

Council of the Isles of Scilly

Equality and Diversity Strategy

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Equality and Diversity Strategy

Our Vision Statement

We have a culture which values all individuals and communities. We behave in a fair and equitable way in all that we do.

Values

Reflecting those published nationally, our core values are -

- We value diverse communities
- We value our people
- We value innovation, change and learning
- We value The Council of the Isles of Scilly

Aim:

To have a set of core values, that positively influences what we do.

Benefits

Equality and diversity are no longer words that are merely fashionable, but central issues fundamental to our success in making communities safer. Attracting the best people from the community we serve will enable us to understand community needs and deliver the best possible service.

Harnessing the uniqueness of these individuals will create a productive environment in which everybody feels valued and respected.

One of the key components of an equality and diversity strategy remains the need to be a fair and equitable employer which puts people

at the heart of what we do. Organisations must ensure that internal policies, procedures and processes reflect the requirements of the law.

There is a strong alignment between equality and diversity and corporate social responsibility. This undoubtedly enhances the attractiveness of our organisation both as an employer and service provider.

Leadership and Commitment

There is little doubt that the most important component of any strategic change intervention is visible, demonstrable, top-level commitment to that change. This commitment is essential. Beacon organisations have strong leadership in equality and diversity.

The leadership within these organisations have a corporate and personal responsibility to commit to the organisational culture, values and behaviours required to mainstream equality and diversity. Success depends on:

Elected Members;

- not tolerating inappropriate behaviour,
- providing leadership and support through upholding appropriate organisational culture, value and behaviours,
- ensuring resources are available,
- engaging with the local community, and
- providing a scrutiny role.

All employees, including Managers and Representative Bodies;

- not tolerating inappropriate behaviour
- supporting appropriate organisational culture, value and behaviours,
- working towards speedy implementation,
- organising and participating in training and
- engaging with the community.

Community, voluntary sector and partners;

- working in partnership to promote equality and diversity,
- participating in scrutiny,
- measuring our progress and
- assisting with breaking down barriers.

Aim:

To have a strong leadership and demonstrable commitment to our vision statement.

Policies

Credible and clear policies need to be in place to outline what will be done to deliver this strategy. There are two types of policies needed, those which deal with our employees and those which deal with the way in which we deliver our service within our community. For example, internal policies could cover issues such as Dignity at Work. Other policies would cover our delivery of an equitable service. We will carry out an effective and robust assessment of all our policies to ensure there is no adverse impact.

We must have the organisation and resources in place to consult on, communicate and deliver our policies. In order to harmonise our actions, plans arising from this strategy need to be integrated and mainstreamed into the overall planning process.

We will put arrangements in place to agree targets, audit, continually measure, review and evaluate the progress and results.

Aim:

To have effective policies, practices and processes which are flexible yet robust enough to meet the needs of the organisation, individuals and communities.

Consult and engage with communities

We recognise that we do not necessarily understand the diverse needs of our communities. It is essential that we engage fully so that we can listen to, understand and actively involve the community in shaping what we do and how we do it.

Aim:

To consult and engage with communities so we are better able to meet their needs.

Attract and develop people

Our community rightly expects the highest standards from our people. We will attract people with the personal qualities and attributes that match our values and help us meet the expectations of a diverse community. We will engage with all sections of our community to attract the best people.

We will build on the foundation of the personal qualities and attributes of our workforce to enable each individual to deliver a service which accords with personal, organisational and community need.

To succeed, we must have an environment which is safe and a culture which values individuals and actively encourages trust, respect, honesty, integrity and participation.

Aim:
To attract, develop and retain people who will achieve their full potential in delivering the service.

Action Plan

To have a strong leadership and demonstrable commitment to our vision statement.

- To identify the Chairman of Council and the Modernisation Officer
- To promote and cascade our equality and diversity vision statement to all
- To secure top level ownership for delivery of this equality and diversity action plan
- To secure Representative Bodies' active participation in delivery of the equality and diversity action plan
- To identify appropriate educational programmes and training for equality and diversity champions.
- To have a set of core values that positively influences what we do.

- To promote, cascade and communicate agreed core values to all
- To develop an accessible support system when cascading core values
- To attract, develop and retain people who will achieve their full potential in delivering the service.
- To ensure that equality and diversity is a key concept for any recruitment policy
- To have a planned programme for positive action initiatives
- To effect behaviour change through education and training to reinforce the core values and vision statement
- To have flexible family and culture friendly work practices which support employees needs
- To ensure that the privacy and dignity of all individuals is respected and protected both behaviourally and through the provision of facilities
- To consult and engage with communities so we are better able to meet their needs.
- To identify key individuals and groups across the community
- To work in partnership with peer organisations to better consult and engage with the community
- To participate in and support community groups in the promotion of religious and cultural events

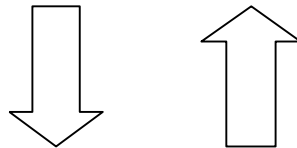
To have effective policies, practices and processes which are flexible yet robust enough to meet the needs of the organisation, individuals and communities.

- To have a comprehensive all encompassing equality and diversity policy

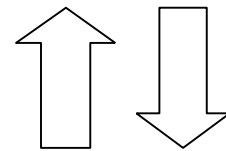
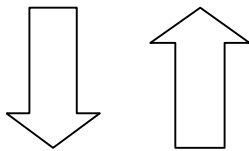
- To have policies, practices and procedures which comply with all relevant legislation, regulations, directives and codes of practice
- To have a regional approach to equality impact assessments which comply with all standards and guidance
- To embed our core values into all forms of communication
- To ensure required resources are available with the skills and profile to deliver the equality and diversity action plan
- To promote the organisation's development and progress in the field of Equality and Diversity

Flow chart of persons responsible for leading the Equality and Diversity Strategy.

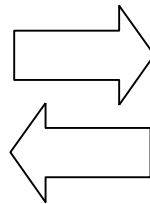
Chairman of Council IOS



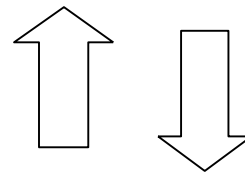
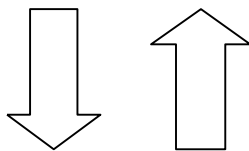
Modernisation Officer and Assistant to the Chief Executive



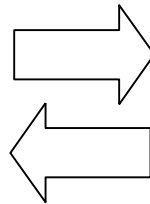
Chief Executive



Chief Officers



Officers



Staff

Community

