

The City of Edinburgh Council

Equalities Scheme 2006 - 2009

**Our plans to give everyone an equal
chance**



Contents

Part 1	Page Number
What is the Equalities Scheme?	2
What do we believe?	3
What does the law say?	3
Why make 1 plan for everyone?	4
Part 2	
How do we use the plan?	5
What do the 6 equalities groups do?	7
How do we work with them?	8
How do we support them?	9
Part 3	
What do the 6 equality groups want us to do?	10 -15
Part 4	
Equal chance in work	16
Equal chance in education	17
Part 5	
How do we know the plan is working?	18
How do we use the report?	19
Further information	20

What is the **Equalities Scheme**?



The **Equalities Scheme** is our **plan** which says how the Council works to give everyone an equal chance.

We must do this for people who

- live here and use our services
- work for us.



We support people and groups to take part in making decisions if they want to.



We want to stop **discrimination**. We want everyone to know what this is and to help to stop it.



Discrimination means treating someone worse than other people for some reason. For example, someone in a wheelchair cannot get into one of our buildings.

What do we believe?



- Everyone has the right to equal treatment.
- Everyone who wants to should be able to take part in making decisions.
- We should value all the different groups in our community.
- We should encourage people to respect others.
- We should make sure the Council does not discriminate.

What does the law say?



There are many laws which say it is wrong to treat someone differently because of

- Age
- Disability
- Faith/Belief
- Gender
- Race
- Sexual Orientation

The laws say the Council must work to give everyone an equal chance.

Why make 1 plan for everyone?



Some of the laws say the Council must have a special **scheme** (plan). We decided to make 1 plan for everyone.

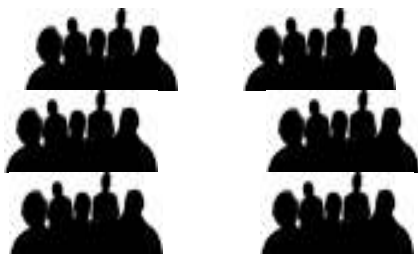


1 plan helps people from different groups to work together on things which are important to them.



We talked about the plan to

- our staff and councillors
- the health board
- the police
- community groups
- our 6 **Equalities Groups**



Our **Equalities Groups** work to make sure there is no discrimination. They are made up of people from many different groups who have the same interest.

(See pages 10 -15)

How do we use the plan?



The plan helps us to

- Think about our work. Are we helping to give everyone an equal chance?



- Make **action plans**. **Action plans** say how we plan to make things better.



- Talk to our equality groups and make sure they can help with this work.



- Make sure everyone gets an equal chance in work and in education.



- Find out how well the plan is working.

How do we use the plan to assess our work?



Every year we choose some policies and services we want to **assess**. This means we ask :

How do they affect the people in our 6 groups?

Do they help to give everyone an equal chance?



We work closely with equality groups:

- to make the list
- to decide if the policies are helping.



We train our staff and people in the equality groups to do this.



We put the results on our website.
We know what we need to improve.

What do the 6 Equalities Groups do?



They help us to make new policies and action plans.



They find out what people think of our policies and services.



They tell us how the plan is working.



They share information and tell each other about things that work well.



They do **research**. They find out more about things which are important for their group.

How do we work with the Equality Groups?



If the Council want to make a new policy, we ask the groups what they think. These are some ways we do this.

1. We ask the groups to discuss it at a meeting.



2. We hold a workshop at a conference.



3. We write to the group with the important points.



4. We ask people in the group if they agree for their names to be on the computer. Then, we email them.



5. We ask them to help us do research. This means they help us find out what **others** think.

How do we support the Equality Groups?



We help with work such as writing letters, phone calls, and arranging meetings.



We support local groups to work together. People can get information for the place where they live.



We give training to the groups. This helps them to learn about the law and to make the group stronger.



We work with other [public authorities](#). For example the health board and the police.

The next pages tell you about things the 6 Equalities groups want to work for.



Age

Edinburgh Older People's Group

They want older people to



- Have a better standard of living and feel healthier and happier.



- Feel they are an important part of their community and feel safe.



- Have better chances to learn.



- Have better transport to help them move around easily.



- Have strong community groups.



Edinburgh Disability Equality Group

They want disabled people to have



- Better ways to help make decisions which affect them.



- More chances to get a job or to volunteer.



- Better access to buildings and information.



- Better transport and housing



- Better care, befriending and **advocacy** support. **Advocacy** means someone helps you to say what you think.



Edinburgh Women's Equality Group

They want



- More money to support women's groups and more childcare.



- Better ways to find out what women in Edinburgh think.



- To stop Violence against Women.



- Schools should give boys and girls the same information about jobs and careers.



- More examples of women in top jobs.



Edinburgh Inter - Faith Group

They want



- People to learn about their group and how they help people of different faiths/beliefs do things together.



- More money and support for groups that want to help with community projects.



School

- Better education about faith and beliefs in schools.



- To make sure there is no discrimination at work or in services.



Edinburgh Race Equality Group

They want



- More **BME** people to have jobs with public authorities. **BME** means people from black and minority ethnic families.



- Workers should know what to do if there is discrimination.



- Communities should understand about race equality. People should feel safe in their community.



- BME groups should get better support, information and advice.



- People from BME communities should have a better education.



Edinburgh & Lothian Gay, Bi-sexual and Transgender Group (LGBT)

They want



- To help others learn about their group. They work for rights for LGBT people.



- Support for young people when they are telling others they are gay.



- To make sure there is no bullying
 - in school
 - at work
 - in the city
 - in our community.



- To make sure LGBT people can take part in making decisions.

Everyone should have an equal chance in work



Our staff should show the different people who live in our city. Here are some ways we work to do this.



Equal Pay. Men and women should get the same pay for the same jobs.



Training. We tell people about the law and how to stop discrimination.



Flexible working. You can start or finish work at different times.



Work experience. People who do not usually get a chance can work for us for some time to get experience.



Support networks. People can support each other at work. For example, staff who are disabled.

Everyone should have an equal chance in education



These 3 plans help us with this. They are part of our big Equalities Scheme.

Race Equality Scheme

This says how we must work to make things better for BME pupils.



Example Schools collect information which tells us if BME pupils are doing as well as others.

Disability Equality Scheme

This says how we must work to make things better for disabled people.



Example Schools must support disabled pupils so they can part in all school life.

Gender Equality Scheme

This says how we must work to give boys and girls an equal chance.



Example We don't want our pupils to think that some jobs are only for girls or only for boys.

How do we know the plan is working?



We ask ourselves and others how well the plan is working.



We get information from

- Our 6 equalities groups
- Other public authorities – police and health



We get information from all our departments. Every department

- makes an action plan.
- writes a report every year.



The Council puts all this information in a big report every year.

What do we do with the report?



The report tells us

- How the plan works for **people**.
- How it works for **learning**.
- How we **manage** the work.
- About the **money** needed.



We send the report to our 6 Equality Groups. They discuss the report and tell us what they think.



We send the report to all our departments and to our senior managers. They discuss the report.



We make new action plans if we need to.

Who will lead this work?



Everyone in the Council should work to give everyone an equal chance and to stop discrimination.

There is also a special team of staff who will lead this work. They come from every department of the Council and meet every 2 months to discuss how the work is going.

For more information please contact



Nick Croft
Corporate Services
City of Edinburgh Council
Waverley Court
4 East Market Street
Edinburgh EH8 8BG

0131 4693603

nick.croft@edinburgh.gov.uk

