

EQUALITY AND DIVERSITY POLICY

Adopted March 2011



Introduction and Vision - We recognise that the diversity of our City is one of our greatest strengths and assets. Our aim is to be excellent in everything we do and equality and diversity is at the core of our work to make Plymouth a vibrant waterfront city with outstanding quality of life for everyone. Equality and community cohesion are vital to successfully delivering our ambitions for growth.

Our Equality and Diversity policy is embedded in our strategies and plans which are available on our website. We are working on tackling inequalities identified in the Plymouth Report, particularly health inequalities. We value the different needs, situations and goals of our diverse communities and aim to use this to shape high quality, efficient services for all our customers. We are committed to promoting and celebrating equality, diversity and community cohesion to ensure that our residents, employees and visitors benefit.

The diverse communities in our multi-cultural city have the right to equal access to high quality services. This creates an environment which allows people to flourish by having the right to live, learn and work, free from discrimination, harassment and bullying. We want to ensure that nobody living, working or visiting Plymouth is directly or indirectly unfairly discriminated against through our policies, services, employment, and commissioning.

Our Pledge - We are committed to:

- treating our customers, including citizens and visitors, with respect and dignity
- valuing the talent, needs and ambitions of all members of our diverse community
- promoting full life opportunities for everyone
- good practice in equality and diversity and sharing this with others
- complying with laws on equality and human rights
- equality and fairness in the way we consult and engage communities
- promoting community cohesion and good relations between all sections of society
- ensuring we do not unfairly discriminate as an employer or service provider
- tackling institutional discrimination and challenging behaviour that inhibits equality of opportunity
- influencing our partners, stakeholders and contractors to adopt a shared approach towards equality and diversity.

We will support our Members, managers and staff so they are clear about their roles and responsibilities under equality legislation and council policy. We are committed to tackling unfair discrimination on the grounds of:

Age	Pregnancy and maternity
Disability	Political affiliation
Employment status	Race
Faith, religion, belief	Responsibility for dependants
Gender	Sexual orientation
Gender reassignment	Trade Union Representation
Marital or Civil Partnership	

This Equality and Diversity Policy is our formal commitment to fairness and reducing inequalities. We will work hard to keep this promise even when we face challenges. If we do not do this, we will respond to concerns or complaints, and do our best to put things right and learn from this.