

Equality, Diversity and Inclusion Policy 2020

'Working together for a brighter future, a better Barnsley'

Barnsley Metropolitan Borough Council values and supports equality, diversity and inclusion. Our aspiration is for a more equal town where no-one is left behind, where diversity is embraced and respected. To achieve this we will lead by example, listen, and act when our communities tell us how we can do better.

We will continue to ensure we pay due regard to:

- Eliminate discrimination in the planning and delivery of our services in terms of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- Tackle harassment, promote and support good relations and cohesion between all communities.
- Promote equality of opportunity and make our services more accessible.

We know that an inclusive and diverse workforce makes us stronger. That is why we are committed to building a workforce that is truly representative of all sections of society. A workforce where everyone feels respected and able to reach to their full potential.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment.
- not unlawfully discriminate because of a person's age, disability, gender reassignment, marriage and civil

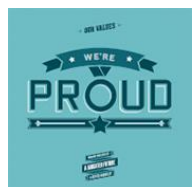
partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The organisation commits to:

- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- make training and development opportunities available to all staff, who will be helped and encouraged to develop, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.
- ensure decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- review employment policies, practices and procedures when necessary to ensure fairness, and update them to take account of changes in the law.
- monitor workforce data regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and to meet the aims of the Public Sector Equality Duty.

Be proud.

Diversity. Inclusion. They're more than just words.



This policy also guides the work of our staff. This includes:

- Elected Members
- All employees
- Customers and those applying to access our services
- Contractors, sub-contractors and consultants
- Partners delivering commissioned services
- Students, volunteers, interns and apprenticeships

