

Complaints and feedback

We want to know what you think about North Lincolnshire Council's Diversity Policy.

Please send your views to:

Diversity Team
Pittwood House
Ashby Road
Scunthorpe
North Lincolnshire
DN16 1AB
01724 297301
diversity@northlincs.gov.uk

Strategic Procurement Team
Pittwood House
Ashby Road
Scunthorpe
North Lincolnshire
DN16 1AB
01724 296027 or 296018
procurement@northlincs.gov.uk



What it means to you as a contractor working for North Lincolnshire Council

This leaflet can be provided in any other format, eg large print, Braille, audio upon request.

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What is diversity?

Diversity is different from equality. It goes a step further by recognising people's individual differences. By making the most of people's unique qualities, it improves motivation and makes the most of their potential. The result should be better services.

Diversity:

- ◆ offers a more creative way of looking at equality;
- ◆ combats prejudice, stereotyping, harassment and undignified behaviour;
- ◆ promotes the concept of equal opportunities beyond the requirements of the law;
- ◆ is socially desirable and morally right;
- ◆ welcomes the challenge of serving communities and individuals with diverse needs;
- ◆ avoids categorising people into convenient pigeonholes;
- ◆ acknowledges that each individual is unique, possessing different skills and talents which, if harnessed will benefit the community,
and
- ◆ is the responsibility of everyone.

Council commitment

We each have our own unique needs, skills, qualities and abilities. The council believes this diversity must be valued.

We want to make sure our services meet everyone's needs. We will therefore treat everyone as an individual.

We will not unfairly discriminate on any grounds, such as:

ability and disability
age
appearance
background
caring responsibilities
criminal convictions
cultural behaviour
religious belief
gender
geographic location
health status
marital status
personality
political affiliation
sexual orientation
socio-economic status

You have the right to work in an environment free from unfair discrimination.

Your responsibilities

All agents, suppliers, contractors who act and engage on behalf of North Lincolnshire Council are responsible for:

- ◆ showing respect and consideration for others at all times, whether they are clients, local residents or fellow construction workers;
- ◆ dealing with and recording or reporting complaints in accordance with the complaints procedures;
- ◆ either challenging inappropriate behaviour and practice or bringing such behaviour to the attention of North Lincolnshire Council;
- ◆ ensuring that everyone working or visiting a job behaves with respect and consideration.

Breaches of policy

Any allegation of a breach of the policy will be investigated in accordance with the complaints procedure. The council views any form of discrimination as a serious act of misconduct, and any contractor found to be guilty of discrimination, may be removed from the job, or if appropriate removed from the council's list of approved contractors.