



ISLINGTON

‘Dignity for All’: treating everyone fairly and equally

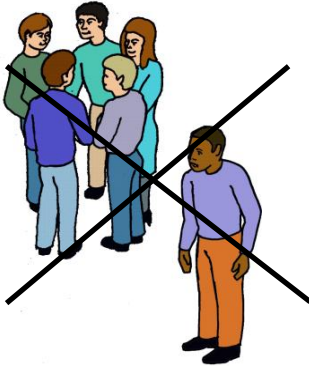
Easy Read booklet

Introduction



Islington Council wants to treat everyone fairly and equally.

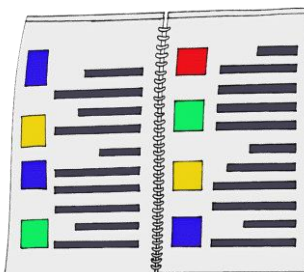
We want to make sure that our services meet the needs of everyone who lives, works and visits Islington.



Our goal is for everyone to be treated fairly and to end **discrimination**.

Discrimination

Treating someone badly, usually by bullying, harassing or victimising them.



This ‘Dignity for All’ policy is a step towards that goal.



The Council's job is to make sure that we:

- Provide services everyone needs,
- Promote ways for people to get along with each other, and
- Look at ways for different organisations to work together.

Background

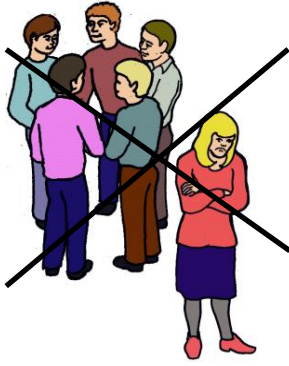
Islington is proud that people from different backgrounds chose to live and work here.



We think that all residents, employees and service users should be treated fairly no matter what:

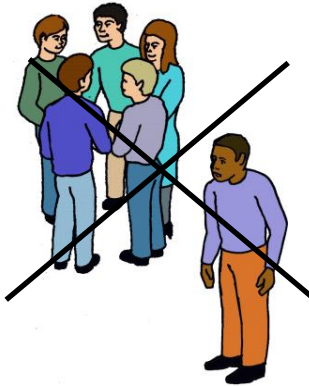
- Their age,
- Their sex - whether they are male or female,
- Their disability,
- Their sexuality – who they chose to have sex with,
- Their religion – the things they believe in,
- Country they come from,
- Money they earn,
- Their race – whether they are Black, White, Asian or from other parts of the world, or
- Their health.





And we want **discrimination** to end, especially if it is because of someone's:

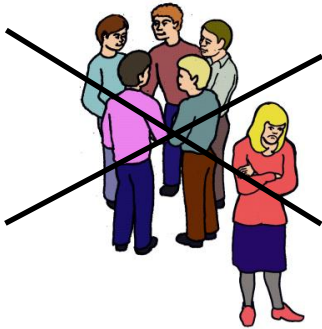
- Age,
- Sex,
- Disability,
- Race,
- Religion, or
- Sexuality.



To make these things happen we will do four things.



1. Help local people to get along with each other, by promoting things that everyone has in common.



2. Make Islington a better place for people to work in, by ending all **discrimination**.



3. Make Islington a better place for people to live in, by making it safer and helping local communities to get on with each other.



4. Get local people more involved in public life. We will target people from groups who don't normally get involved.

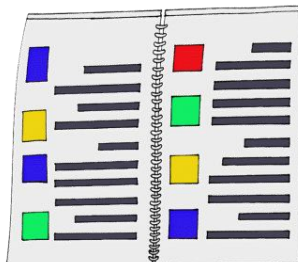


Our policy

Our goal is for all people to be treated fairly and to end **discrimination**. We will do this by making sure that:

- All employees are treated fairly and equally,
- All our customers get the same service,
- Employees and customers are treated really well.

Treating everyone fairly and equally will help to make our services much better. It allows us to look at the needs of everyone who lives and works in Islington.



All Council employees are expected to follow this 'Dignity for All' policy. If they do not, they could lose their job.

To make 'Dignity for All 'happen, all managers will:



- Make sure their team are treated fairly and do everything they can to end **discrimination** at work.



- Go on equality training every three years.



- Let their team attend meetings about equality.



- Tell their team that **discrimination** is wrong. And that if they **discriminate** they may lose their job.



