



STOCKPORT
METROPOLITAN BOROUGH COUNCIL

STOCKPORT COUNCIL STATEMENT ON **EQUALITY** **AND DIVERSITY** 2018-22

www.stockport.gov.uk

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 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.. When making decisions about our services, we will also have due regard to reduce the inequalities which result from socio-economic disadvantage.

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. Over the past 8 years the Council has made significant changes to the way it works with local communities and partners to meet local need and deliver services. This is in the face of substantial change to local government financing and increasing levels of demand for our services. We have been continually learning and developing our approach to providing services as joined-up and as locally as possible. Our experience in Stockport Together, Stockport Family, Public Safety and Protection and more recently our Brinnington Early Adopter has demonstrated the value of locally focussed services. As we look to the future we will focus on further developing these approaches.

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 positive life choices are accessible to all minority groups to enable them to live longer, healthier lives. We will ensure that vulnerable people can access specialist support and be protected from harm.

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

2. COMMUNITIES IN STOCKPORT ARE SAFE AND RESILIENT

We will ensure that equality target groups feel safe in their communities and that there is reduced crime, reoffending and anti-social behavior, and increased support for victims. We will work to build resilient communities

OUR EQUALITY OBJECTIVES

in Stockport to care for each other and to use the resources they have collectively and as individuals to meet daily challenges

This objective will be delivered through the Council's Hate Crime policies and Safer Stockport Partnership Plan, Council Plan and Borough 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 especially in our poorest areas

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 ensure that every neighbourhood should be a place people want to live, with a combination of a clean, safe environment and cohesive communities that are able to voice their needs and influence decisions about their area.

This objective will be delivered through the Council's Housing Strategy, 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.

OBJECTIVE	KEY STRATEGIES
1. PEOPLE WILL BE ABLE TO MAKE POSITIVE CHOICES AND BE INDEPENDENT; AND THOSE THAT NEED SUPPORT WILL GET IT	Better Life Chances Strategy, Stockport Joint Health and Wellbeing Strategy, Council Plan and Borough Plan
2. COMMUNITIES IN STOCKPORT ARE SAFE AND RESILIENT	Council's Hate Crime policies and Safer Stockport Partnership Plan, Council Plan and Borough Plan
3. STOCKPORT WILL BENEFIT FROM A THRIVING ECONOMY	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	Council's Housing Strategy, Public Consultation and Engagement Policy and Equality and Diversity training for Stockport Council employees.

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

如果你需要他人為你解釋這份資料的內容，我們可以提供免費的傳譯服務，請致電 0161 477 9000 史托波特傳譯部。

W przypadku gdybyś potrzebował pomocy odnośnie tej informacji, dostępne są usługi tłumaczeniowe. Prosimy dzwonić do Interpreting Unit pod numer 0161 477 9000.

যদি এই খবরগুলি সম্পর্কে আপনার কোন সাহায্য দরকার হয় তবে বিনা খরচে আপনার জন্য দোভাষীর ব্যবস্থা করা হতে পারে। মেহেরবানী করে স্টকপোর্ট ইন্টারপ্রিটিং ইউনিটে ফোন করুন টেলিফোন নম্বর, 0161 477 9000.

اگر آپ کو ان معلومات کے بارے میں مدد کی ضرورت ہے تو مفت ترجمانی کی سروس دستیاب ہے۔ براہ مہربانی انٹرپرائٹنگ یونٹ کو 0161 477 9000 پر فون کریں۔

خدمات مترجمی رایگان موجود است اگر جهت این اطلاعات احتیاج به کمک داشتید

یا شماره تلفن اداره ترجمه استاکپورت تماس بگیرید 01614779000

تنوفر خدمة ترجمة شفوية اذا تطلبت مساعدة في فهم هذا المعلومات. نرجو الاتصال اربن رينيول على رقم الهاتف: 0161 477 9000

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

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