

Equal Opportunities Policy Statement

Dacorum Borough Council is committed to promoting equity and diversity in all aspects of service provision and the working environment and will comply with its legal obligations under the Equality Act 2010 and The Public Sector Equality Duty.

We believe in creating an inclusive environment where everyone, regardless of race, ethnicity, gender, sexual orientation, age, disability, religion, or any other characteristic, feels valued, respected, is able to contribute to our success, and feels a sense of belonging as an employee.

We strive to ensure that all individuals are treated fairly and with dignity through their employment journey, from recruitment and selection processes to training, development, promotion and beyond.

We are dedicated to providing equal opportunities for career advancement and progression to all employees based on merit, skill and qualifications (where required). Our policies and practices are designed to eliminate barriers to employment and advancement, promote diversity and foster an inclusive culture where everyone can thrive.

We value the experiences and viewpoints that come from a diverse workforce and welcome applications from everyone.

Discrimination, harassment, bullying or victimisation of any kind will not be tolerated within the Council.

Managers and employees at all levels are responsible for upholding this commitment to equity and diversity in their everyday interactions and decision making processes. We encourage open communication, respect for differing perspectives and collaboration to create a workplace where everyone feels valued and empowered to reach their full potential.

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

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.

- Our policies are continually reviewed to ensure they are inclusive and we regularly monitor our workforce and job applicants by ethnic origin, gender, disability and age to improve our practices, increase awareness and inform our decision making.

The purpose of monitoring is to evaluate the effectiveness of the Equal Opportunities Policy and take action where evidence shows unfair treatment and lack of diversity, inclusion and equity.

Our corporate leadership team and Members are committed to Diversity, Inclusion and Equity and all Council employees undertake Equity and Diversity training as part of a mandatory programme of training. In addition, one of the Council's values is Nurturing, and all employees are required to set at least one objective each year which is focused on fostering a culture of Diversity, Inclusion and Equity.

We continue to monitor the take up of services from different sections of the community in Dacorum and 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.