



Multi Equality Scheme

2010 - 2013

January 2010



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This Scheme/document tells you what Aberdeenshire Council is doing between 2010 and 2013 to make sure there is equal opportunity for everyone living in Aberdeenshire and for those who work for the Council.

It also tells you what Aberdeenshire Council is doing to avoid unfair treatment of people just because of their age, disability, gender (or sex), gender reassignment, race, religion or belief or their sexual orientation.

This Scheme is also available in Latvian, Lithuanian, Polish and Russian. If you need help to read the Scheme in another language or in another format please telephone 01224 664414 or email equality@aberdeenshire.gov.uk

Foreword

We are pleased to present to you Aberdeenshire Council's first Multi Equality Scheme (January 2010 – December 2012).

Aberdeenshire Council's vision sets out our aim to provide excellent services for all. As part of this pursuit of excellence we will do our best to provide equality of opportunity for all our citizens, service users and employees.

This Multi Equality Scheme brings together our different plans and activities to meet our obligations under the race, disability and gender equality duties. We also anticipated the new Equality Act 2010 so the Scheme and the accompanying Action Plans describe Aberdeenshire Council's commitment to all those defined in the new law – age, disability, gender reassignment, race, religion or belief, sex and sexual orientation. These are referred to as 'protected characteristics' under the new Equality Act 2010.

This Multi Equality Scheme also meets the additional requirements of the Council as an education authority to advance equality for all learners and staff.

The Multi Equality Scheme commits the Council to taking action that will improve and promote equality in Aberdeenshire. It takes account of what people have told us directly through involvement and consultation activities, and information we gathered from voluntary and other organisations with whom we work in partnership.

We have a strong commitment to equality for all and recognise that equality is a continuing journey. For this reason, this scheme will be updated and reviewed on a regular basis to make sure that equality of opportunity is always an important consideration in everything we do.

We would be pleased to receive any comments on this scheme or on our progress in implementing it.

Signed:



Cllr Anne Robertson
Leader
Aberdeenshire Council



Cllr Richard Stroud
Chair
Education, Learning & Leisure
Committee



Colin D Mackenzie
Chief Executive

Introduction

In May 2006 Aberdeenshire Council endorsed the proposal to develop a single equality scheme that takes into account all the existing and anticipated legislative requirements where possible. The Multi Equality Scheme brings together all the schemes already in place, that is, the Race Equality Scheme, including the Education Service Race Equality Policy 2008-2011, the Disability Equality Scheme, and the Gender Equality Scheme including the Education Service Gender Equality Scheme 2007-2010.

In addition, the scheme anticipates the forthcoming legislation as proposed in the June 2007 Department for Communities and Local Government consultation paper, A Framework for Fairness: Proposals for a Single Equality Bill for Great Britain and in the Equality Bill published in April 2009. An outline of equality legislation is provided at Appendix 1.

- The Multi Equality Scheme will ensure that everyone working for the Council understands:
- the general duty of the Council as an organisation (vision statement page 6);
- the responsibilities of individuals employed by the Council (strategic objectives page 6);
- the specific equality duties of the Council ('What Aberdeenshire Council is required to do' page 7)
- what needs to be done to improve services and the experience of those using them (Appendix 3 action plans);
- what needs to be done to promote equality and diversity in Aberdeenshire (Appendix 3 action plans).

The Multi Equality Scheme will also ensure that everyone understands what the Council has done to date to improve outcomes for those protected by equality legislation, and what actions we intend to take in the future to improve our services.

Please see Appendix 3 for details of our achievements, information on equality actions that are already part of our services (mainstream services), and our action plans.

An equalities overview of Aberdeenshire

Aberdeenshire is a large, mainly rural area in the North East of Scotland. Over the last 30 years the population of Aberdeenshire has increased by more than 50% to 239,000. Aberdeenshire's population represents 4.6% of Scotland's total. Major towns are Peterhead (17,560), Fraserburgh (12,450), Inverurie (11,060), Stonehaven (10,610), Westhill (10,390) and Ellon (9,710). Its size and spread of population make the delivery of some public services difficult and can disadvantage people without easy access to transport or the Internet. By 2014 the projected increase in the 65yr+ population is 40%, the highest in Scotland.

