



# Equality, diversity and inclusion policy 2021 to 2025



# About equality, diversity and inclusion



## Equality

This means that everyone is different and needs to have their needs met in different ways.



Everyone should be treated fairly and given the best chance to do well in life.



## Diversity

This means understanding that people are different and have different needs.



## Inclusion

This means making sure everyone's voice is heard and everyone feels listened to and valued.



## Why we need a policy

We are Stroud District Council. We support the people who live in Stroud district.

We work really hard to make sure everyone in our area:

- is treated equally

**and**

- has the same opportunities for a good life



But we know some people are still treated unfairly because of their **personal characteristics or personal circumstances.**

**Personal characteristics** are things about you like your:



- race



- age



- gender



- mental health



- disability

**Personal circumstances** are things that a person is dealing with. This might be things like:

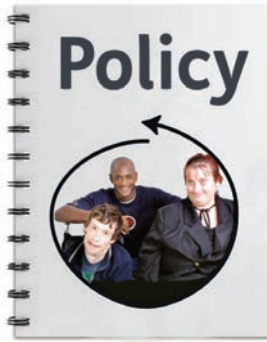


- being poor

- living in bad housing



- being in an unhealthy relationship



We have a policy that helps us to have equality, diversity and inclusion in our services.



We have updated our policy. It will make sure we work in ways that:

- give everyone in our area an equal chance at a good life

**and**

- stop people being treated unfairly



The law says we must treat people fairly and with respect.



We will make sure equality, fairness and good support are at the heart of everything we do.



## Our promise

We want to make a better place to live, work and visit for everyone.



Some of the ways we will make this happen are by:

- making sure we follow the law



- celebrating the different people we have living in Stroud district and the good things they bring



- telling people in Stroud district about how important equality and inclusion are



- working with local businesses and organisations to get more jobs and opportunities for everyone who lives in Stroud district



Everyone who works for the Council will be positive about equality in everything they do.



We will treat everyone in our area with respect. We will listen to people from all of our different communities to make sure we meet everyone's needs.

# 3 big things we want to work on

## 1. Community

We will:

- listen to our communities and include them when we plan and give people services
- collect more and better information so we can understand the needs of all our communities
- ask people who use our services and staff to tell us information about their **personal characteristics**.
- We will make sure the Council is a safe place where people feel comfortable to have their say.







- find out what the big issues are around equality and diversity in our area



- make sure all our services are welcoming and accessible to everyone. This means everyone can use them



- find gaps and barriers to equality in our area

A barrier is when something stops you or makes it harder for you to do something.



We might find out that certain areas or groups suffer more inequality than others.

## 2. Leadership and working together



We will:

- make sure everyone understands how important equality, diversity and inclusion are



- give managers and big bosses extra equality training so they can lead their staff and teams



- make sure that when our staff see something that is unfair, they speak up



- check that we are keeping our promises on equality and how this is making people's lives better

### 3. Workforce

Our **workforce** are people who work for us.



We will:

- make sure all of our staff have the proper training so they can meet the needs of everyone in Stroud district



- find new and different ways of working so that we meet everyone's needs



- make sure all staff are treated equally and fairly and get the same opportunities



We will:



- set up **Equality Champions** in all our different services

Equality champions are members of staff who help us follow this policy. They talk to other staff about equality, diversity and inclusion.

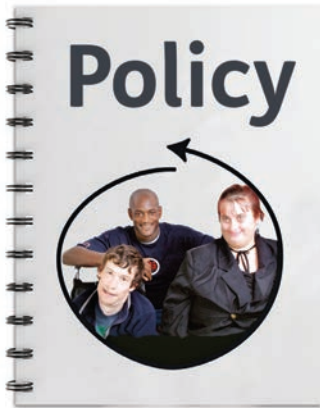


- make sure all our job adverts try to attract more people from different groups and backgrounds. Groups like:



- Black, Asian and Minority Ethnic
- Disabilities
- Lesbian, Bi-sexual, Gay, Transgender or Queer called **LGBTQ** for short.





## Who must follow our policy

Our policy is for anyone who works for or with the Council in any way. Even if they only work for us for a short time.

## Supporting and training staff on our policy



We will make sure that when we interview new staff, we will treat everyone equally and fairly.



All our staff will get a Handbook. It will tell them about our policies and rules.



We are a fair employer that helps our staff to be the best they can be. We do this by:



- giving staff the chance to tell us what they think about what is in our policies. All staff can help us write our policies



- making **reasonable adjustments** for our staff when they need them.

**Reasonable adjustments** are changes to places or services so that everyone can use them. Things like a ramp for wheelchair users or giving information in easy read



- letting staff work hours that suit them and their families



- making sure nobody who works for us feels unsafe or bullied at work



We will make sure our staff understand the things in our equality, diversity and inclusion policy. We might need to give staff some extra training.

# Making sure the Council makes decisions that are fair



The Council has to make lots of important decisions everyday.

These decisions can affect the lives and relationships of:

- local people
- people who use our services
- all our staff



We will look at the needs of everyone first. Then we will check who might be affected by the decisions we make.



This will help us make sure our decisions are fair and equal.



## Putting our policy into action



For our new policy to work well, we need our staff and councillors to put it into action.



We will make sure we follow the law.



We will work with local networks and community groups to make sure we are getting it right.



To let people know about our new equality, diversity and inclusion policy:

- local councillors will spread the word in all their everyday work



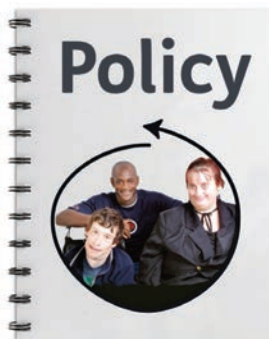
- managers will teach their staff about the new policy and what they need to do



- all staff who work for us must read and follow the policy



We will have a team of people making sure we keep our promises and follow the policy.



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# Checking our policy is working



We have set up a special team to look at Equality called the **Equality Working Group**.

They will:



- make sure we are following the policy and doing what we said we would



- tell us if we have to change anything or if we are not keeping our promises



- make sure we keep up with local changes and any changes in the law



Every year the group will write a report on how we are doing. This will tell us if we need to make some things better.



## Contact us

If you want to know more about our policy you can contact us.



**Phone us:**  
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**Look on our website:**  
**[www.stroud.gov.uk](http://www.stroud.gov.uk)**