



Equality and diversity



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As a service provider, employer and community leader, we value diversity and take our responsibility to promote community cohesion very seriously.

We are committed to promoting equality and diversity and will endeavour not to discriminate against any employee, job applicant or service user on grounds such as gender, age, marital status, social class, race, colour, ethnic or national origin, disability, sexual orientation, unrelated criminal conviction, religion or belief.

Equality does not mean providing the same service for all customers or treating them all in the same way. It is about adapting the service, when and where appropriate or possible, to meet the needs of diverse communities.

Equality Act 2010

The [Equality Act](#) provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. The nine main pieces of legislation are:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Equality Act 2006, Part 2
- Equality Act (Sexual Orientation) Regulations 2007

Who is protected by the Act?

Everyone in Britain is protected by the Act. The 'protected characteristics' under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

We must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Eliminate, advance and foster

Read  [our response](#) (PDF 222 KB) to the General Equality Duty.

Read our  [current draft objectives](#) (PDF 148 KB). These objectives are due to be updated in line with the emerging corporate plan.


Equality policy


The current Equality Policy (Word 1.50 MB) aims to provide a framework for equality and diversity practice across the authority and the means for implementing it. We will be actively seeking to achieve measurable outcomes that are consistent with the goal of this policy. This policy is due to be updated in line with the emerging corporate plan.

Equalities monitoring

By collecting monitoring information we can provide evidence that we are reaching the people who need particular services and identify when they are not. This enables us to set realistic targets on how we are going to tackle under-representation of diverse communities.


Equality monitoring questions are not mandatory and will not make a difference to the service you receive. The information is classed as personal data under the Data Protection Act and will be treated confidentially.

The  [Herts LGBT Guide 2014](#) (3.39MB PDF) aims to inform Lesbian, Gay, Bisexual and Transgender people about services in and around Hertfordshire. It also lists local and national information, as well as giving practical tips and advice.

Young people in Hertfordshire have launched a new website called  [Young Pride in Herts](#), which has information and links to advise young people who have questions about coming out, healthcare and where they can go for support.

Hertsmere's equalities impact assessments

Equality impact assessments evaluate how our policies and procedures affect different groups. It enables us to identify what we are doing well, as well as where we need to improve, to ensure no group is disadvantaged. Currently the equality impact is assessed on a case by case basis. This is being reviewed corporately and the website will be updated in due course.

 [Equality Advice and Support Service](#) is a free independent service that can provide expert guidance and support for anyone who may experience any type of discrimination. Using the Equality Act 210 and Human Rights Act, advisers are able to discuss and provide support in finding an informal resolution to a complaint/issue.

For further information email:  corporate.support@hertsmere.gov.uk

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