## **Equality and diversity**









## Introduction





**Equality** means treating people fairly and giving people the same choices and chances.

**Diversity** means having a mix of different kinds of people.

This document will support Community Councils to know about:

- their responsibilities about equality and diversity
- how they can promote and support equality in the community

## **Public Sector Equality Duty**

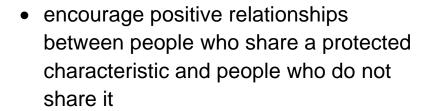




Community Councils must follow the Public Sector Equality Duty (PSED) which means they must:

- stop any behaviour that does not follow the Equality Act 2010 like:
  - discrimination treating someone worse than other people for some reason
  - harassment when someone repeatedly behaves in a way that makes you feel scared, distressed or threatened







The PSED replaces the race, disability and gender equality duties.

The PSED applies to protected characteristics.

You can find out more about protected characteristics in this <u>Easy Read</u> document.



The Equality and Human Rights Commission provide guidance on the Equality Act 2010 and the PSED.

Their guidance on the PSED in Scotland is available at: <a href="equalityhumanrights.com">equalityhumanrights.com</a>

## How can Community Councils help promote equalities in their areas?



- find out about the mix of different people in the area – how many people of different races, with disabilities or of different genders live in the area
- run local events with local equality groups – for example ethnic groups, disability and other community groups



 help to contact groups is available from your Community Council liaison officer or your local volunteer organisation



 make sure that any advertising is accessible to all, and that meetings are in in accessible buildings at times that suit everyone



 always consult about how any plans would affect all members of the community



 act in an inclusive way when inviting speakers from ethnic, disability and community groups to discuss difficulties with the Community Council

**Inclusive** means everyone can take part and have the same chance.



 make it clear that the Community Council will not support any discrimination, harassment or victimisation

