

London Borough of Bexley

**Our draft plan for treating everyone equally
2023-2026**



Easy Read version of:

**A Fairer Bexley: Draft Equality, Diversity and
Inclusion Policy 2023-2026**

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Who we are

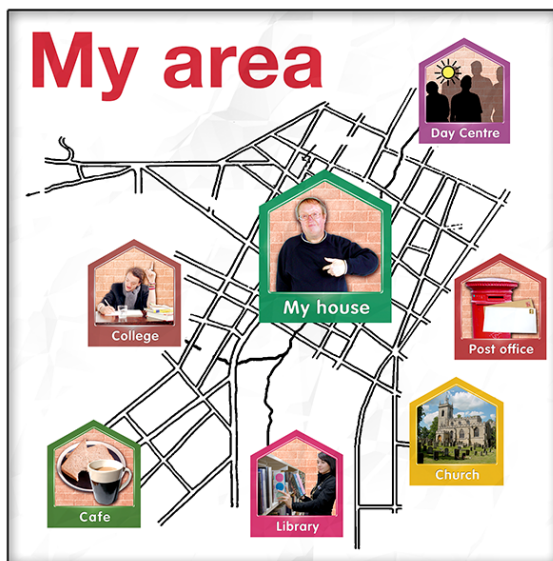
We are your local government council – the London Borough of Bexley.

We help look after where you live and your community.



About our policy

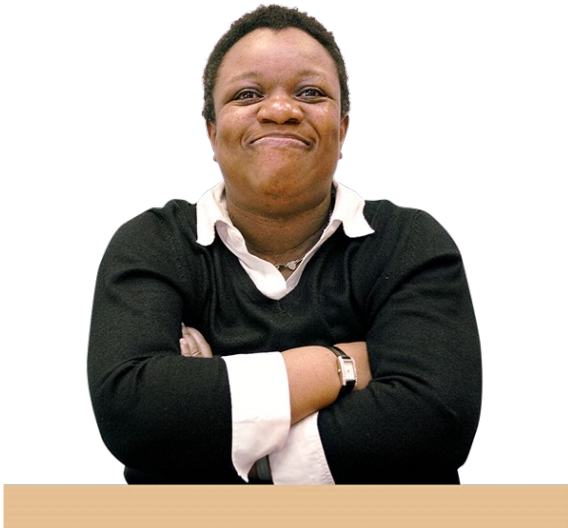
We want to make sure that everyone is treated equally and fairly.



Bexley is a place where lots of different people live and work.



We want everyone to feel safe, healthy, and happy in Bexley.



We want everyone to have the opportunity to have a good life in Bexley.

What do equality, diversity and inclusion mean?

Equality

This means everyone having the same chance to have a good life. Some people will need extra help so they can have the same chance.



Diversity

This is a mix of different kinds of people.



Inclusion

Everyone feels like they belong.





The Equality Act 2010

The Equality Act is a law. The Council must follow it.

The Equality Act 2010 says we have to:



Stop people being treated unfairly because of who they are or what they believe.



Make sure people get the same opportunities.



Help different people get on well together.



The Equality Act protects people from being treated badly due to these reasons:

Age

How young or old someone is



Disability

Which includes a disability you cannot see





Gender reassignment

Transgender is when someone feels they are in the wrong body for them.



Marriage and civil partnership

This is when two people agree to be together. A civil partnership is the same thing.



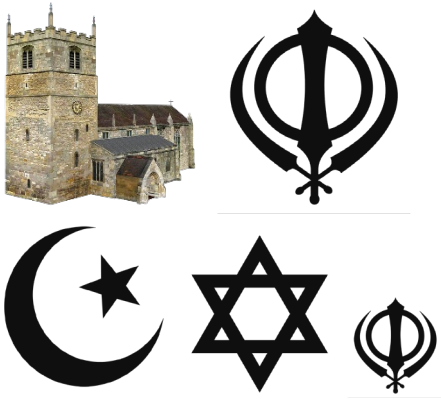
Pregnancy and maternity

If someone is going to have a baby or has just had a baby.



Race

Where someone is from or the colour of their skin



Religion or belief (including having no religion)

This is what religion, faith or belief someone has.



Sexual orientation

This is about who you are attracted to.



Our equality goals

The Council has set three big equality goals.

Goal One: To reduce inequalities and promote equality.



Goal Two: To make sure our services are right for everyone.



Goal Three: To make sure our workforce feels happy and included and we treat them fairly.



We will do these things:



Treat everyone the same,
whether they are rich or poor.





Help different groups have good relationships



Help Councillors (people who are voted to be in Bexley's local government) promote equality.



Stop abuse and hate crime.

Work with our partners.



Look at information about our residents and use it to make our services better.



Ask residents to talk to us about their lives and listen to residents.





Teach staff about equality and diversity.



Check our services and make them better.



Advertise jobs and interview people for jobs in a way that works for everyone.



Provide fair ways to help people move up to better jobs at our work.



Our staff will follow an action plan to help us meet these goals.



We will check this policy in 2024 to make sure it is working.



How to contact us

If you want to say something or ask a question you can contact us.



You can find information on our website

www.bexley.gov.uk



If you have any other questions about this policy you can send an email to Equalities@bexley.gov.uk



Or you can phone us on

020 8303 7777