

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 :-

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



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:

- Not treat anybody unfairly.
- Be a good example to others
- Deal with prejudice and discrimination. This means things like racial abuse or sexual harassment.



A Councillor called Nweeda Khan deals with equalities and will work with the Chief Executive of the Council and other Managers to make sure things get done.



The Chief Executive is called Adrian Phillips. Adrian will work with Councillors and Senior Managers at the Council to make sure this work:-



- Gets done
- That customers know about it.
- That our staff know about it.



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

Equality at Work



The Council will consider equality in all areas of employment:

- People applying for jobs
- People getting better jobs
- Pay
- Training
- Keeping staff in jobs
- Welfare
- When people leave jobs



Making buildings:

- Safe,
- easy to get in to,
- easy to use.

Technology.

For example we have computers people can use in the Town Hall and free Wifi.



The Council supports:-

- Flexible working
- Reduced hours
- Part-time working
- Home working
- Gradual return to work after sickness



The Council supports:-

- Parental leave schemes
- Career breaks



The Council has

An Equal Opportunities Policy which says what the Council will do

Harassment, Bullying and Victimisation Policy

A requirement to deal with things that happen when they happen





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



make it clear

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