

Aberdeen City Equality Outcomes 2021-2025



Introduction



Aberdeen City Council has an Equalities Plan for 2021 to 2025.

It will make sure we treat everyone equally.

The plan will follow the law of the Equality Act to:



- stop discrimination and treat people equally.
- make sure people have the same choices and chances.
- make sure there are good relationships between people who share a protected characteristic and people who do not.

Characteristics describe us as people.

A characteristic is how you see yourself or a group that you feel part of.

A protected characteristic is one that is covered by the Equality Act.



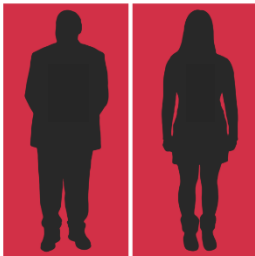


The protected characteristics in the Equality Act are:

- age



- disability



- gender reassignment



- marriage and civil partnership



- pregnancy and maternity



- race



- religion or belief



- sex

- sexual orientation



To help us make the plan we wanted to understand what difficulties and inequalities people in Aberdeen had gone through.

Inequality is when people are not treated equally and given the same choices and chances.



We looked at facts and figures and information from the Aberdeen area and across Scotland.



We looked at equalities work we had done before to see if it worked well.



We asked people what they thought using an online survey and meetings.



The main things we found out about are in our Equality Outcomes.

An outcome is something we want to happen.



We will talk to communities next to decide how to make the outcomes happen.



For more information or to get involved, please email the equalities team at: equality_and_diversity@aberdeencity.gov.uk

Equality Outcomes 2021-2025

Aberdeen City Council services

Equality Outcome 1



All people with protected characteristics will be able to get information and services.

We will look closely at what stops people getting services because of age, gender reassignment and disability.

Equality Outcome 2



All communities in Aberdeen will feel safe and that they belong in their neighbourhood and city.

We will look closely at race (including the travelling community), religion and sexual orientation.

Equality Outcome 3



People with protected characteristics will be represented in civic participation by making sure our leaders, staff and organisations support equality.

Civic participation means ways that people can work alone or with other people to make changes in their community.

We will look closely at disability, race and sex.

Aberdeen City Council as an employer

Equality Outcome 1



Make sure our workforce is diverse.

Diverse means having a mix of different kinds of people, for example:

- men and women
- young and old people
- people of different ethnic backgrounds
- disabled and non-disabled people.



We will look to see what groups are not represented and find ways to make that better.

We will make sure everyone has the same choices and chances when they apply for a job.

We will look closely at age, disability, race and sex.

Equality Outcome 2



We will make sure all employees who have protected characteristics feel valued, safe and included at work.

We will look closely at age, disability, gender reassignment, race, sex and sexual orientation.

Aberdeen City Council Education Authority

Equality Outcome 1



We will make sure children, young people and families who are disabled can get accessible information.

Equality Outcome 2



We will find ways to stop bullying of people because of their race, disability or because they are lesbian, gay, bisexual or transgender (LGBT).

We want everyone to feel they can trust schools and communities.

We want everyone to feel they belong.

Equality Outcome 3



We will find ways to have less exclusions for children and young people with disabilities.

An exclusion is when a student is not allowed to come to school because they have broken school rules.

Aberdeen City Council Licensing Board

Equality Outcome 1



A Licensing Board makes the rules for places that sell alcohol to the public.

We want the Licensing rules to be fair for everyone.



We want ways to apply for a license and make payments online.

We want to start Licensing Board meetings that people can take part in using video conferencing like Zoom or Skype.

Equality Outcome 2



We want the Licensing Board to work with other organisations to make good decisions.



We want the Licensing Board to work with license holders and other Council services to make sure people behave well in or around places that sell alcohol.