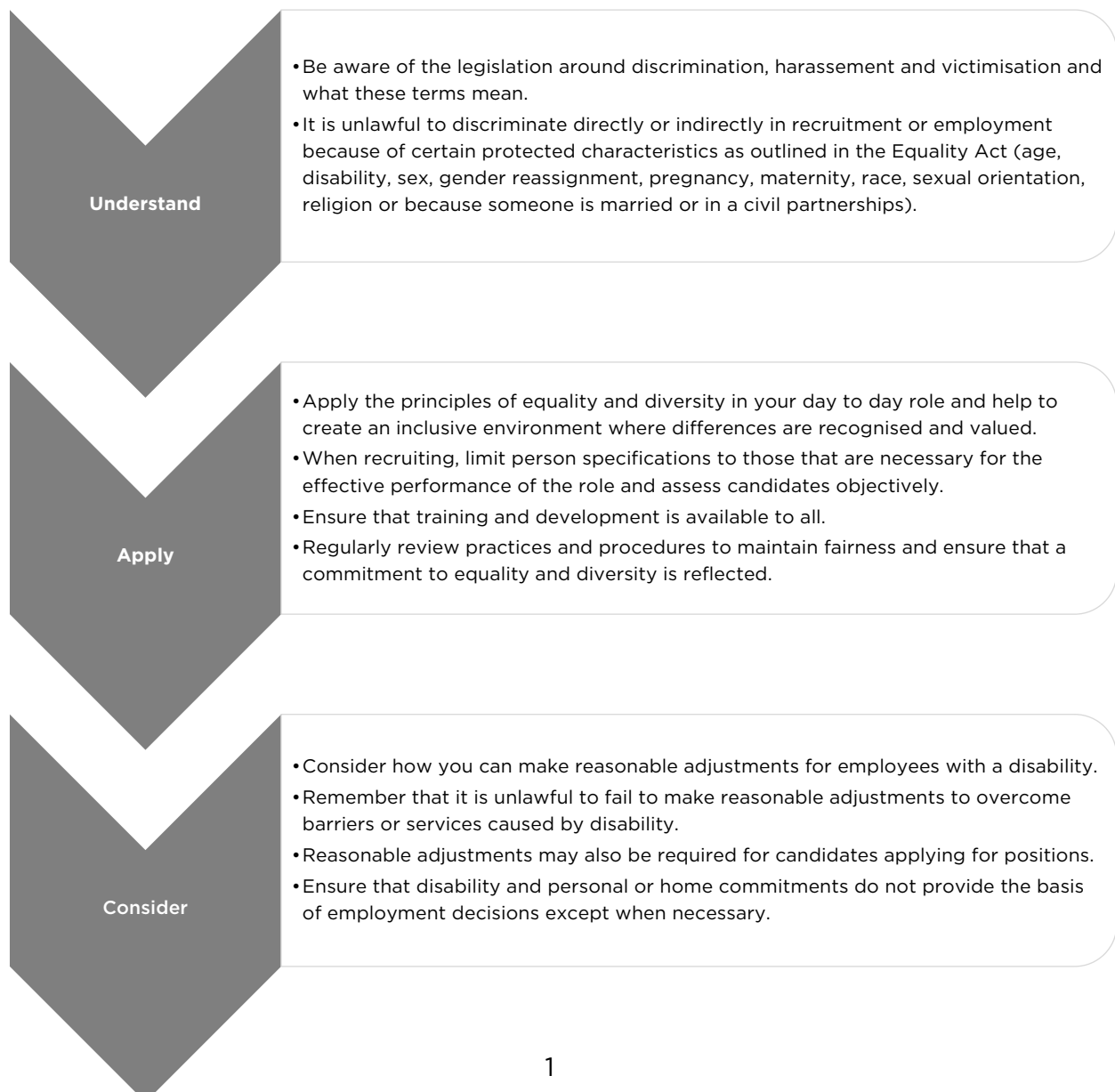


HOW TO PROMOTE EQUALITY AND DIVERSITY

Equality and diversity should actively be promoted and celebrated in the workplace due to the benefits that it can bring to the council in serving the community. It is also essential for staff to have an understanding of the legal framework around equal opportunities in order to avoid unlawful discrimination and to help ensure that the work environment is one where individuals feel they are treated fairly and with respect.



The benefits of quality and diversity

Embracing equal opportunities and being a diverse and inclusive place to work can bring many benefits to the council including:

- Increased creativity
- Better decision making
- Faster problem solving
- Retention of employees
- Attraction of top talent
- Higher employee wellbeing
- Enhanced employee engagement

Responsibility

Staff and councillors are responsible to ensure the council meets its commitment to promoting equality and diversity and avoiding unlawful discrimination. Employees can be held personally liable. If an employee believes they have been discriminated against they should report this under the grievance procedure.

This document was commissioned by the National Association of Local Councils (NALC) in 2019 for the purpose of its member councils and county associations. Every effort has been made to ensure that the contents of this document are correct at time of publication. NALC cannot accept responsibility for errors, omissions and changes to information subsequent to publication.

This document has been written by the HR Services Partnership – a company that provides HR advice and guidance to local (town and parish) councils. For more information about their services, contact them on 01403 240 205.

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