In the past, Aberdeenshire's economy was mainly agriculture, fishing and forestry. In the last 30 years, the oil and gas industry and the service sector have become more important. As a result, Aberdeenshire has one of the lowest unemployment rates in Scotland 1.4% compared with 2.5% Scottish average, at June 2008. There has been a great demand for houses, schools and industrial land in the area surrounding Aberdeen. There has also been a rise in the need for houses and schools in the north of Aberdeenshire due to rapid

migration especially from Eastern Europe. It is estimated that over 5,000 people have migrated to Aberdeenshire since May 2004. Many live in Fraserburgh and Peterhead, but a number also live in other parts of Aberdeenshire. This has significantly changed the ethnic minority population of Aberdeenshire since the 2001 census. For example, in 2007, 45% of National Insurance number registrations were for Polish workers. See Appendix 2 for statistical details of equalities groups in Aberdeenshire.

In Aberdeenshire there are 152 primary schools, many of which have nursery classes, 17 secondary schools and 4 special schools. Out of around 35000 pupils, there are 820 bilingual learners. Almost 50% of these are in primary schools, just over 30% are in secondary schools and the remainder are in nursery classes. The English as an Additional Language (EAL) Service supports the education of bilingual learners and employs the equivalent of 7.5 teachers, some of whom are foreign nationals. Currently 68 languages other than English are spoken (including British Sign Language), the most common being Polish, Lithuanian, Russian and Latvian.

In addition, Community Learning and Development provides English language lessons for adults including evening classes, drop-in centres, English for young mothers and English for citizenship. Aberdeenshire Adult Literacies Partnership also provides English language classes in the workplace. The Arts Education Team also works with schools on a range of cultural diversity projects.

The 2001-02 Scottish Household Survey estimated that just under one in five adults in Scotland had a disability and/or long-term illness (Scottish Executive, 2004). On this

basis, it could be assumed (based on 2004 estimated population figures) that there are about 47,000 adults and children affected by disability in Aberdeenshire.

Almost half the population of Aberdeenshire are Church of Scotland. Just over 40% said they had no religion. Buddhist, Hindu, Jewish, Muslim or Sikh make up less than half of one percent. As these figures are taken from the 2001 census and as there has been significant migration into Aberdeenshire, it would be expected that the figures for the minority religious groups would have increased.

The Council currently has no reliable data on the sexual orientation of people in Aberdeenshire however it is estimated that approximately 7% of the population are lesbian, gay or bisexual, this would equate to approximately 17,000 people. There is currently no accurate data for Aberdeenshire on gender re-assignment, however, it is estimated that the number of people who are transgender is one in every 11,500, this would equate to 20 people.

There are significant pockets of deprivation in some towns and rural areas. As a result of this, parts of Peterhead and Fraserburgh receive funding from the Scottish Government's community regeneration fund.

Multi Equality Scheme Vision and Strategic Objectives

Our Vision:

We will ensure the right to fair treatment and equality of opportunity established by equality and human rights legislation. We will contribute to equality for all and in particular those groups covered by equality legislation (under the grounds of race/ethnicity, disability, age, gender, gender re-assignment, religion or belief, and sexual orientation).

Our Strategic Objectives:

1. We will promote awareness of equality and diversity among staff.
2. We will provide Council services with courtesy and sensitivity.
3. We will provide access to Council services for people with disabilities, older people and those experiencing social exclusion.
4. We will take a proactive approach in providing information that is clear, timely and accurate, and is available at all points of contact using a variety of media.
5. We will engage in meaningful user consultation and involvement to inform service review and development.

If you use Council services this means you can expect:

- a. Fair and equitable treatment from our staff, who are committed to providing high quality services.
- b. To be able to get the information you need in an easily accessible way.

Impact Assessment

The way we ensure that Council policies are fair for everyone is by impact assessment.

This will make sure that

- nobody is unfairly treated by what we do and the way that we do it because of their race, disability, age, gender, gender re-assignment, religion or belief, or sexual orientation.
- we promote equality of opportunity.

Policies that have been impact assessed are published on our website at <http://www.aberdeenshire.gov.uk/about/equality.asp>.

