



Policy into Practice

To make our Diversity and Race Equality Scheme work in practice we have also produced a draft action

plan which sets out a clear framework for how we intend to make improvements to our services.

Leadership and Corporate Commitment

We will set an example by improving our approach to equality in access to our services and recruitment.

We will also provide leadership by working with many of our community partners to tackle discrimination.

Talking and Listening to the Community

We will talk and listen to local people to ensure that we understand the key issues. We will also identify those groups whose needs are not met by our services.

Delivering services for everyone

We are committed to providing services fairly to the whole community. This means we will ensure that our services are accessible and monitor their usage.

Fair recruitment and training

We will ensure that we recruit staff on the basis of their skills and abilities with equal employment terms and conditions.

Before we finalise the Diversity and Race Equality Scheme and our Action Plan, we need your general views on how the Council is dealing with equality issues in North Dorset.

Please take the opportunity to give to us your comments using the attached form.

The full version of the draft Diversity and Race Equality Scheme can be found on www.north-dorset.gov.uk or is available from the Council Offices.

Please return the form to Mark Williams at North Dorset District Council, Nordon, Salisbury Road, Blandford Forum, Dorset DT11 7LL.

The deadline for comments and completed questionnaires is 8 March 2006.

**This leaflet can be ordered in a range of formats such as large print, CD, audio cassette or another language.
Call (01258) 484330.**

For more information on the Diversity and Race Equality Scheme visit www.north-dorset.gov.uk



Have your say

Diversity in North Dorset





Your Views are Important

We want to make sure that everyone in the community has access to our services and is treated equally and fairly,

irrespective of their race, disability, gender, age, religion or belief, national or ethnic origin, colour, sexual orientation or marital status.

We are now expanding our existing equality scheme by producing a three year Diversity and Race Equality Scheme. The draft scheme was approved by the Cabinet in December 2005 and we would like your views on the document before the final version is published in March 2006.

This leaflet provides a summary of the Diversity and Race Equality Scheme. It can be ordered in a range of formats, including large print, CD, audio cassette or other languages.

The full version is available at www.north-dorset.gov.uk or from the Council offices.

If you would like a copy sent to you or have any comments, please contact Mark Williams at North Dorset District Council on (01258) 484018

Our Vision for Equality in North Dorset

Our draft Diversity and Race Equality Scheme gives the clear message that the Council has an unequivocal belief in equality and fairness.



Our vision for Equality in North Dorset aims to:

- Ensure that services are designed to manage diversity effectively by tackling inequality and social exclusion and promoting independence;
- Ensure that services are accessible, welcoming, caring and responsible to the needs of our diverse communities;
- Ensure that as far as possible we are enabling people to fully participate in consultation over the definition, planning and delivery of Council services that affect them;
- Ensure that we work effectively with our partners to pursue equality and diversity objectives across the public, voluntary and business sectors of the district;
- Ensure that we respond quickly and effectively to legislation and national policy initiatives on anti-discrimination measures and practices;
- Ensure that we effectively monitor how well we are achieving our goal to reduce discrimination and anti-social behaviour from our communities

Diversity and Race Equality Scheme

Key sections of the Diversity and Race Equality Scheme are:

✓How we will deliver our Commitment

This section commits the Council to improve in stages towards the higher level of the National Equality Standard for Local Government, making sure our services meet the varied and individual needs of people living and working in the district.



✓Assessing and Consulting on our Services

This section looks closely at how the Council consults people about its policies and how those who experience unlawful discrimination can raise their concerns.

✓Assessing Policies and Functions

This section explains how the Council puts together its policies and how they are agreed. It identifies the areas of the Council's work which have a high relevance to race equality and explains the need for impact assessments to ensure that relevant policies meet the requirements of the legislation.

✓Training Staff

This section looks at how training is managed by the Council, how diversity and race relations awareness is threaded through all training and how it is monitored.

✓Staff Monitoring

This section highlights how the Council will ensure that no group is disadvantaged in applying for and undertaking employment with us.