related criteria
- Ensure equal and fair employment policies and practices for existing and potential future employees and volunteers
- Provide appropriate learning and development to support equality diversity and inclusion
- Encourage employees to speak up about any alleged unlawful or unfair discriminatory acts or practices
- Monitor the workforce and job applicants by age, disability, race, religion and belief, sex and sexual orientation, and publish the results.

A large print version of this document is available on request



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