

LBRO

Local Better Regulation Office

EQUALITY AND DIVERSITY POLICY STATEMENT

Committed to equality of opportunity in employment and services

LBRO seeks to tackle barriers to participation and create a culture where people of all backgrounds and experience feel appreciated and valued, and where everyone is treated with respect and dignity. LBRO also seeks to create an environment where attitudes and biases that hinder the progress of individuals and groups are dismantled and where we work together in mutual respect and tolerance.

LBRO actively pursues its legal and ethical obligations with respect to equality and diversity on behalf of its stakeholders, partners, contractors and its employees and is totally committed to achieving equality of opportunity in service delivery and employment and to challenging and eradicating discrimination. Citizens who access services and employees will be treated fairly and without discrimination. Discrimination on the grounds of race, nationality, ethnic or national origin, religion or belief, gender, marital status, sexuality, disability, age or any other unjustifiable criterion will not be tolerated.

LBRO is opposed to all forms of unlawful and unfair discrimination (including harassment of any kind). We will take appropriate action wherever instances of discrimination and harassment occur and we will work effortlessly with our stakeholders and partners to develop effective procedures and policies to combat all forms of unlawful discrimination and to share good practice.

Equality and diversity issues are an integral part of LBRO's monitoring and evaluation process, where inappropriate "imbalances" are identified and addressed. LBRO will monitor progress made towards meeting objectives in taking adequate steps to prevent personal and institutional discrimination and in taking decisive action when discrimination occurs.

LBRO is committed to eliminating institutional discrimination which we define as:

"the collective failure of an organisation to provide an appropriate and professional service to people because of their race, gender, disability, age, sexuality, faith or other characteristic. It can be seen or detected in processes, attitudes and behavior which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people"

All staff are required to abide by LBRO's values, policy and procedures in relation to equality and diversity. Racism, sexism, ageism and other forms of discrimination in any form (verbal, written, pictorial, action based, "jokes" etc.) will not be tolerated.

LBRO aims to be an inclusive employer with a workforce that reflects diversity at all levels of the organisation and positively valuing the contribution of all employees.

LBRO aims to:

- Ensure fair and equal recruitment to its job opportunities
- Ensure fair and equal treatment to all
- 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
- Have a workforce that reflects the diversity of the local 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 LBRO's services and work programmes.

Review date:.....

Next review date:.....