The Delivery of Council Services in Aberdeenshire

The Council provides a range of services for people in Aberdeenshire. They include

- Education (for example schools and community education)
- Leisure (for example swimming pools, libraries, museums)
- Social Work (for those who may need help)
- Housing (for example council houses, homelessness and housing support)
- Transportation (for example roads, transportation, public buildings, and burial service)
- Planning and the environment (for example refuse collection, permission for new buildings, environmental health and trading standards)
- Support services (for example council tax and housing benefits)

The Chief Executive, five Directors and six area managers are responsible for the day to day delivery of council services.

Aberdeenshire Council has 68 elected Councillors. They make decisions on how services are delivered using a number of Committees of Councillors. The Committees are:

- Education, Learning & Leisure
- Housing & Social Work
- Infrastructure Services
- Policy and Resources
- Scrutiny & Audit

The agendas and minutes of Committees can be viewed through the Council website at www.aberdeenshire.gov.uk and follow the link to 'Council and Democracy' on the left hand side of the page.

There are also six Area Committees for the areas of Banff & Buchan, Buchan, Formartine, Garioch, Kincardine & Mearns and Marr.

What Aberdeenshire Council is required to do

The law requires all Aberdeenshire Council services to:

- eliminate unlawful discrimination;
- eliminate harassment;
- promote equality of opportunity.

Aberdeenshire Council must:

- write equality schemes (race, disability and gender) and publish them;
- check that policies and the work that is done by the Council does not adversely affect the promotion of equality. This is called an equality impact assessment;

- publish the results of consultations and impact assessment of policies;
- ensure that the people in Aberdeenshire have access to information about the services we provide and to the services themselves;
- write action plans.

For some equality groups, the Council has specific things to do.

For race equality, the Council will:

- promote good race relations between people of different racial groups;
- train staff in connection with race equality;
- check job applications, promotion, staff grievances, disciplinary action, work reviews, the number of staff receiving training and the number of staff leaving by ethnic group. The results of this will be published each year.

For disability equality, the Council will:

- involve disabled people in producing and monitoring the equality scheme;
- train staff in connection with disability equality;
- promote positive attitudes towards disabled people; we must encourage disabled people to participate in public life and we must take into account people's disabilities even if this means treating disabled people more favourably.

For gender equality, the Council will:

- gather information on how our work affects men and women;
- write an equal pay statement and report on progress every three years.

Equality Training

All new employees receive equality and diversity awareness training at corporate induction through use of a DVD and related discussion. Service level induction is tailored to take into consideration the services provided to ensure that employees are informed accordingly.

A pool of 100 officers has been trained in the use of our in-house Multi Equality Impact Assessment toolkit. Further multi equality impact assessment training is provided in advance to new officers required to undertake the assessment of policies and functions.

Recruitment and Selection training currently covers the Equality Policy and how to implement equality issues throughout the process and the new e-learning training package will incorporate these also. An equalities training workshop was held for councillors and senior officers in May 2009 and will be repeated in 2010.

Consulting on the Multi Equality Scheme

This multi equality scheme and especially the action plans (see Appendix 3) explain what Aberdeenshire Council will do to improve equality in Aberdeenshire. We have consulted and worked with residents of Aberdeenshire, the employees of Aberdeenshire Council and others who work with us in order to write the action plans in this scheme.

We have done the following:

- We set up a Multi Equality Scheme steering group to write this scheme. It had representatives from many equality organisations as well as representatives from Aberdeenshire Council Services and Community Planning partners.
- Our draft scheme was sent to Grampian Racial Equality Council, the International Centre, Multi-ethnic Aberdeen Limited and trade unions.
- The draft Multi Equality scheme was published on the Council's internal website so that employees can comment.
- Our scheme has also been considered by Councillors at the six Area Committees and the Council's Policy and Resources Committee.
- Completed an equality impact assessment.

Monitoring the Progress of Our Scheme

Aberdeenshire Council will check to make sure the action plans are being carried out in order to improve equality and reduce discrimination. The Council will do this in the following ways

1. Each Council service will check to make sure their actions are being carried out.
2. The Corporate Equalities Group which has representatives from all council services will check on the progress of our mainstream equality work and the action plans four times each year.
3. Each year a report will be written for the Council's Policy and Resources Committee explaining what progress has been made.

