Preston City Council's Equality Strategy

Preston City Council really wants to meet the needs of the people who live and work here; within the resources that we have available. Resources include staff and money.

To try to achieve equality for all, the Council will work towards:-

- Reducing discrimination in employment and the services we deliver. The Council will not discriminate / treat people unfairly, because of a person's age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation;
- We will do more than what is covered by the Equality Act 2010 and will not treat people differently because of their socio economic status (which means people living in poverty) as we know that there are differences across our city and within our communities.

We will also aim to consider and meet the needs of :-

- o Armed Forces Veterans,
- o carers,
- o people living with dementia,
- o asylum seekers and refugees,
- o people living in rural locations
- o and people with an offending history.

This strategy sets our commitment to equality and diversity.

The Council Equality Objectives are:-

- 1. Consult and engage with communities this means we will ask what you think about the things we do and plan to do.
- 2. Listen to the community about issues that affect them we will listen to what you say and think.
- 3. Support vulnerable customers (these are customers who need the most help) especially those who are living in poverty or deprivation.
- 4. To support business and encourage a thriving economy consisting of safe and well regulated workplaces

Image	Text
	Treating customers fairly is very important to the Council. We will do all we can with the staff we have. We will work with the communities to understand what people need.
UNDERSTAND N T T	 The Council will:- Ask customers what they think about Council policies. Listen to people. Support vulnerable customers.

	The Council believes that:
	• Everybody should have an equal chance to give something to and benefit from the City.
	• A diverse community where people are different is a positive thing.
	The Council will:
RACISINI PREJUDICE	 Not treat anybody unfairly.
DISCRIMMATION	 Be a good example to others
Image: Second	 Deal with prejudice and discrimination. This means things like racial abuse or sexual harassment.





Equality at Work

Everyone who works at Preston City Council has a part to play.

The Council will consider equality in all areas of employment:

□People applying for jobs

□People getting better jobs

 $\Box \mathsf{Pay}$

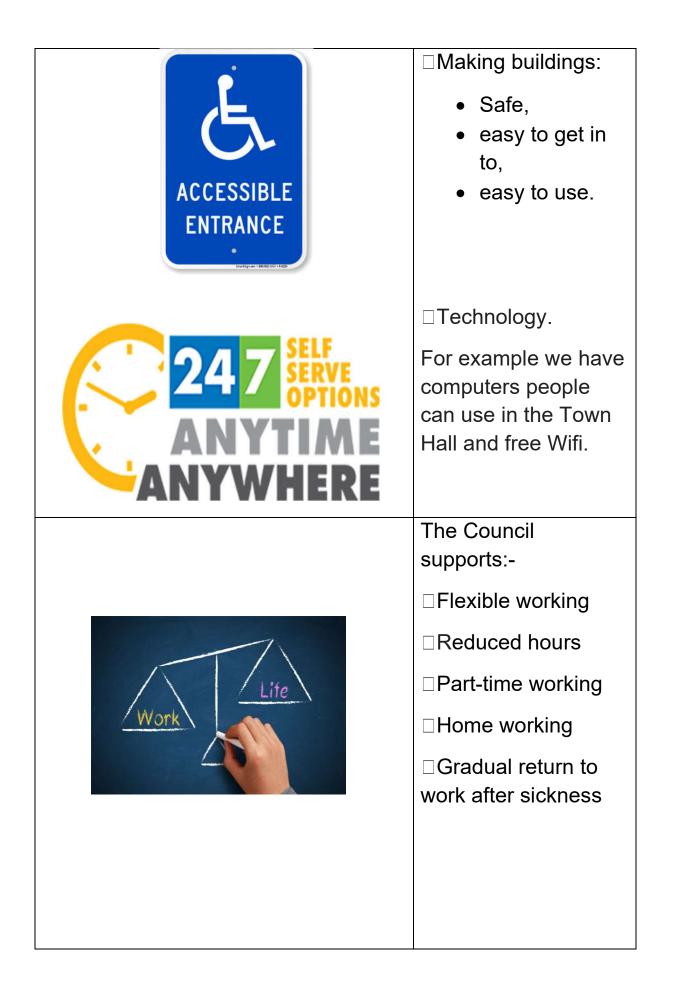
□Training

□Keeping staff in jobs

□Welfare

□When people leave jobs







information informatinformation information information information informatio	 The Council will be fair in the way: It plans and delivers services People get in to and use council buildings Information is given Customers are dealt with and deal with any problems and complaints
<image/>	 The Council will: Ask local people to join in making decisions Help people be heard Give people clear information Tell people what has been decided