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EQUALITY POLICY

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**SCOTTISH POLICE
AUTHORITY**

Community Safety Glasgow is an equal opportunities employer.

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1. INTRODUCTION

Community Safety Glasgow ('the Company') is committed to ensuring equality in the delivery of our services and in our employment practices.

The Company does not tolerate unlawful discrimination, harassment or victimisation.

All job applicants and employees will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. For further information, please refer to our **Recruitment and Selection Policy**.

This policy and the associated arrangements shall operate in accordance with the general duty of the Equality Act 2010, requiring the Company, in the exercise of its functions, to have due regard to three needs. These are the need to:-

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not, by
 - Removing or minimising disadvantage;
 - Meeting the needs of particular groups that are different from the needs of others; and
 - Encouraging participation in public life.
- Foster good relations between people who share a protected characteristic and those who do not.

The General Equality Duty covers the following protected characteristics; age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. It also covers the protected characteristic of marriage and civil partnership with regard to eliminating unlawful discrimination in employment.

Although the Company is not a listed authority in the Equality Act 2010 (Statutory Duties) (Scotland) Regulations 2012 ("the specific duties"), it plays a significant role in supporting Glasgow City Council, as a named authority, to achieve its published equality outcomes and progress towards mainstreaming equality across the protected characteristics.

2. RESPONSIBILITIES

The Senior Management Team has responsibility to ensure the effective implementation of this policy. All managers have a responsibility to ensure that equality issues are central to the delivery of their services and that their staff operate to this policy. All staff are obliged to ensure that they comply with this policy.

3. AIMS AND OBJECTIVES

Our aims are to promote equality and diversity, eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010 and to promote fairness and respect:

- Within the community
- In access to, and delivery of, our services
- In recruitment, employment and staff development

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- In policy, planning and strategy

To help us achieve these aims we will:

Within the community:

- promote Hate Crime reporting including Third Party Reporting of hate incidents
- work in partnership to progress the priorities of the Glasgow Hate Crime Working Group
- provide support to people who are experiencing discrimination within the community via intelligence reporting and seek solutions through locality based service responses
- coordinate and support the actions of the Glasgow Violence Against Women Partnership
- work in partnership with appropriate agencies to support women to exit prostitution (Routes Out)
- support activity during 16 Days of Action to Eliminate Violence Against Women
- work in partnership with appropriate agencies to support women who have been trafficked for commercial sexual exploitation (TARA)
- work in partnership with key agencies to support those who are experiencing domestic abuse and are involved in the criminal justice system (ASSIST)
- support any other initiatives which aim to raise awareness or reduce the impact of discrimination

In access to, and delivery of, our services:

- offer information about our services in alternative formats and languages
- offer interpretation services to service users who require them
- ensure all our services – physical and electronic - are accessible and take into account the particular needs of disabled people
- ensure fairness, dignity and respect in dealing with service users and members of the public

In employment and staff development

- ensure all staff receive mandatory equality & diversity training
- ensure the Company induction programme incorporates equality and diversity training, including hate crime
- ensure equality monitoring is part of the recruitment and selection process
- ensure equality monitoring of employment disputes
- retain membership of the Disability Confident scheme through our continued commitment to recruit, train and develop disabled staff
- provide appropriate training to our Managers
- provide a framework for employees to raise concerns and/or formal complaints
- promote family-friendly policies including flexible working hours

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In policy, planning and strategy

- carry out Equality Impact Assessment Screenings on new policies, services or functions as well as significant changes to existing ones
- take account of the equality duty in the procurement of recurring goods and services
- work with our partners and key agencies to ensure effective implementation of common equality objectives