

# Equality and Diversity Policy

“The mission of the Council is to bring the benefits of a prosperous, vibrant and attractive city to all the people of Leeds.”

We are one of the largest employers in the city and provider of public services to a population of almost three quarters of a million people.

We consult with a wide range of groups and individuals in the community to shape our services and as a result our overall goal is to close the gap between those enjoying the wealth of the city and disadvantaged communities who experience high levels of unemployment and crime, low income and skills levels, poor health and low educational achievement.

Equal opportunities in the council is about making sure that everyone can fully join in the social, cultural, political and economic life of the city.

We are committed to treating our staff and the people of Leeds, fairly. We will make sure that we do not discriminate against people because of their age, impairment, ethnic origin, nationality, religious belief, social class, gender, sexual orientation, gender reassignment, marital status, responsibility for dependants, trade union activity or for any other unfair reason.

We want to make sure that we take equality and diversity into account, in a positive way, at every stage of our work. We will make sure that we follow equal opportunities policies in the way that we recruit and treat our staff, deliver our services, consult the people of Leeds and work with other organisations.



**Looking after Leeds**



**Putting customers first**

## Examples of how the council has put equality into action include:

### Employment Policies:

- Recruitment and selection policy
- Work life balance
- Grievance and disciplinary
- Domestic violence (staff policy)

### Consultation:

To help us listen to the views of people in Leeds we have set up various community groups, where representatives from different communities can give their views and ask us to take action on various issues.

These include:

- Area Management Committees
- The Citizen's Panel
- Race Equality Advisory Forum
- Women Speak Out
- Disabled People's Access Advisory Group
- Youth Forums

Listening to the views of staff is also important. We have established departmental and corporate staff groups and carry out an annual staff survey.

### Service delivery:

All department's provide annual plans for the services they provide. Equality and diversity issues are considered to ensure the needs of minority or disadvantaged groups are taken into account. We also monitor the take up of services to find out if we are failing to meet the needs of the some sections of the community.

### We have set up various key equality services:

- The Leeds Racial Harassment Project
- Braille, tape and large print service
- Sign language interpreting service
- Corporate translation and interpretation service
- Leeds Inter-Agency Project providing services for women experiencing domestic violence

### Equality Standard for Local Government

This is a national standard designed as a way of mainstreaming equality into all the work of the council including the services we provide to the public and all policy decisions we make. There are five levels to the standard and the council hopes to achieve all five by 2010.

### The Equality Team

The Equality Team is responsible for leading and co-ordinating the Council's equality and diversity policies and community cohesion strategies.

The aim of the Equality Team is to ensure that the principles of equality, diversity and community cohesion are integrated into all the work the council undertakes. This is achieved by supporting council departments, senior managers, service managers, other staff, elected members and local partnership agencies to deliver strategies that promote and enhance equality of opportunity and community cohesion in service delivery, employment and community engagement.

The Equality Team also enables the Council to meet its legal duties under current equality legislation, to consider its response to future initiatives and to build on best practise. The Team aims to be at the forefront in promoting the equality and diversity agenda in an innovative and forward thinking manner.

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### If you would like more information, please contact the Equality Team:

Our telephone number is: **0113 247 4190**  
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Treating people fairly



Valuing colleagues