



Bromley Adult Education College Equal Opportunities Policy 2021-2022

As part of the London Borough of Bromley, Bromley Adult Education College works within the LBB Equal Opportunities Statement, a copy of which is reproduced below.

BROMLEY COUNCIL EQUAL OPPORTUNITIES POLICY STATEMENT

The Council treats all people with equal respect, concern and consideration and recognises the contribution made to the community by all individuals. We strive to ensure that this belief is embodied in the way we provide services, in our employment practices, and how we work with our partners/agencies in the community.

In Bromley everyone is part of our borough.

We are proud to have:

a culture and history that excites
a diverse and evolving population

We are proudly building:

a progressive and inclusive community
equity in opportunities and access

We welcome everyone and want everyone to feel welcome.

Our active underpinning approach

We believe Bromley must be a fair and inclusive borough for everyone. That's why we are proactively working to make the community a welcoming place where everyone feels they belong.

We value the difference that everyone brings to the borough. That's why we recognise and celebrate diversity, individuality and cultural history of all parts of our community.

We strive for everyone to have equity in access to services. That's why we are making our information accessible so that everyone knows how to access all services across our community.

We aspire for everyone in our borough to live free from discrimination. That's why we have zero tolerance for discrimination and we are shining a light on unconscious bias across the community.



Things we are doing

We put the people we serve at the heart of our work. We do this through our people first, empathetic leadership approach to create a fairer borough.

We understand who lives, works and studies in the borough. We do this by gathering data and intelligence from a range of different places.

We make sure that we consider everyone when we make decisions. We do this through our equality impact assessments which evidence our thinking and which supports the delivery of our Building a Better Bromley priorities.

We are an inclusive employer and have a workforce which represents our community. We do this by having an open and transparent recruitment process which ensures there is equity in access.

We involve everyone when we plan and review services. We do this by asking people to tell us what they think about our services and having a clear complaints process.

We make information about services and support accessible to everyone. We do this by providing our information in both digital and non-digital channels and in a range of targeted formats.

We understand our cultural and individual unconscious bias. We do this through training our staff and having open, honest and challenging conversations.

Our progress

We will publish an annual review of our progress. It will be presented to our Executive so that we can publicly present and debate our progress.

A shared responsibility

Everyone who is part of the council puts equality and equity at the heart of their day-to-day work and when they make decisions. This applies to everything we do as:

an employer

a service provider

a commissioner of services a regulator and inspector

a community leader

Councillors

Are responsible for the policy and ensuring that adequate resources are provided for its implementation.

Chief officers

Are responsible for overseeing implementation of the policy and monitoring progress.



Managers

Are responsible for ensuring that all aspects of their services comply with the policy.

Staff

Are responsible for ensuring fairness towards colleagues, service users and other members of the community.

Service providers

Are responsible for ensuring that their service provision and employment practices are consistent with the policy

BUILDING A BETTER BROMLEY AND EQUAL OPPORTUNITIES:

We will, with our partners, agencies, contractors and all other associated organisations, work to eliminate unlawful discrimination and promote equality of opportunity and good community relations.

This policy statement supports the Council's vision of 'Building a Better Bromley' by recognising that improved customer satisfaction must drive all of our actions and that this can only be achieved if all customers can access our services in a fair and consistent manner.

A Better Bromley will be a place where everyone feels safe: we will build a cohesive community in which people respect, tolerate and understand each other.

A Better Bromley will be trusted by local people and provide excellent services: we will engage residents in the democratic activities of the Council. By listening to our customers and ensuring that everyone who requires our services has fair and equal access to them, we will maintain trust of local people and continually improve service provision.

A Better Bromley will be a vibrant place where people choose to visit and do business: by ensuring equality and promoting good community relations we maximise the potential for growth and prosperity in the Borough.

A Better Bromley will provide assistance and support to encourage fulfilled and independent lives for all, and especially for the elderly: by providing opportunity and flexible services, all residents, especially the elderly, can continue to have fulfilling and independent lives whereby they can continue to have a noticeable and positive impact on the borough.



A Better Bromley will provide all children and young people with opportunities to fulfil their potential: by investing in the Borough's young people we can take steps to address and prevent anti-social behaviour and we can also enhance their opportunity to gain and maximise their skills for later life. We will ensure that we connect with and support all young people and their parents so that each has a fair and equal opportunity to succeed in life, become a responsible citizen and develop prosperity and pride in the Borough.

A Better Bromley will be a borough that is considered 'excellent' by the community it serves: by reflecting in the views of our customers and engaging them in service development and improvement initiatives, we will ensure that everybody has equal access to services, facilities and employment opportunities.

A Better Bromley will work with health partners and focus on areas identified within the Health and Wellbeing Strategy in improving health and delivering Public Health outcomes to ensure that health and wellbeing priorities are integrated within the services we provide. To also ensure effective community engagement to help shape local services through the establishment of Health watch.

A Better Bromley will be a Safe Bromley, we will continue, as the lead Member of the Safer Bromley Partnership, to work closely with our key partners to ensure Bromley remains one of the safest boroughs in London and strive to continue to reduce levels of crime and antisocial behaviour, whilst encouraging community engagement to assist in making the borough a safer place. We will listen to and consider local people's concerns and where appropriate implement measures to make those that live and work in the borough feel safe. We will support programmes to divert young people from crime and antisocial behaviour and continue to protect the elderly and vulnerable from scams and doorstep crime. If necessary we will apply pressure on Government and other bodies to ensure that Bromley receives sufficient police resources to tackle crime and disorder.