

### Explanatory Notes to the Equality and Diversity Policy Statement:

1. The opening sentence links directly to the Council's vision for the future, as set out in its 2003 Corporate Plan. The second sentence reflects the Council's recognition that it cannot achieve its vision, unless it ensures fair and equal access to its services and employment opportunities.
2. This sets out the Council's clear intention to promote equality and diversity, and goes on to list, by way of example, certain types of discrimination including those that are currently unlawful or are expected to be made unlawful in the future (eg age and religious belief).
3. This is the Council's Statement of Commitment to a comprehensive equality and diversity policy. This commitment is fundamental to the Council's equality and diversity agenda in recognising the need for equality "as integral to everything we do". It guarantees action that will achieve equal access to the Council's services and employment opportunities, and promote equality and diversity within the wider community.
4. Although all aspects of the Council's commitment may be treated as equally important, the service delivery aims appear first. After all, this is the Council's primary purpose. There are then listed the seven key elements of effective service delivery. These are:  
accessible service provision & information; consultation; respect for diversity; responsiveness; communication; contractual influence; and monitoring & review.
5. Effective service delivery is impossible without a motivated workforce committed to the principles of equality, throughout the Council and the wider community. There are then listed the seven key elements essential to equality in terms of employment, training and promotion. These are:  
fair employment processes; fair recruitment & selection procedures; representative diversity; responsiveness; internal consultation; communication & training; and monitoring & review.
6. Local authorities have a statutory general duty to eliminate unlawful racial discrimination, promote equal opportunities, and encourage good race relations. This general duty has been widened to include the following six key elements:  
promoting health and welfare (a key aim within the Council's 2003 Corporate Plan); listening, representing and leadership (another corporate key aim); publicity; partnership; aiding self-sufficiency; and monitoring & review.
7. Although this section on responsibilities could have been written in much greater detail, the Council has chosen to give brief *flavours* of where the different responsibilities lie:  
with the Council as a whole and its Elected Members for making sure the policy happens; with Managers for implementing, monitoring and ensuring compliance with the policy; and with all Employees and Councillors for complying with the policy.
8. This brief paragraph is not intended to be particularly threatening, but simply to give an unambiguous message - both internally and externally - that the Council will simply not tolerate unlawful or unfair discrimination.
9. The list of statutory provisions is not intended to be exhaustive. It is more a general commitment to comply with all relevant equalities legislation and codes of practice, followed by examples of the most obvious.
10. It is important that the policy should be seen as a living document. The Council will therefore review the policy at least every three years to reflect future legislation, guidance and local circumstances, and to ensure on-going involvement by members of the local community. All such reviews will of course be subject to consultation, within the Council and throughout the wider community.



## Consultation List

### Local Partners and other Relevant Organisations

Age Concern  
 Burton upon Trent Chamber of Commerce & Industry  
 Churches Together in Swadlincote & District  
 Coalfields Regeneration Trust  
 Community Legal Service  
 Community Transport (Swadlincote)  
 CREST  
 Dales & South Primary Care Trust  
 DCIL  
 Derbyshire Association for the Blind  
 Derbyshire Association of Local Councils  
 Derbyshire Community Foundation  
 Derbyshire Fire & Rescue Service  
 Derbyshire Learning & Skills Council  
 Derbyshire Youth Offending Service  
 East Midlands Black & Minorities Voluntary Sector Forum  
 East Staffordshire Racial Equality Council  
 Local Disabilities Focus Group  
 Made in Swadlincote Partnership  
 National Forest Company Ltd  
 National Probation Service  
 Need to Know Centre  
 North West Leicestershire District Council  
 Old Post Regeneration Association (OPRA)  
 People Express  
 South Derbyshire Access Group  
 South Derbyshire After Care Project  
 South Derbyshire Citizens Advice Bureau  
 South Derbyshire Community Learning Disability Team  
 South Derbyshire Council for Voluntary Service  
 South Derbyshire Mental Health Association  
 South Derbyshire Racial Equality Council  
 South Derbyshire Advocacy Service  
 South Derbyshire Chamber  
 Swadlincote Chamber of Trade & Commerce  
 Youth Information Shop

### Derbyshire Equalities Forum

Amber Valley Borough Council  
 Bolsover District Council  
 Chesterfield Borough Council  
 Derby City Council  
 Derbyshire County Council  
 Derbyshire Dales District Council

Erewash Borough Council  
High Peak Borough Council  
North East Derbyshire District Council

**South Derbyshire District Council**  
All 36 South Derbyshire District Councillors

The following trade unions representing South Derbyshire District Council employees:

- AEEU
- GMB
- UCATT
- UNISON

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