

Equity, Diversity & Inclusion Policy

1.0 Equality Policy

The purpose of this policy is to share the Council's commitment and approach to equity, diversity, and inclusion, in the areas of employment, service delivery and procurement.

At the heart of our policy, we seek to treat everyone equitably, fairly and with dignity and respect.

The Council will take every reasonable and practical step to ensure that employees working for the Council, job applicants, or any member of the public using the Council's premises or services will not receive less favourable treatment (*direct discrimination*) and will not be disadvantaged by requirements or conditions that cannot be shown to be justifiable (*indirect discrimination*).

Hammersmith & Fulham Council recognises that the provision of equitable opportunities and fostering inclusion in the workplace not only is good management practice; it also makes sound business sense.

- The Council recognises that staff are our most valuable asset. Therefore, affording staff dignity at work helps to promote good employee relations and satisfaction, and a motivated, productive, and creative workforce with greater staff retention, thus leading to better services for all our residents.
- Furthermore, treating staff fairly and with respect will help all those who work for the Council to develop their full potential so that the talents and resources of the workforce are fully utilised to create a borough of opportunity for all.

Hammersmith & Fulham Council will take proactive steps to ensure that Equity, Diversity, and Inclusion is embraced by all employees, potential employees, and partners that we work with.

The Council will provide training alongside the policy to ensure that staff are not only aware of the policy but are also actively adhering to it in day-to-day practices and procedures.

The Council will also work to ensure equitable opportunities and inclusion are embedded in all policies, procedures, day-to-day practices, and external relationships.

This policy applies to all service users, employees, and potential employees of Hammersmith & Fulham Council together with anyone else working on council premises including, agency workers, contractors, consultants, and suppliers.

2.0 Our Objectives

The policy supports the council's vision to:

- become a stronger, safer, kinder borough for everyone.
- In working towards becoming one of the most inclusive councils, to provide a safe environment for staff to work free from discrimination, bullying, harassment, and victimisation with a clear focus on delivery of high-quality services to residents of the borough.

Our current equalities objectives are:

- **Everyone in our borough feels valued and that they belong**

Aim: To foster an environment in which all residents, workers and visitors to the borough feel valued, included, safe from discrimination and prejudice and that our public services are responsive to their needs

- **Removing barriers to inclusion**

Aim: To establish Hammersmith & Fulham as one of the most accessible and inclusive boroughs in the country

- **Ensuring that our services tackle the disproportionate impact on young people (including those at risk of street crime and exploitation by gangs)**

Aim: We want to ensure that all children and young people receive the critical services and interventions available to better equip them to secure positive opportunities and bright futures

- **Improving opportunities for all**

Aim: We want to create opportunities for residents and communities of all backgrounds to flourish, developing their skills and abilities in their chosen career paths

- **Becoming an employer of choice and fostering greater inclusion**

Aim: Recruit from all sections of our community to ensure that the council's workforce reflects the borough's diversity and in particular underrepresented groups at all levels, whilst creating an environment where all staff feel secure and confident in being themselves

To learn about how H&F ensures the delivery and monitoring of its equality objectives, read the Equalities plan here: [Equalities Plan 2021-25 \(lbhf.gov.uk\)](https://lbhf.gov.uk/equality/equality-plan-2021-25)

3.0 Legislation

3.1 Equality Act 2010

This policy has been developed and will be implemented within the framework of the Equality Act 2010.

Under this Act:

- It is unlawful to discriminate directly or indirectly in all its functions, including employment, service delivery and procurement.
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Under the Equality Act 2010, the council is required to set one or more equality objectives that will help meet its obligations to eliminate discrimination, advance equality of opportunity and foster good relations between people of different protected characteristics.

Protected characteristics under the Equality Act are based on:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation
- Additionally, Hammersmith and Fulham also recognise Care Experienced Young People

3.2 Public sector equality duty

The Public Sector Equality Duty is a part of the Equality Act which requires public bodies to consider all individuals when deciding policy, delivering services, and as an employer

3.3 Human Rights Act

The Human Rights Act incorporates provisions from the European Convention on Human Rights into UK Law. The Act does not provide a stand-alone right not to be discriminated against. Article 14 of the convention, however, enshrines the right to enjoy any of the other Convention rights and freedoms without discrimination on any grounds such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status. More information can be obtained from the Liberty website: www.liberty-human-rights.org.uk

3.4 Gender Recognition Act 2004

The Act created full legal recognition for a transgender person in their new gender. Further information can be obtained from the Department of Constitutional Affairs website: www.justice.gov.uk (Department of Constitutional Affairs website).

