

What do I need to do?

By following the council's One Rotherham Values you will be treating everyone with respect and dignity – these are things which overlap with equality and diversity.

These are the One Rotherham Values:



Honest

Open & truthful in everything we say & do



Accountable

We own our decisions, we do what we say & we acknowledge & learn from our mistakes



Respectful

We show regard & sensitivity for the feelings, rights & views of others



Ambitious

We are dedicated, committed & positive, embracing change with energy & creativity



Proud

We take pride in our borough & in the job that we do

Remember

As an employee you must treat every person with dignity and respect.

It isn't just about the law and what we must do. It is about making Rotherham a better place to live, work and spend leisure time.

Questions or Concerns

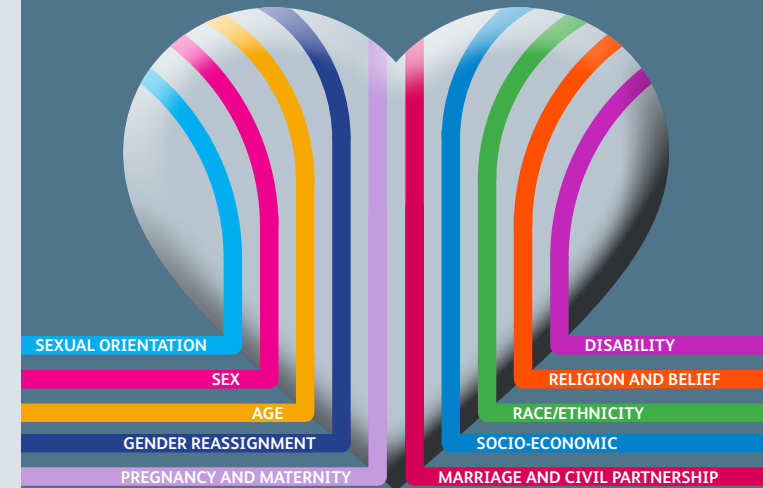
Who should I contact to ask questions or to talk about an equality and diversity concern?

You can contact:

Zaidah Ahmed MBE
Equalities Coordinator
Tel: 01709 822960
Email: zaidah.ahmed@rotherham.gov.uk

Tracey Priestley
Human Resource Officer
Tel: 01709 823715
Email: tracey.priestley@rotherham.gov.uk

Your Role in Promoting Equality and Diversity



What is Equality and Diversity?

Equality and Diversity means treating everyone in a fair way and with respect.

It is not about treating everyone the same. Sometimes people have to be treated differently to give each person the same chances to do well and feel part of their community.

Why is this important?

The council wants everyone who lives, works or visits Rotherham, including you as an employee, to get the best out of life.

Treating people fairly and with respect is the right thing to do. It is at the heart of what the council believes and has promised to do so that Rotherham is better place for everyone.

It is also important that people are not judged, or stereotyped, because of who they are or what their background is. This means that you should not think that all people of one characteristic eg older people are all the same.

And finally, it is also important because the law says we must do these things. The law is called The Equality Act (2010). It says what employers, and service providers, must do and must not do, to make life fairer for everyone, including you.

Equality and the Law

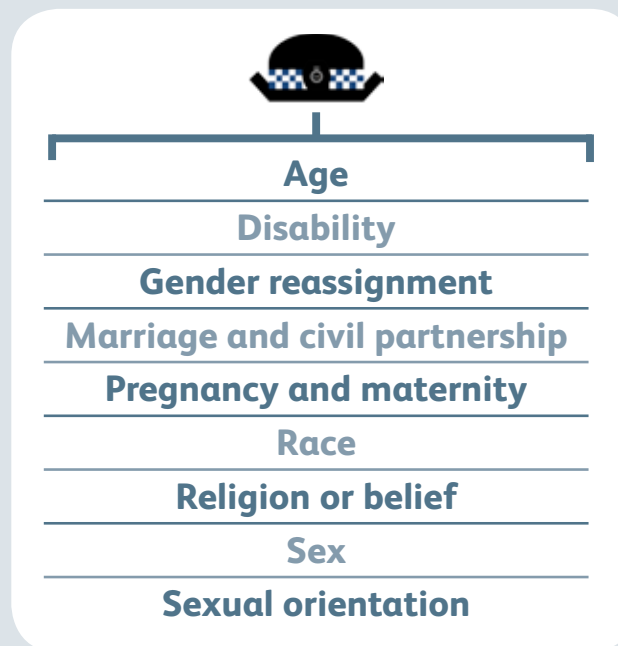
The Equality Act 2010 is a law to make sure everyone has the same chances in life.

Everyone has the right to be treated:

- Fairly
- Have the same opportunities as others
- Be free from discrimination

The Equality Act protects people from discrimination. There are many reasons why people could be discriminated against – the law calls these reasons ‘protected characteristics’ – things that make people unique.

Everybody shares a range of protected characteristics. There are nine of them which are shown below.



The Public Sector Equality Duty

The Equality Act says that Public Sector organisations like councils and the NHS must do extra things to promote equality and diversity.

This means that the council must also:

- Get rid of discrimination, harassment, victimisation and any other unlawful acts
- Increase equality of opportunity between people who share a characteristic and those who do not, and
- Help people of all backgrounds get on with each other

Good News Stories Wanted

Council employees, like you, help a lot of people every day. Lots of people get the same service as everyone else but other people need things doing differently so that they can benefit from our services.

Tell other people about anything you or your team have done to make life fairer for Rotherham residents by contacting:

Zaidah Ahmed MBE

Equalities Coordinator

Tel: 01709 822960

Email: zaidah.ahmed@rotherham.gov.uk