



## **Equality and Diversity Policy**

Pontefract in Bloom has accepted and agrees to abide by Wakefield Council's Equality and Diversity Policy as stated below.

### **Equality and Diversity Policy**

Wakefield Council is committed to Equality and Diversity in employment, vocational training, service delivery, premises, education, associations and transport, whether direct or indirect through contractual agreements.

To define Equality, there are nine areas of concern in line with the nine 'protected characteristics' enshrined and defined in the Equality Act 2010. They are as follows:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

To define Diversity, it is recognising that people do not neatly fall within one 'protected characteristic', but as a minimum fall within five. It is also recognising that people are diverse through their social, family, economic, educational and geographic experiences.

In exercising the commitment to Equality and Diversity, the Council will be proactive rather than reactive, as set out in the Public Sector Equality Duty enshrined in the Equality Act 2010, by:

- Eliminating unlawful discrimination, harassment and victimisation, as defined within the Equality Act 2010;
- Advancing equality of opportunity between different groups, and;
- Fostering good relations between different groups.

Every aspect of day-to-day work will be considered in being proactive to Equality and Diversity and will cover the following areas:

- Place shaping, leadership and organisational commitment
- Community Engagement and satisfaction
- Responsive services and customer care
- A modern and diverse workforce

Processes adopted will include:

- Service Equality Impact Assessments
- Regulatory Equality Impact Assessments (as encapsulated within the Council's Comprehensive Impact Assessment process)
- Equality data capture and monitoring
- Benchmarking through the Stonewall Workplace Equality Index

The Council will be transparent to service users and employees in communicating the outcomes of the processes adopted to ensure focus is drawn on improving their experience.

For further information, please contact Corporate Equality and Diversity on 01924 305576 or email [equalityanddiversity@wakefield.gov.uk](mailto:equalityanddiversity@wakefield.gov.uk)

Adopted by Pontefract in Bloom October 2017