Being Fair to Everyone

Equality Strategy
2016 - 2020

Easy Read
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.
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.
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 choose new staff from all backgrounds.

- Training all staff in how to be fair to everyone.
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.

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

3. The third part of our policy is to help all groups of people living in Leicestershire to get on well with each other.
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.

For more information

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

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