

Greenwich Council's Equality Policy



Greenwich Council is committed to

- Eliminating unlawful discrimination
- Promoting equality of opportunity
- Promoting good community relations

We aim to ensure that no one is unfairly discriminating again on grounds of age, disability, ethnicity, race, colour, national origin, gender, religion or sexual orientation.

This applies to all or activities, including our roles as an employer, provider and commissioner of services, and as a community leader.

We will work with our partners in the private, public and community sectors to achieve our equality objectives.

We believe that the diversity of Greenwich is one of our greatest assets and should be celebrated and valued.

Our Key Equality Objectives

As a service provider will:

- Make our services accessible to all residents and provide them in a way which is sensitive to the needs of different communities.
- Provide information about our services in community languages and formats suitable for disabled people whenever appropriate.
- Improve our understanding of the needs of different communities in Greenwich through consultation, liaison and involvement.
- Monitor and evaluate our services to ensure they do not unfairly discriminate.

When we commission services from other organisations or provide grants we will ensure that those organisations also apply our equality policy.

As an employer we will:

- Ensure that our jobs are accessible to people from all sections of the community.
- Ensure that our workforce is diverse and representative of the Greenwich population.
- Ensure that all staff are treated equitably in all areas of employment including career development, pay, training and promotion.
- Tackle harassment and bullying in the workplace.
- Provide our staff with the training they need to understand and apply the equality policy.

We will tackle all forms of hate crime and harassment and promote safety and security.

We will encourage participation in local democracy and representation on public and voluntary bodies.

We will improve community relations and promote diversity through events, publicity, and educational programmes.

Putting the Policy into Practice

We will publish an Equality Plan setting out how we will meet our equality objectives.

We will monitor and review all relevant policies, functions and services on a regular basis to ensure that they do not unfairly discriminate, and we will assess all new policy proposals.

All Council staff are required to ensure fairness towards colleagues, service users and members of the community in carrying out their duties, and have a duty to report discrimination to their manager at the earliest opportunity.

What to do if you feel you have been unfairly treated

If you are a member of the public using a Council service, please use a Council complaints form available from your nearest Council office or write to:

The Chief Executive,
Town Hall,
Wellington Street,
Woolwich, SE18 6HY

If you are a member of staff, please raise the issue with your manager and use your Departmental reporting procedures.

A full copy of the Equality Policy is available on the Council's website – www.greenwich.gov.uk or from the address below:

Social Inclusion and Justice Division
29 Wellington Street
Woolwich
SE18 6PW

Telephone: 020 8921 6058
Minicom: 020 8921 5690
Facsimile: 020 8921 5104
Email: sij.policy@greenwich.gov.uk