



Crawley Borough Council

Equality, Diversity & Inclusion Statement

2022 - 26

1 Introduction

- 1.1 As an organisation working with its partners across the town, we are committed to the principles of Equality, Diversity and Inclusion in the delivery of services, in supporting the local community and as an employer. This is reflected in our values and behaviours.
- 1.2 Equality means that everyone is treated fairly and in accordance with their individual needs. This does not necessarily mean that people experience the same treatment, but that the treatment will lead to fair outcomes. Diversity means valuing and embracing people in terms of their background and for the differences, skills, abilities and experiences they bring into the workforce and in the wider community. Inclusion means everyone feeling valued, that they belong and safe enough to be able to raise issues, share ideas and make suggestions knowing that this will be encouraged.
- 1.3 This statement clearly sets out the principles we aim to follow and supports our commitment in regard to the Public Sector Equality Duty. It applies to all aspects of the Council's functions, including:
- The provision of direct services
 - The commissioning and procurement of goods and services
 - The recruitment, employment, training and development of staff
 - Consultation with local people and in our partnerships with other organisations
 - When exercising our statutory powers and responsibilities.

2. Legislative Requirements

- 2.1 The Public Sector Equality Duty came into force in April 2011 and was created under the Equality Act 2010. The purpose of the duty is to ensure the council considers the needs of all individuals in our day-to-day work, in shaping policy, delivering services and in relation to our own employees.
- 2.2 The Equality Duty replaced the three previous public sector equalities for race, disability and gender and covers the following characteristics:
- Age
 - Race
 - Disability
 - Sex
 - Gender reassignment
 - Sexual orientation
 - Religion or belief (or lack of religion or belief)
 - Pregnancy and maternity
 - Marital status
- 2.3 The Equality Duty has 3 aims and requires the Council to have **due regard** to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act.

- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

2.4 Having due regard to advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

2.5 The specific duties of the act requires the council to:

- Publish information to demonstrate our compliance with the Equality Duty at least annually.
- Set equality objectives at least every four years.

3. Our Principles

3.1 The principles that we follow in valuing equality, diversity and inclusion mean we will:

- Work closely with the community partners to do the best we can for the diverse community within the town.
- Consider the potential impact on members of our community when introducing new or changing existing policies, services and processes.
- Ensure the equality and inclusion considerations are an integral part of our policies, planning and delivery of services, through the completion of Equality Impact Assessments.
- Consult with our community for considerations that may affect them.
- Be committed to and accountable for equality, diversity and inclusion related issues throughout the organisation, including where these relate to current and prospective employees
- Treat our customers and employees with dignity and respect.
- Provide equality of access to services and other support for members of the community and our workforce.

4. Our Commitment to Equalities, Diversity & Inclusion

4.1 This document sets out our equality, diversity and inclusion priorities which have been identified as part of an informal review of how we currently discharge our equality duty.

We have also produced a Corporate Equality, Diversity & Inclusion Action Plan, which supports the delivery of these priorities and will be reviewed annually.

4.2 Priority 1: Our Organisation

Developing and building a diverse, inclusive and engaged workforce

This priority is about ensuring our staff, councillors and contractors are aware of the Equality Duty and everyone is treated fairly and equally. That our workforce reflects the diversity of the local community and we build, foster, encourage and create an inclusive environment where all colleagues feel welcome and are able to be themselves.

4.3 Priority 2: Our Services

Ensuring our services are accessible to all in the way we plan and deliver them, including contracted services.

This priority is about ensuring that Council services and information are accessible to all, particularly those with protected characteristics. We will assess and take into consideration the needs of our customers and residents as part of the design and delivery of our services. Council employees need to understand and be able to respond to the range of characteristics of members of the public. These could be physical disabilities which might be easier to identify or, for example, mental health illness, dementia, learning difficulties or special educational needs which might be harder to detect.

4.4 Priority 3: Our Community

Understanding and working with our community

This priority is about developing a greater focus on promoting social inclusivity across Council's services and fostering good community relations. Increasing effective community engagement and participation in public life, particularly from under-represented groups.

5. Governance & Monitoring Arrangements

5.1 Responsibility for the implementation of the scheme and monitoring of the Action Plan will be as follows:-

Members-related aspects	Leader of the Council
Our Organisation aspects	People Board
Our Services aspects	Corporate Management Team (CMT)
Our Community aspects	CMT and the Leader