

MANAGING EQUALITY AND DIVERSITY

The effective delivery of equality and diversity within WCC is everybody's business, but specific responsibility rests with elected members, senior officers and line managers.

The strategic equality and diversity agenda is guided by the Corporate Board and the Corporate Equality & Diversity Group (CEDG) will ensure this agenda is translated into practice. The group is chaired by the Workforce Strategy and OD Manager and is comprised of the Group equality champions, advised by the Equality & Diversity team, and reports through to the Joint Managing Director, Resources to Corporate Board. Elected Members and Groups will be supported by CEDG in the discharge of their responsibilities and duties. It is expected that:

Elected members will:

- Provide leadership; an effective scrutiny role and promote equality and diversity on the corporate agenda
- Ensure that adequate resources are available to discharge the Council's legal responsibilities in terms of supporting equality of opportunity

Corporate Board will:

- Model the standards of behaviour and conduct they expect from their managers and staff
- Provide direction and endorse equality and diversity strategy, policy and practice
- Encourage the integration of equality and diversity into all aspects of Group policies, plans and services – including equality impact assessments
- Actively promote equality issues/action within Groups
- Ensure that Group Equality and Diversity groups meet regularly

Managers will:

- Demonstrate commitment to equality and diversity by promoting it within their everyday roles – for themselves and for their staff
- Identify appropriate training needs and provide training opportunities
- Monitor the effectiveness of equality and diversity policies and programmes in their areas
- Encourage the provision of appropriate information, instruction and supervision
- Consider the inclusion of equality and diversity targets within team and operational plans

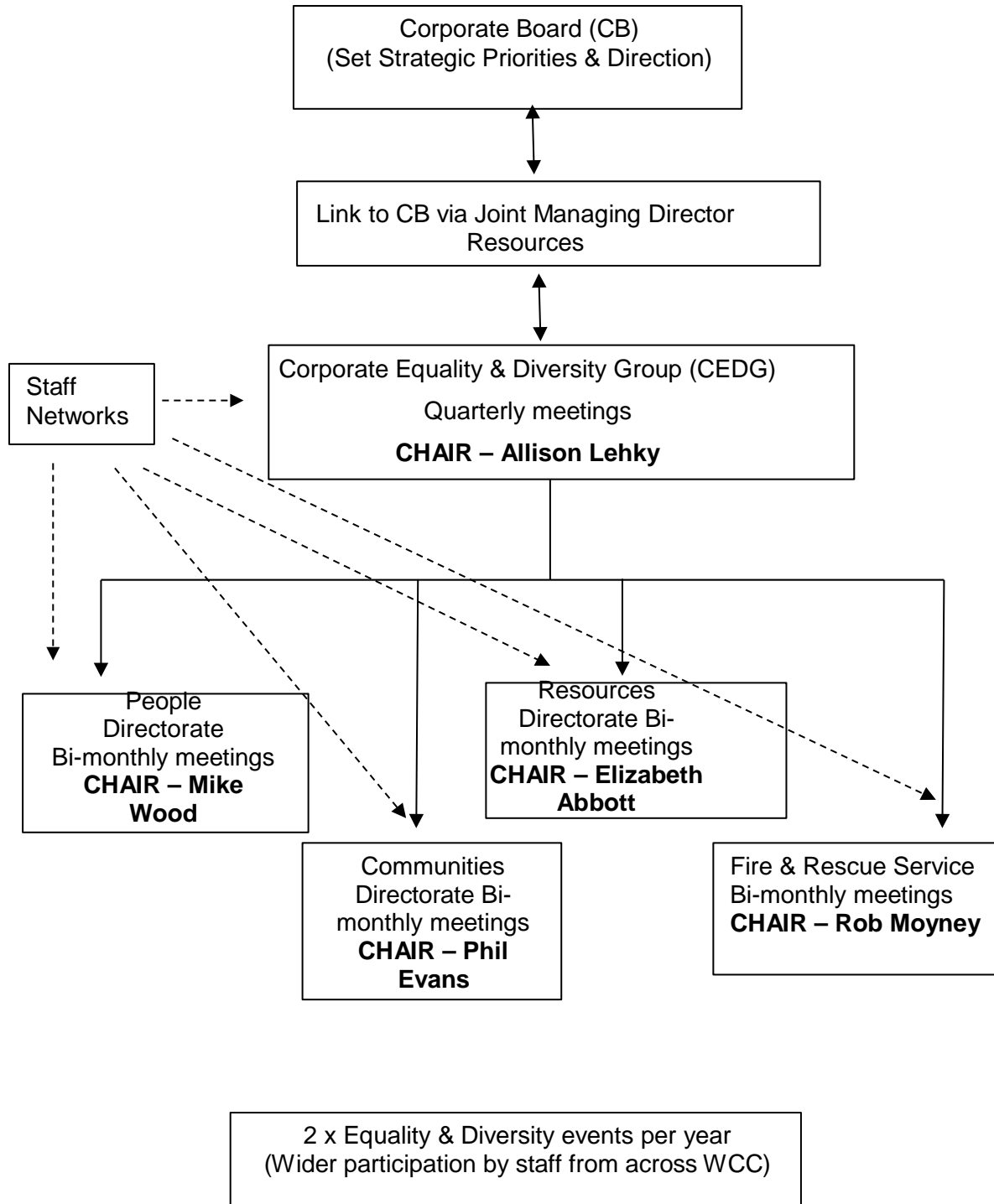
All staff will:

- Be encouraged to demonstrate commitment to equality and diversity in the performance of their duties and in their professional relationships with service users, colleagues and partners

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- Support managers in the development and implementation of equality and diversity
- Undertake appropriate training on equality and diversity to meet their duties

GOVERNANCE FRAMEWORK FOR EQUALITY & DIVERSITY



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