

## Equality and Diversity Statement

Wakefield Council is committed to improving the quality of life for everyone by ensuring people who live, work or visit our district are treated fairly, with respect and are given the same chances and opportunities by taking into consideration their different needs.

We are committed to meeting our responsibilities under the Public Sector Equality Duty<sup>1</sup> when designing and delivering services and in our employment practices, namely:

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity; and
- to foster good relations between those sharing a protected characteristic<sup>2</sup> and those who do not.

The Council has two broad objectives to show how we plan to reduce or remove particular inequalities. Each objective is supported by a number of priority actions.

### Our objectives are:

- 1. To ensure services delivered by, or on behalf of, Wakefield Council are – as far as possible - accessible and do not discriminate.**
- 2. To ensure the Council's employees and Elected Members are supported to deliver accessible, non-discriminatory services.**

To achieve this, we will take reasonable steps to make sure:

- Services delivered by, or on behalf of Wakefield Council are as far as possible - accessible and do not discriminate.
- Our employees and Elected Members are supported to deliver accessible, non-discriminatory services.
- We monitor and analyse our workforce profile to work towards building a workforce who reflect the diversity of the district
- We work with partners to identify and share issues facing specific groups of people in the district to inform future service delivery.
- We consult and engage all groups in our community and ensure that feedback is reflected in our work.
- We continue to assess the impact of proposed significant new policy, procedure and practice changes to ensure they do not disproportionately negatively impact on particular sections of the community.
- Our employees work in an environment where everyone is treated fairly and with respect.
- We continue to review and develop all our employment policies and practices to ensure they are inclusive and accessible for all staff.
- The Council has a framework in place to ensure we continue to deliver our responsibilities around equality and diversity – and we will monitor our progress regularly. Details of the framework can be found here: [www....](#)

<sup>1</sup> The Public Sector Equality Duty was set under s.149 (1) of the Equality Act 2010

<sup>2</sup> Protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex and sexual orientation