

# London Councils Equal Opportunities Policy

## **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 Council's work from inception to implementation.

## **Content of policy/procedure**

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

"London Councils will make a positive difference to the lives and future of all Londoners. We will work with others to maintain London as a world-class city. We will be the recognised voice in support of local government in London. We will fight to maintain, and where possible increase, London's share of resources."

In order to translate this vision into reality, London Councils needs an equal opportunities policy that 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 is committed to ensuring 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. It also needs to be able to recruit and retain the best staff and celebrate the benefits of diversity on an individual and group level.

It is committed to the elimination of institutional racism and other forms of institutional discrimination.

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

London Councils has an equal opportunities policy that recognises that London is a diverse community, and values each person regardless of race, gender, disability, sexuality, religion, 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
- develop a culture which allows the growth of networks for different groups of staff
- 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 the London Councils' services and work programmes.

### **Implementation**

It is important that a commitment to Equal Opportunities underlies the structure of London Councils and the provision of its services. The Management Team will play a key role in ensuring that the policy is implemented within the organisation and in its links with outside agencies and constituent authorities.

The Management Team members 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.

The Management Team will work together to develop plans for ongoing implementation, monitoring and review of the policy.

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.