
Our plan for treating everyone fairly



This is the easy read version of our Equality Policy 2020-2023



If you would like help to understand this document, or would like it in another format or language, please call the Equality Team on 01432 260216 or e-mail diversity@herefordshire.gov.uk.

What is in this document



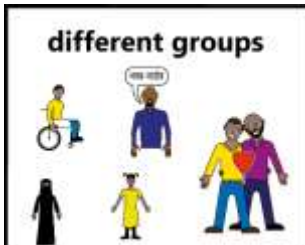
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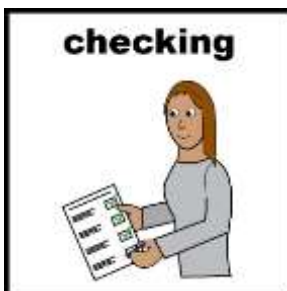
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Some words we use



In this easy read document, some words are in **bold green** writing. Those words are explained here on the next 2 pages.

Public bodies These are organisations that include government departments, schools, hospitals and councils.

Hate crime Hate crime is when someone has treated someone badly because they are different. For example, because they are from a different country or background.

Domestic abuse When someone suffers abuse or a physical attack by a member of their own family.

Equality This means everyone having the same chances to do what they can. Some people may need extra help to get the same chances

Discrimination Discrimination is when someone is not treated fairly.

Diversity

This is a mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

Reasonable adjustments

These are changes an employer or someone providing a service has to make, so that disabled people can do everything that non-disabled people can do.

Civil partnership

A legal relationship between two people who aren't related to each other (a bit like a marriage).

Sexual orientation

Who someone is attracted to. Some people fancy people from a different sex. Some people fancy people from the same sex. Some people fancy both men and women.

Councillor

Someone elected to work with Herefordshire Council and to make decisions.

Armed forces

The army, navy, and air force.

Introduction

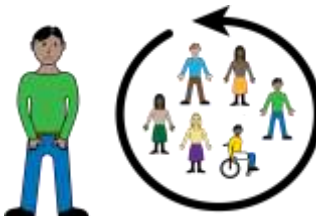
We want Herefordshire to be a place where:



- everyone feels safe
- people can get around easily



- people are treated fairly and given equal chances
- people can get extra help if they need it

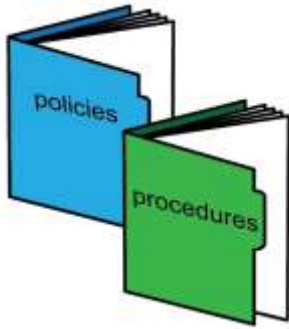


We know that a lot of people in Herefordshire do not have the same chances as other people.



Some people are not treated fairly.

Some people cannot get the services they need.



This document shows how we are going to try to change that.



We think that everyone in Herefordshire is important and should be treated with respect, dignity and fairness.



Councillor Liz Harvey
Portfolio Holder for Equality



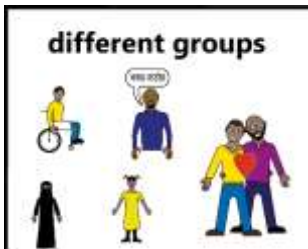
Alistair Neill
Chief Executive

What the law says



The Equality Act 2010 is the law which protects people from **discrimination**.

The Equality Act means that **public bodies** must think all the time about how they can support **equality**. This could be through their services, through their jobs and through the money they spend.



All public bodies must think about treating people from different groups fairly and equally. This is called the Equality Duty.



If an organisation has 250 or more workers, it has to publish information about what it pays men and women.



The Equality Act protects carers of disabled and older people.

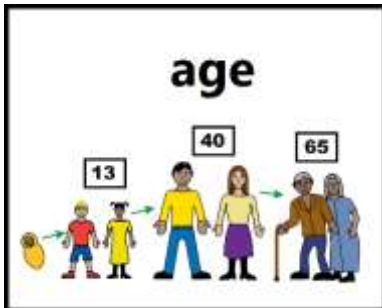


There is a law to make sure that all websites and apps are easy to access. This is called the accessible information standard.

The protected characteristics

Everyone is different, but some differences mean that people are protected by the Equality Act.

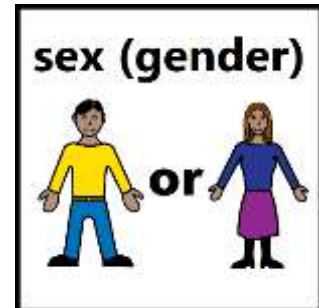
These differences are called “protected characteristics”, and there are 9 of them:



What age a person is.



Sexual orientation.