- Deal with all complaints about **discrimination** and keep a record of them.
- Take action against customers who treat employees or other customers badly.

For 'Dignity for All' to happen, all employees will:



- Treat everyone fairly and with respect.



- Go on equality training every three years.



- Not **discriminate** at work or elsewhere.



- Keep records and tell their manager about any bullying, victimisation or **harassment** that takes place at work.

Harassment

Unwelcome or bad behaviour towards another person.

To support 'Dignity for All', Islington Council will:



- Meet the national equality standard.
- Promote equality in Islington and make sure we follow equality law.
- Carry out equality checks on services and any big decisions we make. Then we can find out if our services are fair and easy for everyone to use.
- Write plans about equality, and carry out regular checks to make sure these plans are being followed.
- Make sure that we employ employees who represent local people.
- Target groups that are under-represented and encourage them to work for the Council.
- Run more equality training for employees.
- Work with local groups to find out if our equality work is making a difference in the local community.



- Support employees who are **discriminated** against.



- Have a better, clearer complaints service. And look carefully at our complaints to see if we **discriminate** against any particular groups.
- Look into all cases of **harassment** and deal with them by following national guidelines.



- Support events in Islington that promote different groups of people.

Discrimination and the law

The law says that people cannot be **discriminated** against because of their:



- Age,
- Disability,
- Religion,
- Sex,
- Race, or
- Sexuality.

Age



The average age of someone who lives in Islington is 35. This is quite low compared to other parts of the country.

People over 55 are sometimes treated badly because of their age.



People are often judged on their age and not on their skills or ability. This can affect the quality of services provided by Islington Council.



The law bans the **discrimination** of people because of their age.

Disability



The law says disability is: 'any physical, sensory or mental impairment that affects someone's day-to-day activities.'

This law protects disabled people from **discrimination** when getting a job, buying goods or using services.



Islington works with disabled people using the 'social model of disability'.

This model says that disabled people get treated badly because of the way society is organised - not because they are disabled.

The law says that all councils must promote disability equality. This means:



- More chances for disabled people to get involved in work and in public life,
- Less **discrimination** against disabled people,
- Better attitudes towards disabled people.

Religion



In 2001 about half of the Islington population said they were Christians. One in four said they did not believe in God.



People from some religions are **discriminated** against because of the things they believe, or because of the way they look.



The law bans **discrimination** because of someone's religion when they are at work or on training.

Gender



More than half of the people who live in Islington are women.

Women, and sometimes men, can face **discrimination** in:

- How much they are paid,
- The services they can use, and
- The responsibilities they are given.

It is against the law to **discriminate** against someone because they are a man or woman, in the following areas:



- Work,
- Training,
- Education,
- Housing, or
- Services.

Race

One in four of Islington's population would say they are: 'Black and Minority Ethnic' (BME). The biggest groups of BME people living in Islington are:



- Black African,
- Black Caribbean, and
- Bangladeshis.



Race **discrimination** takes place when someone is treated badly because of their race. This is more likely to happen to BME people.



The law says that big organisations like councils have to promote equality amongst people of different races.

So the government expects the Council to:

- End race **discrimination**,
- Give people of different races the chance to succeed, and
- Help people of different races to get on with each other.



Sexuality



About one in ten of the UK population say they are gay or lesbian.



Surveys show that Islington has a high proportion of gay, lesbian, transsexual and bisexual people.

The lesbian, gay and bisexual charity, Stonewall, says that Islington is one of the best employers for gay people in the UK.



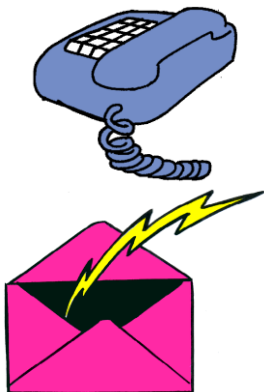
The law says that employers should not **discriminate** against people because of their sexuality.

Equality statement

Islington wants equality for everyone. You can expect to be treated with respect at all times no matter what your:



- age
- colour
- disability
- gender
- religion
- nationality
- race
- sexuality
- marital status – whether you are married or not
- HIV or other health status.



Find out more by calling Contact Islington

Tel: 020 7527 2000

Minicom: 020 7527 1900

Email: contact@islington.gov.uk

www.islington.gov.uk



The full version of this document can be found on 'izzi' - the website for Council employees - in the HR pages.



If you would like this document explained to you in more detail, please speak to your manager or supervisor.



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