Aberdeenshire Council Multi Equality Scheme

2010-2013

Appendices

1. Outline of equality legislation and the legal context
2. Equality groups in Aberdeenshire
3. Achievements, mainstream services and action plans



Appendix 1

Outline of equality legislation and the legal context

The Council currently has three equality schemes: disability, gender, and race. These were drawn up in the context of separate national legislation relating to these groups. UK discrimination law is affected by a number of European Directives.

The UK discrimination law is now mainly contained in the following legislation:

- Equal Pay Act 1970 updated 2008
- Sex Discrimination Act 1975 updated 1986
- Gender Reassignment Regulations 1999
- Race Relations Act 1976 amended 2000
- Disability Discrimination Act 1995 updated 2005
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003 updated 2007
- Education (Additional Support for Learning) (Scotland) Act 2004
- Gender Recognition Act 2005
- Employment Equality (Age) Regulations 2006
- Equality Act 2006, Part 2

In February 2005 the UK Government set up the Discrimination Law Review to address long-term concerns about inconsistencies in the current discrimination law framework. In June 2007 the Department for Communities and Local Government published a consultation paper, *A Framework for Fairness: Proposals for a Single Equality Bill for Great Britain*. In April 2009 the Equality Bill was published. The purpose of the Equality Bill is to harmonise discrimination

law, and to strengthen the law to support progress on equality.

The power to legislate on equal opportunities is reserved to the UK Parliament. There are two exceptions to this reservation: the encouragement (other than by prohibition or regulation) of equal opportunities and in particular the observance of the equal opportunities requirements; and the imposition of duties on Scottish public authorities and cross-border authorities in relation to their Scottish functions.

In November 2000 the Scottish Government published *Equality Strategy: Working together for Equality*. The strategy provides the means by which effective action can be put in place and explains how mainstreaming equality is to be implemented across the Scottish Executive, and the proposals for working with partners to extend and support mainstreaming in the public, voluntary and private sectors.

In May 2006 Aberdeenshire Council endorsed the proposal to develop a single equality scheme that takes into account all the existing and anticipated legislative requirements where possible. The Multi Equality Scheme brings together all the schemes already in place, that is the Race Equality Scheme, including the Education Service Race Equality Policy 2008-2011, the Disability Equality Scheme 2006-2009, and the Gender Equality Scheme including the Education Service Gender Equality Scheme 2007-2010. The scheme explains what Aberdeenshire Council will do to improve equality in Aberdeenshire. It takes account of what people have told us directly. It also includes information from other organisations that we work with. The scheme will be updated regularly to make sure there are improvements in equality.

Equalities Groups in Aberdeenshire

Ethnicity/Race

The ethnic make up of Aberdeenshire's population in the 2001 census was:

	%		%
White Scottish	85.6	Other South Asian	<0.1
Other white British	11.9	Chinese	0.1
White Irish	0.4	Caribbean	<0.1
Other white	1.4	African	<0.1
Indian	<0.1	Black Scottish or other black	<0.1
Pakistani	<0.1	Any mixed background	0.2
Bangladeshi	<0.1	Other ethnic group	0.2

<0.1 = less than 0.1%. The definitions of ethnic groups are the same as in the census (total population 226,870)

As the figures are based on the 2001 census it is likely that the number and make up of the minority ethnic groups have changed, especially since eight Eastern European countries joined the European Union. It is estimated that over 5,000 people have migrated to Aberdeenshire since May 2004. Many live in Fraserburgh and Peterhead, but a number also live in other parts of Aberdeenshire. This has changed the ethnic minority population of Aberdeenshire. For example, in 2007, 45% of National Insurance number registrations were for Polish workers.

Source: census of population 2001

	No. of nationalities	Top 5 most common nationalities
Aberdeen City	67	Poland, Nigeria, India, Rep of Ireland, France
Aberdeenshire	33	Poland, Rep of Lithuania, Rep of Latvia, Bulgaria, India
Moray	15	Poland, Rep of Lithuania, Hungary, Portugal, Rep of Latvia

Source: General Register Office for Scotland (2009)