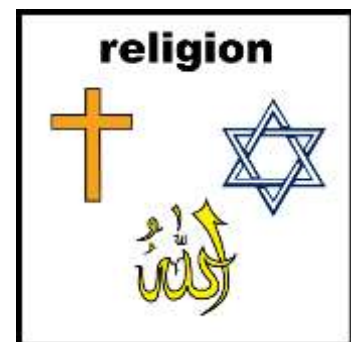
A man or a woman.



Race could mean the colour of your skin, the country you come from, or the language you speak.



Gender reassignment means a person changes the sex they were born with.



What faith or religion someone has, or what they believe.



Disability, including hidden disability.



Pregnant, or a mother who has recently had a baby.



Married or in a **civil partnership.**

Our Equality Objectives

Objective 1: Make the community a fairer and safer place



We are going to work with other organisations to:



Try to stop **hate crime**, and help anyone who is a victim of hate crime.



Try to stop **domestic abuse**, and help anyone who is a victim of domestic abuse.



Try to ensure that everyone has access to good healthcare.



Try to ensure that everyone has access to good housing.

Objective 2: Make sure our staff are friendly and fair

What we are going to do:



Train all our staff in **equality** and **diversity**.



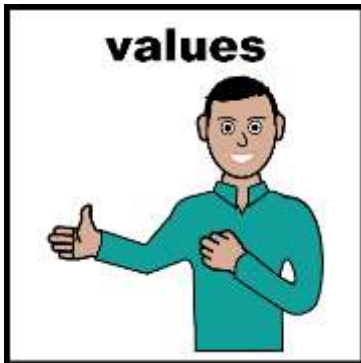
Make sure our staff are polite, helpful and fair to all customers.



Make sure our managers know how to support staff if they are having any problems.

Objective 3: Make fair decisions

What we are going to do:



We will only work with other organisations if they support customers and staff the way that we do.



We will consider everyone's different needs in the community before making any decisions.



We will spend our money fairly, so that everyone can see how it is being spent.

Objective 4: Look after our staff and treat them fairly

What we are going to do:



Treat all our staff fairly, no matter what their protected characteristics.



Help our staff to look after themselves.



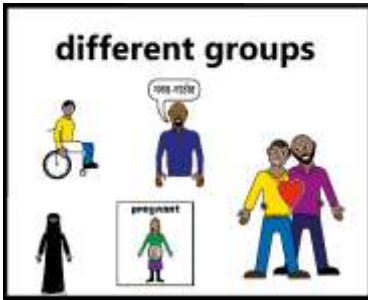
Provide **reasonable adjustments** for disabled people.



Ensure that we treat people fairly at job interviews.



Train our staff on how to work fairly with disabled people.



Count how many of our staff members and **councillors** belong to each protected characteristic, to see if we treat people fairly.



We will check for differences in what people get paid.

Objective 5: Make our services easy to access

What we are going to do:



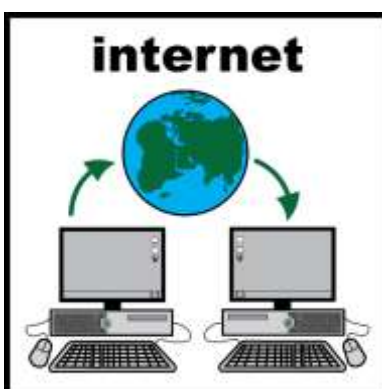
Ensure that our council buildings are easy to access, particularly for disabled people.



Provide information and services in other languages for people who can't speak English.



Provide information and services in different ways, so that everyone can access them.



Make sure that our websites are easy to access.

Objective 6: Help particular groups of people who need it

We are particularly going to try to help:



Gypsy, Roma and Traveller communities (for example, making sure they can get good education and good housing)



Children in schools who are being treated badly by other children



Children who don't speak English very well because their parents have come from another country



People with a learning disability

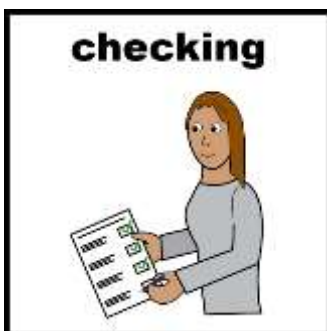


People who work for the **armed forces**, or used to work for the armed forces (and their families and carers)

Who will make this happen



For every action in this document, there is a different person at the council who is going to try to make it happen.



The council's Equality Officer will check with these people to see how they are doing.

The council's Equality Officer will write updates to this document every year to show how we are getting on.

More information



If you have a complaint about this policy or our services then please get in touch. You can tell us about anything that is working well or things that need to be done better.



You can send feedback or questions to us by email to diversity@herefordshire.gov.uk or you can go to our website and fill in a form online.