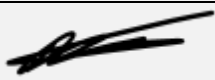





Statement of Intent for Equality and Diversity (SMBC)

Responsible person	
Date adopted	April 2012
Review cycle	Annual
Last review date	November 2023
Next review date	November 2024
Signed by Governors	
Signed by Headteacher	

Summary of Amendments

Version number	Amendment description	Amended by	Date

Statement of Intent for Equality and Diversity

Our statement of commitment:

“Sandwell is committed to ensuring that services are provided that embrace diversity, promote equality of opportunity and access. As an employer we are also committed to equality and valuing diversity within our workforce. Our goal is to ensure that this commitment is embedded in our day to day working practices with all our customers, colleagues and partners.”

We will provide equality of opportunity and will not tolerate discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

As a council, we will consider equality and diversity in everything we do, and to play an important part in working towards the life chances and opportunities for all local people. We have strengthened and integrated equalities through the Sandwell Scorecard and made clear links with the council's three equality objectives.

Sandwell Council has identified three key equality objectives that demonstrate our commitment to eliminating unlawful harassment and discrimination, and to promote equality of opportunity, and these underpin the Sandwell Scorecard.

Our three equality objectives are:

- **We will** build strong and prosperous communities by talking to people and involving them in what we do;
- **We will** ensure that people can use our buildings, service and information;
- **We will** ensure that we meet individuals' needs in the range of service we secure;

The equality objectives will be reviewed on a regular basis informed both by changes within the council, and through engagement and feedback from customers, key partner organisations and voluntary groups in Sandwell. This will ensure they remain relevant and are fit for purpose as the council moves forward towards achieving excellence.

All members of staff working for the council have a personal responsibility for implementing the equality duty in their day-to-day dealings with customers, with each other and with partners. This includes the need to provide services which have been planned and delivered around people's needs and to represent value for money on behalf of people of Sandwell.

Version 25 April 2012