3.5 Civil Partnership Act 2005

The Act allows same sex couples to legally register their relationship. Further information can be obtained from the Government's Women and Equality Unit: Women and equality unit website.

3.6 Marriage (same sex couples) Act 2013

The Marriage (Same Sex Couples) Act 2013 is a Bill to make provision for the marriage of same sex couples in England and Wales. The first ceremonies will take place on 29 March 2014.

4.0 Equality information

Equality monitoring is the process of gathering equality information in relation to customers or staff and analysing the data to identify areas for improvement and ensure equity of access, in terms of service delivery and employment opportunities. The council monitors equality information as a possible indicator for further investigation r: monitoring can help identify trends patterns, and indicators of possible discriminatory impact.

Further details on Equality Information can be found here:
[Equality Information Guidance \(July 2024\).docx](#)

5.0 Monitoring and reviewing

The council has established governance arrangements to ensure that this policy and our equality objectives are delivered on time and to a high standard.

- **Cabinet and elected members**

Cabinet and elected members are responsible for providing clear and visible leadership on equity, diversity and inclusion.

- **Equity, Diversity, and Inclusion (EDI) Board**

H&F's EDI Board is accountable for the overall responsibility for the Council's Equity, Diversity, and Inclusion Policy and equality objectives. It will ensure the policy is implemented, promoted, monitored, and reviewed.

- **Leaders and managers**

It is the responsibility of all leaders and managers to:

- Ensure that strategies, policies, and projects within their area of responsibility are designed giving due regard to this policy and the council's Equality Objectives.
- Be proactive in promoting equity, diversity, and inclusion and in preventing and eliminating all forms of discrimination.
- Treat complaints of discrimination, victimisation, or harassment sensitively and seriously.
- Engaging in training provided alongside policies relating to equity, diversity, and inclusion.

- **All council staff, contractors, and voluntary sector partnerships**

All staff, contractors and those in voluntary sector partnerships are expected to ensure that there is no discrimination, bullying, harassment, and victimisation and accept personal responsibility for the practical application of this policy.

Every employee is required to:

- Promote equity, diversity and inclusion and treat everyone with fairness, equity, dignity, and respect.
 - Recognise and value the diversity of staff and residents, considering diverse needs when providing services.
 - Ensure their behaviour and/or actions do not amount to discrimination or harassment in any way.
 - Report any discriminatory, bullying or harassment acts or practices.
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- **Measuring performance**

The council will measure its performance on equity, diversity and inclusion through our governance arrangements set out above . It will ensure regular monitoring and review of this policy and information used to support informed decision making.

- The Council will ensure that there is a continuous review of our equity, diversity, and inclusion policy to comply with changes in relevant equalities legislation.
- The Council will strive to ensure that all policies and procedures which impact on employees and residents are regularly reviewed to ensure that they are free from discrimination.
- Confidential records of employees and applicants are maintained to monitor the progress of equity of opportunity within the council.
- The Council will ensure that data collected for equal opportunities monitoring is examined at least annually, so that information on the effectiveness of this policy can be considered and reviewed.
- The Council will ensure that reports are published on Council web pages annually, in line with relevant equalities legislation.
- The Council will measure its performance regarding promoting and implementing equity, diversity, and inclusion throughout the organisation.

In addition, the council will measure its performance on equity, diversity and inclusion against deliverables identified through the following initiatives:

- Pay gap reporting
- Analytics associated with recruitment and retention
- Staff Diversity Networks workplans
- Staff Surveys and in particular the Inclusion Survey
- Disability Confident Scheme criteria
- Race Equality Plan
 - Race at Work Charter
 - Social Care Workforce Race Equality Standard (WRES)
 - CELC Anti-Racist Statement

- Unison Anti-Racism Charter
- - Age friendly employer
 - Timewise
 - Council HR policies

Appendix A: Protected Characteristics

It is against the law to discriminate against someone because of a protected characteristic. Details regarding the nine protected characteristics can be found below:

[Protected characteristics | EHRC \(equalityhumanrights.com\)](https://equalityhumanrights.com)

Appendix B: Situations in Which You Are Protected from Discrimination

Discrimination law (Equality Act 2010) protects people against discrimination at work. Use the link below to understand on how you are protected from discrimination:

[Discrimination and the Equality Act 2010 - Discrimination at work - Acas](#)