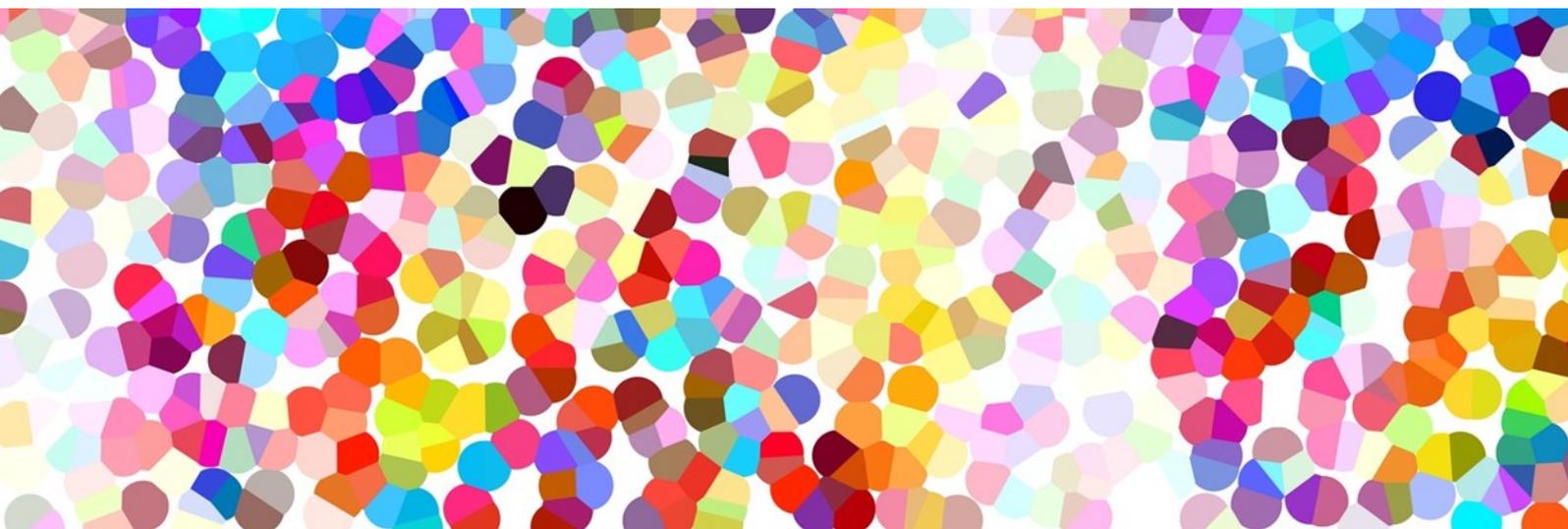




Equality, Diversity & Inclusion Strategy

2022-2024

BARROW BOROUGH COUNCIL



Introduction

Our Equality, Diversity and Inclusion (EDI) Strategy sets out our approach to equality, diversity and inclusion for the next two years.

It is a public declaration of Barrow Borough Council's commitment to the continued development and improvement of our services for our communities that is fully accessible and inclusive, combined with recruiting and retaining staff from all sectors of society.



Our Equality Diversity & Inclusion Pledge

People are at the centre of everything we do - from our employees to the communities we serve.

We are committed to creating a diverse and inclusive workforce. Our employees thrive when we get this right. We aim to create a workplace which celebrates the diversity of our employees, customers and other users.

We are committed to a comprehensive Equality, Diversity & Inclusion Strategy and Action Framework that will continue to improve our services to customers and prospective customers across the whole of Barrow Borough Council.

Our Guiding Principles

We believe everyone should have the opportunity to flourish in an inclusive environment.

We will take a pro-active approach to advancing equality, diversity and inclusion for all our staff, stakeholders and customers and will consider the Equality Act 2010, its Public Sector Duty and the protected characteristics including: Race, Sex, Gender Reassignment, Disability, Sexual Orientation, Religion or Belief, Marriage or Civil Partner, Age and Pregnancy and Maternity explicitly.

This Strategy and its Action Framework will also be guided by the Local Government Association Equality Framework 2020.

We will do this by:

- Demonstrating visible leadership and accountability at all levels.
- Working in partnership with our staff, customers and other stakeholders.
- Embedding equality, diversity and inclusion in all we do and in our culture through our Equality, Diversity and Inclusion Strategy 2022 – 2024.
- Developing an Equality, Diversity and Inclusion Action Framework which will be a working document, monitored and updated on a regular basis.



