



This is an easy read translation of our policy about how to make sure things are fair and everyone gets equal chances and opportunities.





Norfolk County Council wants to make sure everyone who lives in Norfolk gets the same chances and that things are fair.

They also want to do this for their workers.



Sometimes people get treated badly or not given equal chances because of something different about them.

That might be one or more of these things:

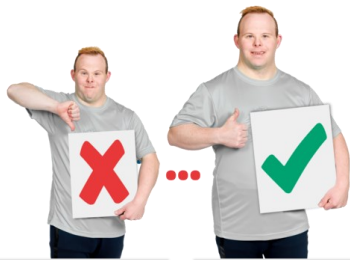
|  |   |   |  |
|--|---|---|--|
|  <p><b>Age</b><br/>how old someone is</p>                          |  <p><b>Disability</b><br/>which includes a hidden disability</p> |  <p><b>Race</b><br/>like where someone is from</p>              |  <p><b>Religion</b><br/>what faith someone has</p>                |
|  <p><b>Sex</b><br/>if someone is a man, a woman or transgender</p> |  <p><b>Married</b><br/>or in a civil partnership</p>             |  <p><b>Pregnant</b><br/>or a mother who has just had a baby</p> |  <p><b>Sexuality</b><br/>about being gay, lesbian or bisexual</p> |

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



We will make sure no one is treated badly because of any of these things.

We will follow the law and the Norfolk County Council rules.



We will work carefully to make sure people get equal chances by doing these things:

Stopping bullying and bad treatment

Helping all communities join together

Making reasonable adjustments

Making sure workplaces are fair

Making sure people get equal chances

 **Norfolk** County Council



We want to make sure it is as easy as possible for all different people to work with us or to use our services.

We want people to have fair chances and access whatever their ability or disability.



Where there are barriers which make it difficult for people to do these things we will make adjustments so it is as easy and fair as possible.



We will work within the law and our policies to make sure people get fair chances.

We will check how we are doing each year.



Sometimes we have to make changes to our services.

Each time this happens we will do an **Equality Impact Assessment.**

This is where we check how any changes will affect different groups of people.



When we are planning changes we will think carefully about making adjustments so people are not unfairly affected.

**Being equal**  
**Being different**  
**Being fair**



We will make sure new staff get trained about equality and diversity.

We will teach them what the law says about being fair and equal.



This policy must be followed by everyone at the County Council.

This includes all Councillors and workers.



When we wrote this policy we checked what it says in the Equality Act.

We have made sure our policy meets what the law says we must do.



We have other County Council policies which link with this one.

Staff learn about all the policies that they need to know for their job.



We will put this policy up on the County Council website and on our own staff computer system.



We will check this policy in 2021 and make any changes we need to.



## For more information or to get in touch with us



If you have a complaint about this policy or our services then please get in touch.

You can tell us about anything that is working well or things that need to be done better.



You can send feedback to us by email to [information@norfolk.gov.uk](mailto:information@norfolk.gov.uk) or you can go to our website and fill in a form online.



If you have any other questions about this policy you can send us an email to [equalities@norfolk.gov.uk](mailto:equalities@norfolk.gov.uk).



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