

Equality Policy

Our commitment

Dover District Council actively promotes equality and is committed to eliminating all forms of discrimination. We recognise that everyone we deal with has a right to expect and receive high quality services that are appropriate and relevant to their needs and will be proactive in removing any barriers that might exist for users of our services.

Our objectives

As a Council over the next four years, we will:

- Provide opportunities to improve life chances, health, and well-being.
- Continue to meet the needs of our service users by improving the knowledge and understanding of our customers and communities.
- Improve opportunities to build inclusivity into the Council's internal policies and procedures.

Our approach to equality will be integrated into how we:

- Recruit staff and support their development.
- Communicate with staff and service users.
- Plan and deliver our services.
- Consult and engage with service users and residents.
- Work with contractors who provide services on our behalf.
- Assess the equality implications in our decision making.

Our responsibilities will be demonstrated through:

- Implementation of the Equality Policy.
- Assessment of equality implications in our decision making.
- Consultation with service users.
- Promotion of equality.
- Ensuring all staff lead by example.
- Making reasonable adjustments for staff.
- Providing training for staff and Councillors.
- Robust set of recruitment and disciplinary procedures.
- Monitoring our employment data and publishing annually.



The Public Sector Equality Duty

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not.
- Fostering good relations between people who share a protected characteristic and people who do not.

The Specific Duty requires public bodies to:

- Collate information to show their compliance with the Equality Duty, at least annually; and
- Set and publish equality objectives, which are specific and measurable at least every four years

both of which are to be published in a way which is easily accessible for all.

The nine protected characteristics

Age, disability, sex, pregnancy and maternity, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership.