



Human Resources: Policy on Equality, Diversity and Inclusion

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Our Values: Care – Enjoy – Pioneer

Contents

1. Introduction.....	3
2. Aims	3
3. Definitions.....	3
4. Responsibilities.....	4
5. Our commitments	4
6. Review and monitoring	4
7. Relevant legislation and links to other policies and guidance.....	4

1. Introduction

- 1.1 The Peak District National Park Authority ('the Authority') believes that promoting equality, diversity and inclusion through all our work is important, because;
- everyone should be able to enjoy and care for the Peak District National Park.
 - being an inclusive organisation where diversity is respected, valued and promoted leads to better decision making.
 - being an inclusive organisation contributes to the wellbeing of those who work for us and those who represent us (employees, casuals workers, volunteers and Members).

2. Aims

- 2.1 To tackle discrimination and promote equality and diversity in all areas of our work including service provision, access to services, employment and policy development.
- 2.2 To treat everyone fairly, with dignity and respect at all times, valuing people's differences.
- 2.3 To challenge unacceptable behaviour, discrimination, abuse, harassment or bullying wherever this occurs.
- 2.4 To comply with the Equality Act 2010 and the Public Sector Equality Duty.

3. Definitions

- 3.1 **Equality** is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability (Equality and Human Rights Commission).
- 3.2 **Diversity** recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.
- 3.3 **Inclusion** ensures people's differences are valued and used to enable everyone to thrive at work. An inclusive working environment is one in which everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter their background, identity or circumstances.
- 3.4 **Equality Act 2010** legally protects people from discrimination in the workplace and in wider society. It is against the law to discriminate against someone with the following protected characteristics; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 3.5 **Public Sector Equality Duty** is a duty on public bodies to consider or think about how their policies or decisions affect people who are protected under the Equality Act 2010.

4. Responsibilities

4.1 All who work for us, or represent us (employees, casual workers, volunteers and Members) have a responsibility to ensure the Policy is successfully implemented, including

- Implementing the Policy in day-to-day work and dealings with colleagues, partners, customers and visitors.
- Ensuring that people are treated with respect and dignity.

4.2 In addition, managers at all levels are responsible for:

- Being fair and equitable in the management of those who work for us and when applying employment policies and practices.
- Ensuring all who work for us act in accordance with the Policy, providing support and direction where appropriate.

4.3 In addition, Management Team and Members are responsible for:

- Providing leadership and acting in a way that encourages equality, diversity and inclusion.
- Acting as overall champions to ensure the Policy is implemented.
- Communicating the Policy, internally and externally.

5. Our commitments

5.1 Encourage all people to visit the national park and access its complete range of services.

5.2 Consider the potential impact that new policies or changes to policies and services, can have on people who are covered by the protected characteristics.

5.3 Ensure employment policies and practices promote equality, enable a diverse range of people to work together effectively and make everyone feel valued.

5.4 Ensure that all who work for and represent us, have access to training and advice in relation to equality, diversity and inclusion making sure they are aware of the Policy and understand their role and responsibilities.

5.5 Take appropriate and effective action to address any behaviour which breaches this Policy.

5.6 Have action plans and key performance indicators (KPI's) to support the Policy.

6. Review and monitoring

6.1 Action plans, KPI's and equality data will be reviewed as part of our performance management reporting.

7. Relevant legislation and links to other policies and guidance

7.1 Relevant legislation:

- The Equality Act 2010

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- Public Sector Equality Duty

7.2 This policy should be read in conjunction with the following:

- Absence management policy
- Code of conduct for employees
- Discipline policy
- Family friendly procedure and guidance
- Flexible working policy
- Grievance policy
- Harassment at work statement
- The Members Local standards regime and the Member Code of Conduct
- Performance management
- Recruitment and selection procedure and guidance
- Volunteer handbook
- Wellbeing at work policy