Being Fair to Everyone
Equality Strategy and Questionnaire
2016 - 2020
Easy Read
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Introduction

This is the easy read version of our Equality Strategy and Questionnaire.

Please read through it and let us know what you think by answering the questions.

When you have finished please post your answers back to us. The address is on page 21.

Please do this by Friday 27th May.
Equality

Equality means treating everyone in a fair way and with respect.

Equal Opportunities

Equal opportunities means everyone has the same chance to get the things they need.

Discrimination

Discrimination is where someone is treated badly because of something that they can’t change - like their race or disability.
Who suffers from discrimination?

People often suffer from discrimination because:-

- Of their age
- Of a disability
- They have changed their gender
- They are married or not married
- They are pregnant or looking after a new baby
• Of their race. This includes their colour and where they were born.

• Of their religion or belief. It also applies to people who have no religion or belief.

• Of their sex.

• They are gay or straight or bisexual.
The Law

The law says that the Council must:

- Make sure there is no discrimination.
- Make sure that people have Equal Opportunities. This means they should a fair chance to get the things they need.
- Work with all the different communities to help them to get on well together.
About you

**Question 1:** Are you ...  
☐ Speaking just for yourself?  
☐ Speaking for a community organisation?  
☐ Speaking for a business?  
☐ Speaking for any other sort of organisation?  
☐ A member of staff at Leicestershire County Council?  
☐ A councillor?  
☐ Something else? please say what  

**Question 2:** If you are speaking for a business or organisation please say which one.  

Name of the organisation

Your name
Our policy

Leicestershire County Council has an Equality Policy for 2016 - 2020.

A policy explains what we want to do about something.

All council staff have to do what is in the policy.

Our policy is to:-

1. Make sure we do not discriminate when we give people a job.

We want our workers to include people from all backgrounds.
Question 3: Do you agree that council staff should come from all the different communities.

Is there anything you would like to say about this?

The smiley faces mean:

- I strongly agree
- I agree
- I don’t mind
- I disagree
- I strongly disagree
- I don’t know
We plan to check that council staff are coming from all parts of the community by:-

- Keeping a record of which member of staff belongs to each community.
- Make sure that our managers get new staff from all backgrounds.
- Training all staff in how to be fair to everyone.

**Question 4:** Do you agree with this plan?

Is there anything you would like to say about this?
Question 5: Do you think that our plans will help us to do what the law says we must do?

Is there anything you would like to say about this?

2. The second part of our policy is to make sure we do not discriminate in any of our services.

We want to provide services fairly to people from all backgrounds.
**Question 6:** Do you agree with this policy?

Is there anything you would like to say about this?

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We plan to do this by:-

- Looking at how our policies affect how people from all communities use our services

- Looking at how changes to services affect how people from all communities use our services
Question 7: Do you agree with our plans to make sure that we don’t discriminate in the way we provide services?

Is there anything you would like to say about this?

Question 8: Do you think that our plans to make service more fair will help us to do what the law says we must do?

Is there anything you would like to say about this?
3. The third part of our policy is to help all groups of people living in Leicestershire to get on well with each other.

**Question 9:** Do you agree that we should help all groups of people living in Leicestershire to get on well with each other?

Is there anything you would like to say about this?

We plan to do this by:-

- Helping all communities to be strong and confident.
- Talk and listen more to people who use our services.
- Hold events which explain equality to more people.
**Question 10:** Do you agree with our plans to help communities in Leicestershire to get on better together?

Is there anything you would like to say about this?

**Question 11:** Do you think that these plans will help us to do what the law says we must do?

Is there anything you would like to say about this?
Question 12: Have you any other comments?
More about you

**Question 13:** Are you male or female?

- [ ] Male
- [ ] Female

**Question 14:** Is your gender the same as when you were born?

- [ ] Yes
- [ ] No

**Question 15:** What was your age last birthday?

- [ ]

**Question 16:** What is your full postcode?

- [ ]

**Question 17:** Do you have children under age 17?

- [ ] Yes
- [ ] No

**Question 18:** What ages are your children?

- [ ] 0-4
- [ ] 11-15
- [ ] 5-10
- [ ] 16-17
Question 19: Are you the carer of someone over age 18?

☐ Yes  ☐ No

Question 20: Are you ill or disabled?

☐ Yes  ☐ No

Question 21: What is your ethnic group?

☐ White  ☐ Black  ☐ Mixed  ☐ Other  ☐ Asian

Question 22: What is your religion?

☐ No religion  ☐ Jewish  ☐ Christian  ☐ Muslim  ☐ Buddhist  ☐ Sikh  ☐ Hindu  ☐ Other religion
Question 23: Are you...
- Bi-sexual?
- Lesbian?
- Gay?
- Other?
- Straight or heterosexual?

Question 24: What is your highest qualification?
- None
- Degree
- GCSE or O levels
- Higher Degree
- A levels
- Professional qualification
- Diploma
- Other

Question 25: Are you...
- In a full time job?
- At school, college or university?
- In a part time job?
- Unemployed and looking for work
- Self employed
- Disabled
- On a training scheme
- Retired
- Looking after the home
- Doing something else
Question 26: Are you an employee of Leicestershire County Council?

☐ Yes  ☐ No

Thank you

Thank you for completing this questionnaire. Please now send it back to:

Equality Strategy 2016-2020 Consultation, Room 300B
Leicestershire County Council
Have Your Say
FREEPOST NAT18685
Leicester
LE3 8XR

You don’t need a stamp.

Please send it back by Friday 27th May 2016

Leicestershire County Council will take your views into account when they decide about the Equality Strategy in June 2016.
For more information

If you want to know more please contact us on:-

Email: equality@leics.gov.uk

Telephone: 0116 305 5501