

# Equal Opportunities Policy

**April 2010**

Policy Agreed	
Joint Consultative Committee	19 April 2010
Corporate Management Board	22 April 2010

## **Purpose of policy**

To ensure that equality and diversity issues are positively and fully incorporated in all aspects of London Councils work. To ensure that all employees demonstrate respect and fairness to their colleagues, the public with whom they come into contact, and the people of London for whose benefit they work. To ensure that the organisation is able to recruit and retain the best staff and celebrate the benefits of diversity on an individual and group level.

## **Guiding Principles**

London Councils expects all employees to positively promote the letter and spirit of this policy in all aspects of their work and their dealings with people, both internally and externally. It is expected that these principles will be integral to all London Councils work from inception to implementation.

## **Content of policy/procedure**

London Councils has made the following statement about its vision for the future:

*London Councils is committed to fighting for more resources for London and getting the best possible deal for London's 33 councils. We develop policy, lobby government and others, and run a range of services designed to make life better for Londoners.*

In order to translate this vision into reality, London Councils equal opportunities policy ensures that equality and diversity issues are positively and fully incorporated in all aspects of its work. One of its key objectives is to be open and accountable, with a commitment to equality of opportunity in all that it does, and to reflect the cultural and ethnic diversity of London.

## **Policy Statement**

London Councils will continually strive to challenge direct and indirect discrimination in its organisation, personnel practices and provision of services.

This equal opportunities policy recognises that London is a diverse community, and values each person regardless of race, gender, disability, sexuality, religion and belief, marital status, social background or age.

London Councils aims to:

- ensure fair and equal recruitment to its jobs
- ensure fair and equal treatment of its employees and customers
- develop a culture and working environment free from discrimination and harassment
- act promptly on any complaints of discrimination and harassment

- provide a safe, secure and accessible working environment which values and respects individual's identities and cultures
- have a workforce that reflects the diversity of London's population
- encourage and help all staff to reach their full potential
- monitor and review all policies and procedures from an equalities perspective.

These principles will guide and inform the development of all other employment policies, and the provision of London Councils services and work programmes.

### **Implementation**

A commitment to Equal Opportunities underlies the structure of London Councils and the provision of its services. Corporate Management Board will play a key role in ensuring that the policy is complied with within the organisation and in its links with outside agencies and constituent authorities.

Corporate Management Board will review and monitor practices within their spheres of responsibility. It is however the responsibility of all staff to carry out their duties in accordance with the Equal Opportunities Policy at all times.

Human Resources will specifically ensure that the operation of policies and procedures in practice are monitored and reviewed in the light of any concerns about potential discriminatory impact.