Barrow Borough Council employees support Furness Pride

Our Strategic Objectives for enhancing Equality, Diversity & Inclusion 2022-2024

As an Employer

We will embed Equality, Diversity and Inclusion into all aspects of the Council by:

- Developing a sustainable culture promoting personal responsibility for equality, diversity and inclusion rooted in respect and dignity.
- Promoting an environment of equality, diversity and inclusion in all areas of our day-to-day business and activity.
- Mainstreaming equality, diversity and inclusion in all our staff policies and practices (both in their development and review through Equality Impact Assessments) including recruitment, career development, training, communication promotion and procurement.

Attracting, retaining, developing and supporting excellent staff by:

- Fostering good relations, partnerships and communication between diverse communities.
- Ensuring inclusive and accessible physical spaces and virtual environments, providing an accessible environment with equal access for all staff.
- Enhancing our workforce by supporting the career development of staff to develop and increase its diversity in the future.

We will embed Equality, Diversity and Inclusion training and development to achieve this strategy by:

- Developing a range of tailored training sessions to ensure we embrace and embed good practice guidance and outcomes across the Council.
- Introducing an equality, diversity and inclusion module for all new staff and update training annually.

As a Service Provider

We will engage with communities and customers by:

- Proactively seeking opportunities to exceed our legal obligations to support the people of Barrow, eliminate discrimination, harassment and victimisation and ensure service users and partners are fully engaged with the Council.

We will support our communities by:

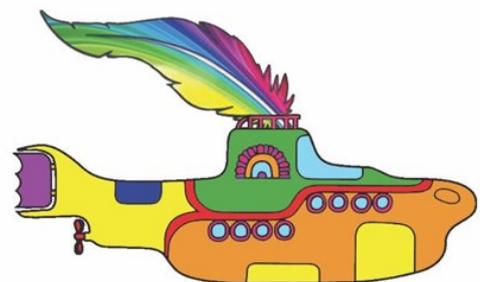
- Ensuring our decision-making is free from bias and discrimination and that everyone who has contact with us feels valued and respected.

We will support specific communities by:

- Developing and embedding an inclusive culture that encourages and values the diversity, uniqueness and experiences of our customers and communities.

We will use robust reliable equalities data to target all our activities by:

- Continuously improving the process of collecting reliable equality data to analyse, report and share.



♥ FURNESS PRIDE

What our success will look like

Success will deliver the following outcomes:

- Our communities, customers and staff are assured that we are doing all we can as a Council to eliminate discrimination, harassment and victimisation and advance equality, diversity and inclusion.
- People feel confident in speaking out when they see discrimination or bias.
- We publish contemporaneous and detailed information about the equality data we hold and the action we are taking across all our functions and that this equality data informs our policies, processes and decisions, achieving positive outcomes.
- We can demonstrate we actively listen, learn and are transparent about our Equality, Diversity and Inclusion challenges, hold ourselves accountable for progress, and set an example across the Borough.

This Equality, Diversity, and Inclusion Strategy & its Action Framework will be guided by the Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it is unlawful to treat someone.

The Equality Act 2010 - Public Sector Equality Duty 5th April 2011

- The general duty applies across Great Britain to public bodies and to other organisations when they are carrying out public functions.
- The specific duty applies to certain public bodies in England, Scotland and Wales in relation to their non-devolved functions.

The General Equality Duty is set out in Section 149 of the Equality Act 2010

In summary, those subject to the general duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups.

The Specific Duties

The specific duties require public bodies to publish information to demonstrate their compliance with the Equality Duty:

1. At least annually from 31 January 2012; and
2. Equality objectives at least every four years from 6 April 2012.

Protected Characteristics of the Equality Act 2010

- Race
- Sex
- Gender Reassignment
- Disability
- Sexual Orientation
- Religion or Belief
- Marriage or Civil Partnership
- Age
- Pregnancy & Maternity

The Equality Act obligations are to eliminate:

- Direct Discrimination
- Indirect Discrimination
- Harassment
- Victimisation

Direct Discrimination is when people are treated worse than another person or other people because:

- A protected characteristic
- Someone thinks a person has that protected characteristic (known as discrimination by perception)
- A person is connected to someone with that protected characteristic (known as discrimination by association).

Indirect Discrimination happens when there is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic, and a person is disadvantaged as part of this group. If this happens, the person or organisation applying the policy must show there is a good reason for this disadvantage.

Harassment occurs when someone treats a person in a way that makes them feel humiliated, offended or degraded.

Victimisation is when a person is treated badly because they have made a complaint of discrimination under the Equality Act. It can also occur if a person is supporting someone who has made a complaint of discrimination.