What do you think about our plans to treat people equally and fairly?

Please let us know by Tuesday, 31st July 2012
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Our plans to treat people equally and fairly

We are Kent County Council and this is an EasyRead version of our plans to treat people equally and fairly.

We want to know what you think about them. Please let us know by Tuesday, 31st July 2012.

How to tell us what you think

At the end of each part there are some questions asking you what you think.

There are answer spaces for these questions at the back of the booklet.

If you have got something to tell us please fill in the spaces, or ask someone else to fill them in for you.
Please send us what you have written. You can do this in different ways:

By post:

**Equality Objectives Consultation**
Kent County Council
**Room G: 51**
Sessions House
Maidstone
Kent ME14 1XQ

By email:
**diversityinfo@kent.gov.uk**

Or on line at:
**www.tinyurl.com/KentEandD**

Please remember, the law says we might need to tell other people about the things you say if they ask for them. We will try to let you know if this happens.

If you have any questions or need this information in another way please telephone: **08458 247 247**.
Kent County Council

We really want to make sure we treat people equally and fairly in everything we do.

These plans will last up to 2016, so it is important to get them as good as they can be.

So we want to hear anything you have to say about them that can help to make them better.

We want to know things like:

- is each point the right one?

- is it clear what we are going to do?

- are we checking we have done things in the best way?

- and anything else you have to say.
Treating people equally and fairly

The law says:

- we have to stop people being treated badly and unfairly

- try to make sure different groups of people are treated equally

- help different groups of people get on better together.

We have to make sure people are treated equally and fairly because of:

- age

- disability
● whether they have changed sex

● being married or in a civil partnership

● being pregnant

● their race

● their religion

● their sex male or female

● being gay, lesbian or bisexual.
So this law covers everyone in Kent in one way or another.

These plans show how we are following the law.

It is also something we want to do, we are not doing it just because we have to.

We think it makes our services better and shows we understand what different people need.

The County Council will check how well we are doing.

We will also ask lots of people, other organisations and our staff what they think about these plans in lots of different ways.
Tell us what you think

Here are the main points we want to ask you about.

Our policy

Kent County Council believes that having lots of different groups of people living in Kent is a good thing.

As a big organisation, with lots of staff and services, we will try to stop people being treated unequally and unfairly.

We will work closely with others to do the same.

We very much believe that the people of Kent should not be treated unequally or unfairly because of:

- how old they are
- any disability
- any sex change
- being married or in a civil partnership
- being pregnant
- their race
- their religion
- their sex (male or female)
- being gay, lesbian or bisexual.
Please answer Question 1 now.

Is it clear what we want to do?

Do you want to tell us anything else?

1. Working with others

Things might happen over the next few years that we have to sort out.

Things like:

- hate crime

- the health of some groups not equal with others

- getting around on buses and trains
• other important things that come up.

We will work with partners and others to make sure these things are sorted out.

Please answer Question 2 now.

Is this right for Kent?

Is it clear what we want to do?

Is it the right way to check we are doing it?

Do you want to tell us anything else?
2. Treating staff equally and making sure they know what we have to do

One of the most important things about how we do our work is our staff.

Our staff will be making sure we treat people equally and fairly.

Staff also use our services like schools, libraries and social care so they will be able to tell us about them.

We will find the best staff possible.

We will look after our staff so they say the council is a good place to work.
How we will check we are doing this

We will check:

- how many women are earning the top salaries

- if staff feel they are involved

- if our staff group is made up of the same groups of people in the community

- staff treat people equally
• staff stay in their jobs

• how many times someone takes us to a tribunal saying they were treated wrongly.

Please answer Question 3 now.

Is this right for Kent?

Is it clear what we want to do?

Is it the right way to check we are doing it?

Do you want to tell us anything else?

3. Making sure we listen better to what people say about our services and plans

We want local people to feel they have a real say in the things we do and we are doing what they want.
We also want people to know who to go to to ask about anything that they feel is wrong.

Our staff need to be able to talk freely with people about what these plans mean.

We want all of our staff to feel included in our plans and this work.

We will check:

- how local people are being involved and the changes that have been made to services
- we use the forums we have, and help to start new ones
- how the things people have said have changed the way we work

- what people say when we ask them about services.

Please answer Question 4 now.

Is this right for Kent?

Is it clear what we want to do?

Is it the right way to check we are doing it?

Do you want to tell us anything else?
4. Getting better information

It is important we know about the people we provide services to.

We need to know how these communities are changing and what we need to do differently because of any changes.

Having better information means we will be able to make good changes to our services.

We will also be able to find out more about what the people who use our services think about them so we can make them better.

We will use this information to make better plans.

We will check:

- we are getting better information
• we are using this information in better ways

• we are using this information to make better plans, services and how people feel better about them

• we use this information to buy better services.

Please answer Question 5 now.

Is this right for Kent?

Is it clear what we want to do?

Is it the right way to check we are doing it?

Do you want to tell us anything else?
5. **Having services that can change to meet everyone’s needs**

We will have plans that say how good services need to be.

We will make sure treating people equally and fairly is included in these plans.

We will check:

- how many services are following these plans
- what better services have happened because of these changes
- to see that all groups are treated equally and fairly.
Please answer Question 6 now.

Is this right for Kent?

Is it clear what we want to do?

Is it the right way to check we are doing it?

Do you want to tell us anything else?

6. Changing how we do things

Because we have less money now we will have to change how we do some things.

We will change to buying services more instead of doing them ourselves.

We will be buying the services that councillors think are important. Services must also include the groups we need to treat equally and fairly.
The services we do still give will need to have more people from different backgrounds.

We will check to see our services are better and people want to buy them.

We will make sure we are buying better services and check that doing things equally and fairly makes a difference.

We will check:

- services to see they are treating people equally and fairly

- that services can show they are accessible to everyone.
Please answer Question 7 now.

Is this right for Kent?

Is it clear what we want to do?

Is it the right way to check we are doing it?

Do you want to tell us anything else?
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