

# **BROMLEY COUNCIL**

## **EQUAL OPPORTUNITIES POLICY STATEMENT**

The Council treats all people with equal respect, concern and consideration and recognises the contribution made to the community by all individuals. We strive to ensure that this belief is embodied in the way we provide services, in our employment practices, and how we work with our partners/agencies in the community.

We will, with our partners, agencies, contractors and all other associated organisations, work to eliminate unlawful discrimination and promote equality of opportunity and good community relations.

This policy statement supports the Council's vision of 'Building a Better Bromley' by recognising that improved customer satisfaction must drive all of our actions and that this can only be achieved if all customers can access our services in a fair and consistent manner.

### **BUILDING A BETTER BROMLEY AND EQUAL OPPORTUNITIES:**

**A Better Bromley will be a place where everyone feels safe:** we will build a cohesive community in which people respect, tolerate and understand each other.

A Better Bromley will be trusted by local people and provide excellent services: **we will engage residents in the democratic activities of the Council. By listening to our customers and ensuring that everyone who requires our services has fair and equal access to them, we will maintain trust of local people and continually improve service provision.**

A Better Bromley will be a vibrant place where people choose to visit and do business: **by ensuring equality and promoting good community relations we maximise the potential for growth and prosperity in the Borough.**

A Better Bromley will provide assistance and support to encourage fulfilled and independent lives for all, and especially for the elderly: **by providing opportunity and flexible services, all residents, especially the elderly, can continue to have fulfilling and independent lives whereby they can continue to have a noticeable and positive impact on the borough.**

A Better Bromley will provide all children and young people with opportunities to fulfil their potential: **by investing in the Borough's young people we can take steps to address and prevent anti-social behaviour and we can also enhance their opportunity to gain and maximise their skills for later life. We will ensure that we connect with and support all young people and their parents so that each has a fair and equal opportunity to succeed in life, become a responsible citizen and develop prosperity and pride in the Borough.**

A Better Bromley will be a borough that is considered 'excellent' by the community it serves: **by reflecting in the views of our customers and engaging them in service development and improvement initiatives, we will ensure that everybody has equal access to services, facilities and employment opportunities.**

Guiding Principles:

## **Principles of Service**

- Our service plans will identify and take account of the needs of people from all sectors of our society, and consider the likely impact of policies and services on them;
- We will consult as widely as possible with all sectors of our community, relevant voluntary agencies and representative groups, about any policy change that will impact upon them;
- We will monitor and review our services to ensure that all people, regardless of their background or circumstance, enjoy a fair and equal opportunity to access them and take appropriate action where this is not the case;
- We will work in partnership with the relevant voluntary sector groups, as appropriate, to deliver our services.

## **Principles of Employment**

- We will promote the Council as an employer of first choice to all sections of the community. The Council is also committed to workforce development and recruiting the best person(s), and would therefore actively recruit and support high potential individuals regardless of their background.
- We will ensure that all employees and potential employees are treated equally and fairly and will ensure that no applicants for jobs are discriminated against in the recruitment and selection process.
- We will review the recruitment, promotion, training and development of our staff and the composition of our workforce, in line with our statutory obligations.
- We will consult all employees and recognised trade unions on workplace issues and listen carefully to their views.
- We will inform customers and employees about our policies and progress on equality of opportunities.
- We will not tolerate harassment and discrimination of any kind within the Council and will take prompt and effective action whenever it occurs.
- We will support our managers' right to manage, and also the right of staff to be managed fairly.

## **Principles of Community Leadership**

- We will provide leadership and support to our community partners.
- We will aim to ensure that principles of equality and good community relations are embedded in the work that the Council does with public, voluntary and private sector partners.
- We aim to strengthen existing good community relations by promoting a better understanding of all community groups.
- We will develop policies, provide services and allocate resources in ways that are fair to the whole community.