

## Appendix 4 – Links to other documents

### Councils' website

- Our equality statement: [Our equality statement - West Lancashire Borough Council \(westlancs.gov.uk\)](https://www.westlancs.gov.uk/about-the-council/how-the-council-works/equality-and-diversity/equality-statement.pdf)
- What our duties are: [What our duties are - West Lancashire Borough Council \(westlancs.gov.uk\)](https://www.westlancs.gov.uk/about-the-council/how-the-council-works/equality-and-diversity/our-duties.pdf)
- How we are performing: [How we are performing - West Lancashire Borough Council \(westlancs.gov.uk\)](https://www.westlancs.gov.uk/about-the-council/how-the-council-works/equality-and-diversity/how-we-are-performing.pdf)
- How to get involved : <https://www.westlancs.gov.uk/about-the-council/how-the-council-works/equality-and-diversity/how-to-get-involved.aspx>
- Equality in Employment: <https://www.westlancs.gov.uk/about-the-council/how-the-council-works/equality-and-diversity/equality-in-employment.aspx>

Information for staff can be found on the link : <https://www.westlancs.gov.uk/about-the-council/how-the-council-works/equality-and-diversity/find-more-information.aspx> relating to the following:

- community engagement protocol
- list of equality groups (CSV 6kb)
- Cultural awareness - guidance for WLBC staff
- Demographic breakdown of West Lancs
- National data sources

### Councils' Intranet

- Equality In Employment: <https://www.westlancs.gov.uk/about-the-council/how-the-council-works/equality-and-diversity/equality-in-employment.aspx>

The following can be found here: <http://intranet.westlancsdc.local/rules-and-regulations/equality.aspx>

- Dignity at work policy (pdf 256kb)
- HIV and AIDS policy (pdf 99kb)
- Equality Impact Assessment guidance and form (word 93kb)
- Working practice statement 10 - religion and belief in the workplace (pdf 355kb)
- Working practice statement 11 - gender identity and gender reassignment (pdf 207kb)
- Our approach to helping customers access our services is set out on the website:
  - visit how would you like to access information (wlbc web)
  - How to Access Translation Services (pdf 93.2kb) guidance
- Equality information about employees

- Behavioural standards
- Internal online Equality training offer: Emerge training modules
  - WLBC – the Uncomfortable Truth
  - WLBC – Unconscious Bias
  - Equality Series - Equality Act 2010 Part 1 and 2
  - Equality Series - Communicating with deaf and hearing-impaired customers
  - Equality Series - A guide to reasonable adjustments
  - Equality Series - Learning Disability Awareness
  - Equality Series – Disability Discrimination
  - Equality Series – Equality Impact Assessments
  - Equality & Diversity for Councillors