



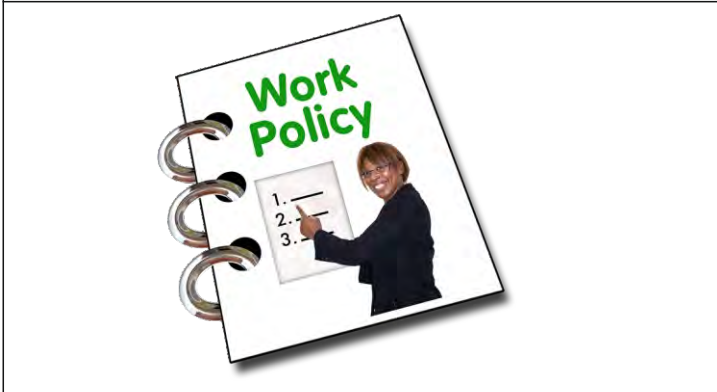
Equality and Diversity Policy

This is an easy read translation of our policy about how to make sure things are fair and everyone gets equal chances and opportunities





Equality and diversity is when every person is treated the same and included in decisions



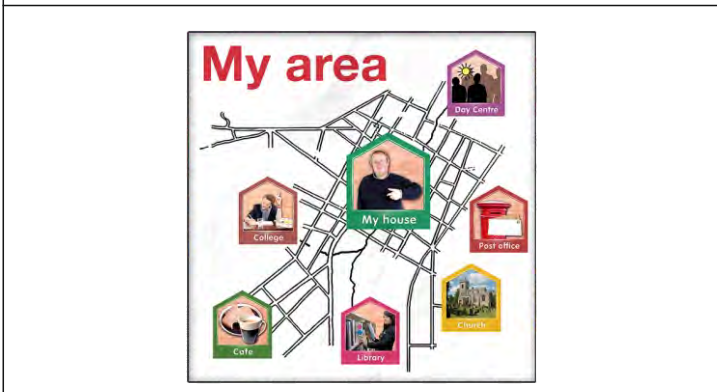
Derbyshire County Council want to make sure that everyone is treated equally and fairly



Derbyshire County Council work with other partners and local people to do this



Equality and diversity helps to build strong communities where people feel happy



This helps people feel part of the places they live work or study

	<p>Sometimes people get treated badly or not given equal chances because of something different about them</p> <p>That might be one or more of these things</p>
	<p>Age</p> <p>How old someone is</p>
	<p>Disability</p> <p>Which includes a hidden disability</p>
	<p>Race</p> <p>Where someone is from or the colour of their skin</p>
	<p>Religion</p> <p>What faith someone has</p>



Gender

If someone is a man, a woman or transgender

Transgender is when someone feels they are in the wrong body for them



Married

Or in a civil partnership



Pregnant

Or a mother who has just had a baby



Sexuality

about being gay, lesbian or bisexual



Rich or poor

How much money someone has or hasn't got



Derbyshire County Council will help with equality and diversity by



Promoting equality wherever it can in the community






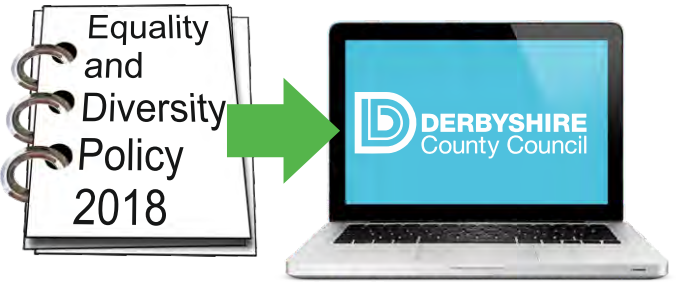

Taking action to stop abuse



Treating all people fairly



Stand up to bullying and abuse

	<p>This policy must be followed by everyone at the County Council</p> <p>This includes all Councillors and workers</p>
	<p>We have made sure our policy meets what the law says we must do</p>
	<p>We have other County Council policies which link with this one</p> <p>Staff learn about all the policies that they need to know for their job</p>
	<p>We will put this policy up on the County Council website and on our own staff computer system</p>
	<p>We will check this policy in 2021 and make any changes that we need to</p>



We will work within the law and our policies to make sure people get fair chances

We will check how we are doing each year



When we are planning changes we will think carefully about making it so people are not unfairly treated



We will work carefully to stop bullying and bad treatment



We will work carefully to help all communities join together

Being equal
Being different
Being fair



We will make sure new staff get learn about equality and diversity

We will teach them what the law says about being fair and equal



I want to say...

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 find information on our website

www.derbyshire.gov.uk



If you have any other questions about this policy you can send us an email to

policy@derbyshire.gov.uk



Or you can call us on **01629 538304**

