

## **Appendix 1**

### **Southampton City Council Equality Policy**

#### **Vision**

Southampton is a vibrant and diverse city. This policy re-affirms the council's long standing commitment to work towards the elimination of discrimination and to achieve equality of outcomes for residents and communities in the city. This is reflected in the council's published priorities and organisational values.

#### **Definition**

The council recognises that the effects of discrimination and inequality are many and will be experienced differently by different groups of people. It also recognises the multiplicity of disadvantage – so that some people experience many different forms of inequality at the same time.

Therefore the council adopts this statement as an example of discrimination, although it is not intended to be absolutely definitive:

“Unfair or unequal treatment of people on the basis of race, colour, national and ethnic origin, culture or faith, gender, sex, sexual orientation, gender reassignment or gender identity, marital or civil partnership status, pregnancy and maternity, disability, physical, sensory or learning impairments, mental health problems, HIV status, income or age.”

#### **Scope**

The council is committed to meeting its statutory duties under the Equality Act 2010 and all statutory duties on local authorities relating to equality and to any relevant new legislation.

#### **Policy Commitment**

The council is committed to:

- improving equality practice in all its functions at both corporate and divisional levels and throughout the organisation
- providing resources to improve equality practice
- providing services fairly to all sections of the community; reducing any adverse differential impact that services may have on different communities
- identifying groups or communities whose needs or requirements are less well met by council services than others and to address gaps in service provision

#### **Policy Principles**

The council is actively striving to achieve equalities action and outcomes through the performance of its primary functions.

#### **Service Delivery**

As a major service provider, the council will demonstrate continual improvements in service outcomes for all citizens with reduced differences between diverse communities and social groups.

### **Employment Practice**

As one of the city's largest employers the council will achieve fair and equal employment policies and practice. To do this the council will:

- seek to recruit and sustain a diverse workforce
- undertake workforce profiling and use data to shape and influence service and employment practice
- achieve and sustain fair recruitment, fair employment and equal pay
- establish a workforce that is highly skilled in servicing and responding to the needs of diverse communities

### **Leadership**

As a community leader, influencer, enabler and partner the council will work with Southampton Connect, local communities, other services and organisations to achieve equality and community cohesion objectives for the city.

### **Supplier and Purchaser**

As a supplier and purchaser the council will ensure equality objectives are included and enforced in all contract, procurement and funding arrangements.

### **Implementation**

To translate this policy into practice, the council has:

- developed and is implementing an Equality Plan
- continued to set equality objectives that are integrated into the council's overall business planning and performance process
- continued to do Equality Impact Assessments to ensure equalities are embedded in policy developments and changes
- created an Equality Information Portal to provide up to date equality related information that is easily accessible