



Policy Statement

This policy highlights the Council's commitment to equality of opportunity for each and every member of its workforce in the areas of recruitment, promotion, training and all other employment practices.

The Council is committed to making Redbridge a better place to work and respecting and valuing our staff. The Council aims to be a true reflection of the area in which we serve. We are working hard to implement the Equality Standard for Local Government. We want to create a working environment and culture that recognises and values people's differences. We want to recruit, develop and retain the best talent as well as promote the Council as an employer of choice. We are committed to developing an action plan to promote and support diversity in relation to employment opportunities and to ensure fair treatment in the workplace of all staff in the areas of recruitment, promotion, training and all other employment practices.

With respect for each other and by celebrating our diversity, we can draw on the individual talents and viewpoints of everyone we work with to deliver excellent services to make the London Borough of Redbridge a better place to live.

We're firmly committed to equal opportunities and consider applications solely on the basis of merit – regardless of age, gender, race, ethnic origin, religion, disability, marital or partnership status, sexual orientation, number of dependents or any other irrelevant factor.

The Council believes that equal treatment should be given to all applicants for employment. This will enhance the quality of life for its existing staff and encourage people from all sectors of the community to apply for appropriate vacancies.

The Council welcomes applications for employment from disabled people and we're committed to making reasonable adjustments wherever necessary throughout the recruitment process and during their employment with us. We are committed to eliminate barriers in the work environment wherever reasonably possible.

We will achieve equality in employment by:

- a. Taking steps to avoid discrimination and to provide genuine equality of opportunity to enable the council to make full and effective use of its workforce.
- b. Promoting actively equality of opportunity and opposing all forms of discrimination against people because of their colour, race, ethnic or national origin, disability, gender, culture, religion, age, political or trade union affiliation, marital or partnership status or that they are lesbians, gay men or bi-sexual men or women.
- c. Applying the same principles to other categories of employee or job applicant who may be vulnerable to discrimination.

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- d. Being fully compliant with the requirements of the Race Relations Act 1976, the Sex Discrimination Act 1975 (as amended), the Disability Discrimination Act 1995 (as amended), the Equal Pay Act 1970 (amended 1983), and the various Codes of Practice dealing with the avoidance of race, sex and disability discrimination.

The Council will:

- i. Provide training and guidance for all employees, including all levels of management and supervisors to ensure they understand their responsibilities under the law and this policy;
- ii. Monitor the existing workforce on a regular basis to help us improve our work environment and monitor all job applications in support of the policy against relevant success criteria. Monitoring arrangements will be continuously reviewed to reflect changing needs;
- iii. Continuously review employment policies and procedures including those for recruitment, selection, promotion, training, redundancy selection and overall terms and conditions and change those which are found to be actually or potentially discriminatory including where they fail to meet the spirit of this policy;
- iv. Assess the access requirements of disabled employees and consider and implement possible and appropriate reasonable adjustments in employment arrangements and physical features of its buildings
- v. Provide adequate channels and procedures through which employees who consider they have been victims of discrimination, harassment and victimisation may complain and investigate such matters in an understanding and unbiased way recognising the rights of both sides
- vi. Take appropriate action against any employee where allegations of discrimination, harassment and/or victimisation is found to be substantiated;
- vii. Ensure that prospective employees are made fully aware of the policy in all recruitment literature and advertising;
- viii. Take appropriate measures, over time, to ensure that current or prospective employees are not disadvantaged or excluded from opportunities by lack of or inadequate physical access;
- ix. Review the policy on a regular basis and take action in areas where this is required.