Stockport Council

Statement on Equality and Diversity

2015-18
Introduction

Stockport Council’s statement on Equality and Diversity outlines the Council’s commitment to Equality and Diversity across the borough and within the Council. By strongly promoting equality and enabling residents to access all opportunities we believe that the Council contributes to improving the quality of life for everyone in Stockport.

This statement on Equality and Diversity does not stand alone from other Council strategies but seeks to provide a focus and overview of the Council’s commitment. Reducing inequality and delivering the Council’s equality objectives can only be delivered effectively if it is embedded across the organisation and within partnership working.

The following statement clearly sets out the long term equality vision for the Council. We will:

“Promote equal life outcomes for all by tackling known inequalities across the borough of Stockport”

The Council will achieve this vision by working in partnership with all of its stakeholders, such as equality and community groups, residents and employees.

Equality Act 2010

This statement outlines how the Council will comply with the Equality Act 2010. The Equality Act provides the basic framework of protection from discrimination, victimisation and harassment, and came into force from 1 October 2010.

The Act replaces all existing anti-discrimination laws (such as the Disability Discrimination Act 1995), and extends protection across a number of ‘protected characteristics’. These are race, gender, disability, age, sexual orientation, religion or belief, gender reassignment and pregnancy and maternity. The Council recognises that inequality can exist for reasons beyond these groups such as an individual’s socio-economic status, or simply through their status as a vulnerable person in need of assistance. Therefore this Equality Statement extends beyond the protected characteristics.

Within the Equality Act, the public sector equality duty (which replaces the previous race, gender, and disability duties) requires local authorities (and other public sector bodies) to have due regard to the need to:

- **Eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share protected characteristics and people who do not share it
The Council is committed to delivering and complying with the Equality Act 2010. This statement affirms that commitment.

Our Equality Objectives

The Council’s Equality Objectives represent our equalities priorities for the borough and reflect our vision to “Promote equal life outcomes for all by tackling known inequalities across the borough of Stockport”. We will achieve this by working closely with partners and promoting community led engagement. Ensuring that our communities are at the heart of decision making. 2015/16 will be a transitional year, moving towards new ways of working in adults, children’s and neighbourhood services. A collaborative approach will help to make public money go further, ensuring for example that Stockport benefits from the devolution of powers and funding to Greater Manchester.

The Council is working with its partners across public, private, community and voluntary services to deliver these outcomes. Regular Performance and Resource Reports are published and considered by the Council’s Scrutiny Committees to ensure the Council Plan and Financial Plan are both on track to deliver these outcomes for the people of Stockport.

The Equality Objectives have been developed based upon consultation with employees, equality organisations and other key stakeholders.

1. PEOPLE WILL BE ABLE TO MAKE POSITIVE CHOICES AND BE INDEPENDENT; AND THOSE THAT NEED SUPPORT WILL GET IT

We will ensure that activity in this area make positive life choices accessible to all. We will not lose sight of those minority groups who may be less able to live independently.

This objective will be delivered through the Better Life Chances Strategy, Council Plan and Borough Plan

2. COMMUNITIES IN STOCKPORT ARE SAFE AND RESILIENT

We will ensure that activity in this area is also designed in ways which increases a sense of safety and resilience amongst equality target groups and that the impact of any intervention is measured in these terms.
This objective will be delivered through the Council’s Hate Crime policies and Safer Stockport Partnership Plan

3. STOCKPORT WILL BENEFIT FROM A THRIVING ECONOMY

We will ensure that those people who need support to contribute to a thriving economy and work towards achieving their employment aspirations get the help they need

This objective will be delivered through Adult Education, Skills and Employability Strategy, Children’s Trust Strategic Plan and Economic Development Strategy

4. STOCKPORT WILL BE A PLACE PEOPLE WANT TO LIVE

We will make sure that we operate in a way that gives the people of Stockport equal opportunities to identify & voice their needs and influence decisions about their area

This objective will be delivered through the Council’s Public Consultation and Engagement Policy and Equality and Diversity training for Stockport Council employees.

Monitoring Impact

The Council has developed a number of approaches to monitoring the impact we have on tackling inequalities within the borough. These include key policies and programmes that contribute towards developing a more equal society:

- Employment policies
- Training & Employment policies
- Engagement policies
- Access to Information Services
- Partnerships
- Equality Impact Assessments

The Council will use information from these sources, as well as identified Council strategies and policies to demonstrate how progress towards the objectives is measured through regular Performance and Resource Reports.

<table>
<thead>
<tr>
<th>Objective</th>
<th>Key Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Improving life chances, by</td>
<td>Better Life Chances Strategy/Neighbourhood</td>
</tr>
</tbody>
</table>
|   | empowering people to make positive choices and be independent and by tackling inequalities across our borough | Renewal Strategy  
Council Plan  
Borough Plan |
|---|--------------------------------------------------------------------------------------------------------|------------------------------------------------|
| 2. | People will be able to make positive choices and be independent; and those that need support will get it | Better Life Chances Strategy/Neighbourhood Renewal Strategy  
Council Plan  
Borough Plan |
| 3. | Communities in Stockport are safe and resilient | Hate Crime Policies  
Safer Stockport Partnership Plan |
| 4. | Stockport will benefit from a thriving economy | Adult Education, Skills and Employability Strategy  
Children’s Trust Strategic Plan  
Economic Development Strategy |
| 5. | Stockport will be a place people want to live | Public Consultation and Engagement Policy  
Equality and Diversity training |
Transparency

The Council is required, under the Equality Act 2010, to publish information relating to equalities in an accessible and transparent manner.

Stockport Council is committed to publishing its data in an open and re-usable format, in line with nationally recommended standards.

Information relating to Equalities is available on the Council’s website.
www.stockport.gov.uk/services/communitypeopleliving/yourcommunity/diversityequality

A free interpreting service is available, if you need help with this information. Please telephone Stockport Interpreting Unit on 0161 477 9000. Email: eds.admin@stockport.gov.uk

If you would like a copy of this document in an alternative format, for example, Braille, large print or audio tape please contact: