

Our Equality policy: How we treat people in a good and fair way



Easy read booklet

Who we are and what we do



We are **Barnsley Metropolitan Borough Council**. We run services in Barnsley.

We want everyone who lives here to be treated in a good and fair way.

We want our town to be more equal so everyone feels included.



We will do this by

- ✓ Setting a good example
- ✓ Listening to people in the community
- ✓ Changing what we do if people tell us we need to do better.



How we will make life more equal

We will make sure we



- ✓ Follow the Equality Act 2010 law so everyone is treated in an equal way
- ✓ Help people in our communities to get on well and not do bad things to each other
- ✓ Give people equal chances and make our services easier to use.



Making work life more equal

We know that having different people working together is good. It makes our community stronger.



We want our workforce in Barnsley to be people from lots of different backgrounds and cultures.



How we will make life more equal



More about making work life more equal

And we want them to be able to work and live their life in the best way that suits them.



This is our policy to treat people in a good and fair way.

A **policy** is like a plan. It says what we will do to make something happen.



Our policy to treat people in a good and fair way will

- ✓ Be fair to everyone at work
- ✓ Not treat anyone in a different way because of who they are.



What Barnsley Council is doing



A good working life in Barnsley

We want the people of Barnsley to work in a place that is



- ✓ Equal and fair – no one should be treated in a bad or unfair way
- ✓ Good to staff and gives everyone the same chances to have training and learn new skills.



We will always listen to anyone who has been treated in a bad or unfair way.

This is sometimes called **bullying and harassment**.



Doing this to someone is very bad and we will take this very seriously.

What Barnsley Council is doing

How we treat our staff



Our staff are the people who work for us.

We will always decide things about our staff based on what they do and not on who they are.



We will follow the Equality Act law on this.

We will check our policies and the way we run our work so that everyone is treated in a good and fair way.



We will keep checks on our staff to make sure we know who they are and what their differences might be.



For example, we will keep a check on disabled people so we know they are being treated in a good and fair way.

Our policy to treat people in a good and fair way



Our policy

This is our policy and everyone should follow it.

This means



✓ All our members and our staff

✓ Customers who use our services

✓ People we pay to run services



✓ Other partners – this can be students, volunteers or someone who is getting work experience with us.