

Equality and Diversity Policy Statement (Employment)

Wolverhampton City Council is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give of their best. To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All employees whether part-time, full time or temporary will be treated fairly and with respect. Selection for employment, promotion, training and any other benefit will be on the basis of aptitude and ability.

Wolverhampton City Council is committed to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 on the grounds of any of the characteristics protected by law and treat breaches of this policy as misconduct which could lead to disciplinary proceedings
- Creating a working environment where individual differences and the contributions of all staff are recognised and valued.
- The promotion of a culture based on dignity and respect where intimidation, bullying or harassment will not be tolerated.
- Ensure that training and development, progression opportunities are available to all staff
- Ensure that reward strategies and people policies are applied in an open and transparent way and that employees are rewarded and appointed for their abilities and the role that they carry out
- Good management practice that embraces equality and diversity and appreciates the sound business sense this makes
- Developing a workforce that reflects the local labour market and is representative of the citizens of Wolverhampton
- Comply with the Public Sector Equality duty that requires us to publish relevant and proportionate information to show how we are responding to the equality duty

- Workforce monitoring to ensure that policies and procedures are advancing equality and diversity