



Equality - This means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.

Diversity - This means a mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

This document shows how the Council will do what the law tells it to do. The law is the Equality Act 2010 and public services, like Sefton Council has to follow extra rules in the Public Sector Equality Duty.

What we want to see happening:

- People who live and work here understand how important equality and diversity is.
- People have a good experiences of the services we provide.
- Communities are happy together.
- We will follow the rules for public organisations.
- We will look at our plans every year.
- Less people treated badly because of their differences, like Hate Crimes.
- Organisations working together more.

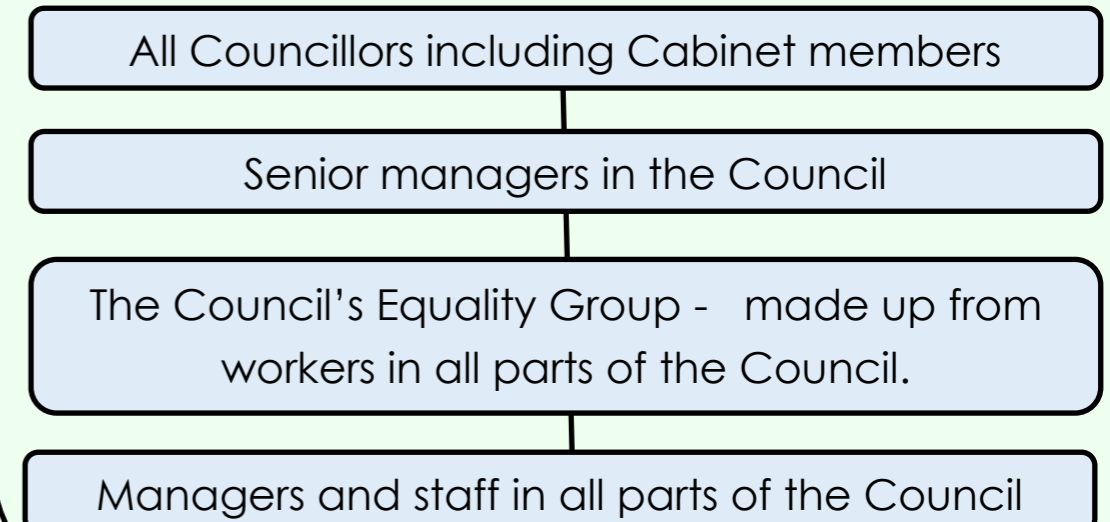
What we want to do:

- Protect those who need it most.
- Help people from different groups or background to live together well.
- Make sure all Council staff have the skills they need to support people with different needs.
- Make sure all decisions and plans include thinking about equality and diversity of people.
- Sefton Council is a good employer for all.

People cannot be treated differently because they..

- Are a woman or a man.
- Are transgender.
- Have a disability.
- Are straight, lesbian, gay or bisexual.
- Are a certain age.
- Are a certain race.
- Have a religion or belief, or don't have one.
- Are married, or in a civil partnership
- Are pregnant, or have just given birth

Who will help make this happen





What we have done so far:



- We are a disability confident employer.
- We achieved the Navajo Chartermark to show we have good ways of working for people who are lesbian, gay, bisexual and transgender.
- We support groups of people to have their voices heard and to ask their ideas on how we provide our services.
- We have the Public Engagement and Consultation Panel which makes sure people are supported to have their say. We get good information from these groups that help us make decisions.
- We have a lot of good training around Equality and Diversity for all staff that they must do.
- There is Hate Crime Awareness training for all staff and volunteers in Sefton
- We have meetings with different organisations to work together to support people who are victims of hate crime .



Why might it not happen:



- We do not understand the needs of the people in Sefton.
- We are seen by people as not doing what we say we will.
- We do not treat our staff well which can also cost us money.
- We are not using the skills and talents of different groups in our workforce.
- We do not follow the Law of the Equality Act 2020.
- People in our communities feel they will not be treated well.
- People in communities will not behave in good ways to people who are different. Communities would not be nice places to live.