

## What is Diversity?

The Corporate Diversity Team recognises and works with the six strands of diversity as defined by the Home Office. They are:

- Race
- Religion and Belief
- Disability
- Gender
- Sexual Orientation
- Age

In addition, we recognise two others which are relevant in Herefordshire, which are:

- Income
- Geographic Location



*Dancers from Hereford Art College perform as part of an event organised by the Corporate Diversity Team (August 2006)*

## Corporate Diversity Team

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## Corporate Diversity Team

**Challenging  
Discrimination  
Supporting  
People  
Promoting  
Equality**



If you need help to understand this leaflet, or would like it in another format or language, please contact the Corporate Diversity Team at the address on the back.

## Who We Are

The Corporate Diversity Team was set up in April 2005. We work both within the Herefordshire Council, and externally in the community. Our objectives are:

- To ensure that the Council fulfils its statutory responsibilities with regards to relevant legislation
- To create a culture of openness, honesty and trust, where everyone is treated with respect
- To work in the community to raise awareness
- To support employees and members of the public to challenge discrimination, hate crime, harassment or bullying

We welcome queries about how we can help, so please contact us to find out more.



The Corporate Diversity Team (from left), Lynsey Radmore, Harriet Yellin, Neville Meredith, Carol Trachonitis

## What We Do

### Support Individuals

The team works with individuals who have suffered disadvantage, harassment, discrimination or bullying. We will help in whatever way the individual wishes. This may be signposting to another organisation, going with them to meetings, challenging behaviour on their behalf, or just listening.

### Work with Groups

The Council has several internal working groups around diversity, which are all supported by the Corporate Diversity Team. We also work in partnership with many other organisations across Herefordshire and the West Midlands.

### Develop Strategies for the Council

The team has written strategy documents for the Council in order to comply with legislation. For example, the Comprehensive Equality Policy, Race Equality Scheme and Disability Equality Scheme. We are responsible for ensuring that the commitments made in these documents are in place across the whole organisation.

### Raise Standards within the Council

The team leads on various initiatives which aim to raise standards of working, comply with legislation, and eliminate discrimination. An example of this is the **Equality Standard for Local Government.**

### Raise Awareness and Promote Equality

We run regular sessions for Council staff and other organisations on equality and diversity. We also do a presentation to all new staff at their induction so that they understand their rights and responsibilities. We are happy to carry out sessions for Council teams or other organisations on request.

In order to fulfil our duty to promote good relations between different groups, the team organises occasional community events. Examples include:

- Holocaust Memorial Day (January 2003, 2004, 2005, 2006 and 2007)
- Kick Racism out of Football (October 2003 and October 2004)
- Event celebrating the achievements of and services available to local disabled people (December 2006)