



Single Equality Framework Policy Statement

We want Stoke to be a place where we value everyone being different and through our actions we demonstrate that everyone matters. We believe we have a leading role to play in ensuring fairness and celebrating diversity - in the community, as an employer and as a provider and commissioner of services to the people of Stoke-on-Trent and its visitors.

Achieving this is central to delivering the Council's vision, is linked to our strategic priorities and is key to creating a cohesive community.

The Single Equality Framework is a public commitment of how Stoke-on-Trent City Council plans to meet the duties placed upon it by equality legislation. The Council's City Director and Leader are responsible for ensuring this framework is effectively embedded throughout the Council. Whilst it is in part an aspirational statement, it does describe action, which underpins a real intent to celebrate diversity and challenge inequality in the city.

Our equality objectives

The 2017-2020 equality objectives are as follows:

Support our residents to fulfil their potential by:

- Narrowing the gap on educational attainment
- Narrowing the gap on adult skills and qualifications
- Improving access to employment for groups who experience barriers to work
- Reducing health inequalities

Support our businesses to thrive, delivering investment in our towns and communities by:

- Celebrate and promote our great city and increase the number of visitors

Work with residents to make our towns and communities great places to live by:

- Involve communities in making each town and neighbourhood a great, vibrant and healthy place to live and work

A commercial council well governed and fit for purpose, driving efficiency in everything we do by:

- Improving the extent to which our workforce reflects the local population

Support vulnerable people in our communities to live their lives well

- Support residents who are experiencing a reduction in income as a result of welfare reforms to manage their money effectively.

Our commitment is supported by a legal duty and we believe we have a strong moral and social duty to do everything we can to challenge prejudice and discrimination and promote better understanding and respect.

As a service provider we will:

- Promote equality of opportunity and eliminate discrimination in the planning and delivery of our services in terms of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation,

health and income status. The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships.

- Promote good relations between communities and address negative stereotyping of any groups;
- Advance equality of opportunity between people from different groups; and
- Tackle harassment relating to a person's age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, health and income status and marriage and civil partnership status.

As an employer we will:

- Commit to meeting our duties under the Equality Act 2010. We are committed to improving equality practice throughout the city, and will make adequate resources available to do this.
- Take action to combat discrimination in employment practice and service delivery on the grounds of age, disability, sex, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sexual orientation, or any other ground, which cannot be justified.
- Identify those groups within the community whose needs are not adequately being met by services provided by us and we will take action to address this.
- Consult with users of our services to seek their views and opinions
- Monitor all areas of employment, including recruitment, promotion, training opportunities, pay, grievances and disciplinary action, to ensure there is equal treatment for all employees and that action will be taken where and disparity is found.
- Ensure that equality objectives and targets are regularly set, monitored and reviewed across all areas of our work. We will report our progress against the Public Sector Equality Duty as set out in the Equality Act 2010 on an annual basis.

As employees we will:

- Comply with the framework and associated policies and procedures
- Ensure that any visitor to the Council who we are responsible for complies with the principles of the framework
- Treat others with respect at all times
- Actively discourage and report any form of harassment or discriminatory behavior/practices
- Co-operate with managers and participate in training to eliminate prejudice and promote good practice

For more information, please contact:

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