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<b>SUBJECT:</b>	Harmonised Equality Policy
<b>REPORT OF:</b>	Bob Smith, Chief Executive
<b>RESPONSIBLE OFFICER</b>	Bob Smith, Chief Executive
<b>REPORT AUTHOR</b>	Nina Parker-Hughes, Principal HR Adviser
<b>WARD/S AFFECTED</b>	All

## 1. Purpose of Report

To present members with the final draft version of the Equality Policy and invite comment.

### **RECOMMENDATION**

The Joint Staffing Committee is asked to:

- Approve the implementation of the policy subject to staff consultation.
- Delegate authority to the Chief Executive to undertake any minor amendments following the outcome of the staff consultation or future legislative changes.

## 2. Reasons for Recommendations

To support the effective delivery of services covered in the Councils' objectives. Both councils have acknowledged that working in a shared services environment requires harmonised policies for the purposes of equality, fairness and practicality. As part of the joint working arrangements, harmonised policies and procedures have progressively been developed. As with the other policies this policy has been developed by taking the best practice of both Councils and reflecting employment legislation, recognised codes of practice and best practice in other public, voluntary and private sector organisations.

## 3. Content of Report

### *3.1 The approach to developing policies:*

It is critical that it is the needs of the service that drive HR policies and procedures. For this reason service managers have shaped and will ultimately own this policy. A small project team representative of services involving a range of officer levels facilitated by the Human Resources

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(HR) team is established to produce draft policy documents to the point of start of consultation and they have contributed to the development of the appended policy.

### 3.2 The policy

Policy Description	Summary
Equalities Policy	CDC and SBDC are committed to positively eliminating direct, indirect or institutional discrimination in all employment practices, policies and procedures, including: recruitment, selection, promotion, training and personal development. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best and this policy outlines this commitment.

## 4. Consultation

Employees and UNISON will be consulted on this policy over a 4-week period.

## 5. Options

Given that both Councils have acknowledged that working in a shared services environment requires harmonised policies the one option is to implement this policy subject to comments/suggested amendments by Members.

## 6 Links to Council Policy Objectives

Our workforce is a key part of achieving the Councils' Aims and Priorities. Both Councils are committed to delivering high quality services through an effective and motivated workforce. This policy supports the Councils' Joint Business Plan headline objective of 'delivering cost effective, customer-focused services'.

## 7 Next Steps

- Staff Consultation
- Implementation
- Training for Managers as required

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<b>Background Papers:</b>	CIPD and ACAS best practice guidelines
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