

Equality and diversity



Introduction



Equality means treating people fairly and giving people the same choices and chances.

Diversity means having a mix of different kinds of people.

This document will support Community Councils to know about:

- their responsibilities about equality and diversity
- how they can promote and support equality in the community



Public Sector Equality Duty



Community Councils must follow the Public Sector Equality Duty (PSED) which means they must:

- stop any behaviour that does not follow the Equality Act 2010 like:
 - **discrimination** - treating someone worse than other people for some reason
 - **harassment** - when someone repeatedly behaves in a way that makes you feel scared, distressed or threatened





- encourage positive relationships between people who share a protected characteristic and people who do not share it

The PSED replaces the race, disability and gender equality duties.

The PSED applies to protected characteristics.

You can find out more about protected characteristics in this [Easy Read document](#).



The Equality and Human Rights Commission provide guidance on the Equality Act 2010 and the PSED.

Their guidance on the PSED in Scotland is available at: equalityhumanrights.com

How can Community Councils help promote equalities in their areas?



- find out about the mix of different people in the area – how many people of different races, with disabilities or of different genders live in the area
- run local events with local equality groups – for example ethnic groups, disability and other community groups



- help to contact groups is available from your Community Council liaison officer or your local volunteer organisation



- make sure that any advertising is accessible to all, and that meetings are in accessible buildings at times that suit everyone



- always consult about how any plans would affect all members of the community



- act in an **inclusive** way when inviting speakers from ethnic, disability and community groups to discuss difficulties with the Community Council

Inclusive means everyone can take part and have the same chance.



- make it clear that the Community Council will not support any discrimination, harassment or victimisation