Equality, Dignity and Respect Policy – Our plan to treat everyone in a good and fair way

2017 - 2020

This booklet is in easy read
Who we are and what we do

We are Derby City Council.

This is one of our policies.

A policy is like a plan.

The policy says how we will treat everyone in a good and fair way.

We will do this for everyone who lives in Derby or visits us or works for us.

We will use this policy from 2017 – 2020.

We want to:

- Help the Council, community and other people/groups to work well together
- Work with our partners so they know how to treat everyone in a good and fair way too
- Make sure our services are fair and everyone can use them
- Have more information about treating people in a fair way
o Make it fair for different people to get jobs.

We have a group at the Council working to make these plans happen.

**What is in our plan**

We know that having different people in our city is important.

We want the places where people live to be good and safe.

We believe in treating everyone in a good and fair way.

We need to understand what people need so that everyone is treated in a good way.

We will follow the law to treat people in a good way if they are

- Older or younger
- Disabled people
- A different **gender** or want to change their gender – **gender** is male or female
- Married or together in a civil partnership
- Pregnant or had a baby recently
- A different race
- A different religion or believe in something different
- A different sex
- A different sexuality – for example they might be gay, lesbian or bi-sexual.

We are writing plans and doing our work so that everyone is treated in a good and fair way.

**Making services as fair as we can**

We will

- Deliver services to as many different people as we can
- Support different people in the community they live in
- Make sure we follow the law to treat treating people in a fair way
- Treat the people who use our services in a good and fair way
LISTEN to the people who use our services.

Making jobs and work as fair as we can

We will

- Make sure people work in a place that is good and fair to everyone.
- Have lots of different people working for us
- Treat everyone who applies for a job in a fair way
- Make sure we consider disabled people and their carers
- Train everyone in how to treat people in a good and fair way
- Keep people safe at work so they are healthy
- Follow the law
- Listen to what our workers tell us and change things if we have to.
Working with our partners

We will

- Make sure the partners who work with us know how to treat people in a good and fair way too
- Make sure working contracts we have with other people are fair and good
- Share what we know about treating everyone in a good and fair way
- Listen to our partners to help us make the work we do better.

Making sure our work happens

The Council and Council leaders are in charge of our work to treat people in a good and fair way.

We will make sure that all our staff treat everyone in a good and fair way too.

We will give support to other groups and networks in Derby so they know about being fair too.
We will ask groups to tell us if we are not doing our work in the right way. This will help us do our work better.

We will follow the law to treat people in a good and fair way. This is called the *Equality Act 2010*.

We will make sure we do all we can to help other groups to follow this law too.

**Checking things are going well**

We will check our work to treat everyone good and in a fair way is going well. This is called an *equality impact assessment*.

We will talk to our staff to check how things are going.

We will ask the people who use our services to tell us how they are treated.

We will ask questions to make sure we are being fair.

We will follow the law to do with services and jobs.
The law says people should be treated in a fair way because of

1. Age – how old you are

It is wrong to treat someone in a bad way because they are older or younger than someone else.

We are doing good work to support older people. We have good services to help them.

We need to make sure that older people are treated in a good and fair way.

And they get good care if they are ill or get an illness called **dementia**. **Dementia** can make you behave in a different way and get confused.

We want older people to be treated with **dignity** when they get older and cannot look after themselves.
Leaving care when you are a young person

Some children have to go into care and be looked after by other people. We are doing our best for young people when they leave care.

We will give young people the best support. We will keep them safe and follow the law.

Carers

A carer might be someone in your family who looks after you. We have signed a pledge to make sure carers in Derby are treated in a good and fair way.

A pledge is like a promise. It says what we will do to help carers look after people in a good and fair way. For example, we will give them training and listen to what they need.

We know carers come from lots of different backgrounds. We want to make sure they can care for disabled people in the best way.
2. Disabled people

We know that disabled people can be treated in an unfair way. We are doing all we can to change this.

We are working to help disabled people take part in all areas of life. We want to take away things that stop disabled people from taking part.

We are following the law to do this. We are giving support to people who have a

- **Terminal illness** – this means you are going to die.

- **People with autism** - People with autism can have problems communicating and understanding.

- **People who are Deaf or have trouble hearing**

- **Disabled children and young people**

- **People with mental health issues**
3. Pregnancy and maternity

We know it can be hard for women to go back to work after they have had a baby. We want to give women as much support as we can. We want to give them support to feed their babies when they come back to work, if they want to.

4. Race

We want Derby to be a place where everyone can be treated in a good and fair way – no matter who they are or where they come from.

We are working with communities so that everyone is treated in a good and fair way.

We are working with different networks to make sure everyone is treated in a good and fair way.

We will have special days in the year to show our support for different people.
5. Religion and what people believe in

We will respect what different people believe in. We will do our best to arrange events so they are not on religious days.

We will not let **hate crimes** happen. **Hate crimes** are when people are hurt or treated badly because of who they are or what they believe in.

We have a quiet place in the Council where people can go to pray, if they want to.

6. Sex

We know that some people are not always treated fairly or in a good way because of their sex. For example, sometimes women are not paid as much as men.

We will make sure when people apply for jobs we check they are treated in a fair way.

We have made changes at work for older women so they get support if they need it.

We are helping men to get health checks if they need them.

We are supporting events for women.
7. Sexual orientation and trans

We know that people are not always treated in a good and fair way because of their sexual orientation.

Sexual orientation is who you are attracted to. For example, some people are gay, lesbian or bi-sexual  Trans is when you change from being a man to a woman or woman to man.

We are doing everything we can to make sure no one is treated in a bad way.

Checking our policy is working

We will check our policy is working and make changes if we have to. We will work with our Equality group to make sure this happens.

If you have any questions, you can get in touch with Ann Webster

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