The data on school populations show the following breakdown of race/ethnicity

Count of Student ID	Sector				
Ethnic Background	Primary	Secondary	Special School	Grand Total	
1	17,650	14,268	213	32,131	White - UK
2	50	26		76	Black - African
3		5		5	Black - Caribbean
4	5	4		9	Black - Other
5	27	13		40	Asian - Indian
6	20	11		31	Asian - Pakistani
7	11	5		16	Asian - Bangladeshi
8	21	20		41	Asian - Chinese
9	539	363	7	909	White - Other
10	70	76		146	Not disclosed
12	193	113	4	310	Mixed
17	43	32		75	Asian - Other
18	5			5	Occupational Traveller
19	8	3		11	Gypsy Traveller
20	2			2	Other Traveller
98	188	93	1	282	Not known
99	71	25		96	Other
Grand Total	18,903	15,057	225	34,185	

Source: ScotXed Pupil Census 2009

Gypsy/Travellers

Scottish Government statistics provide the following information on the Gypsy/Traveller population in Aberdeenshire.

Gypsies/ Travellers Households by Local Authority Area and Type of Site July 2005 - July 2008

Local Authority	July 2005				July 2006				July 2007				July 2008			
	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
Aberdeenshire	20	0	10	30	19	0	7	26	18	6	16	40	20	12	12	44

- A. Households on Council/ RSL Sites
- B. Estimated households on Private Sites
- C. Estimated households on Unauthorised Encampments
- D. Total estimated number of households

Age

There are slightly more females in Aberdeenshire, but there are slightly more males in the working age group (16 - 64) in the population. However, there are more women in the retired age group.

	Female		Male		Totals
	No.	% of total	No.	% of total	
Under 16	22,341	9.3	22,541	9.3	44,882
16 - 64	78,241	32.4	80,065	33.2	158,306
65+	21,058	8.7	17,214	7.1	38,272
TOTAL	121,640	50.4	119,820	49.6	241,460

Forecast of the growth in over 65 year olds

	Population of age 65+ 2008		Forecast population of age 65+ 2021		Forecast population of age 65+ 2031	
	No.	% of age group	No.	% of age group	No.	% of age group
Female	21,271	55.1	31,453	52.9	39,870	53.2
Male	17,357	44.9	28,000	47.1	35,044	46.8
TOTAL	38,628	100	59,453	100	74,914	100

Sources: Mid-year estimate of population, General Register Office for Scotland 2008
Strategic Forecasts for Aberdeenshire 2006 – 2031

	2010	2014	2024
0 – 15 years	-6%	-11%	-20%
16 – 59 years	+1%	-1%	-9%
60 – 65 years	+21%	+39%	+81%
75 + years	+19%	+35%	+101%
All ages	+3%	+4%	+5%

Source: Scottish Population Statistics

Gender

In 2008, the population of Aberdeenshire was almost 50% female and 50% male. By 2021 the total number of people is expected to rise and again by 2031, but the percentage of males and females will be about the same.

	Population 2008		Forecast population 2021		Forecast population 2031	
	No.	%	No.	%	No.	% of age group
Female	121,640	50.4	124,616	49.8	122,444	49.6
Male	119,820	49.6	125,384	50.2	124,556	50.4
TOTAL	241,460	100	250,000	100	247,000	

Sources: Mid-year estimate of population, General Register Office for Scotland 2008; Strategic Forecasts for Aberdeenshire 2006 - 2031

Disability

The Disability Discrimination Act 1995 says that disability is the physical or mental impairment, which has an effect on people's ability to carry out normal day-to-day activities. It also says that the effect must be:

- *substantial (that is, more than minor or trivial),*
- *adverse, and*
- *long term (that is it has lasted or is likely to last a year or for the rest of the life of the person affected).*

Some people have hidden disabilities like poor mental health, HIV or cancer.

	Aberdeenshire	Scotland
% of people with limiting long-term illness	15.3	20.3
% of working age population with limiting long-term illness	11.2	15.6
TOTAL POPULATION	226,870	5,062,010

Source: Census of population 2001

The 2001 census of population shows that the percentage of people in Aberdeenshire who consider they have a disability is below the average for Scotland. The census also shows that there are fewer people in Aberdeenshire of working age (16 - 64) who consider they have a disability.

The 2001-02 Scottish Household Survey estimated that just under one in five adults in Scotland had a disability and/or long-term illness (Scottish Executive, 2004). On this basis, (based on 2004 estimated population figures) this would equate to 47,000 people in Aberdeenshire.

School population statistics show there are 726 students declared disabled.

Count of Student ID	Gender		Grand Total
	F	M	
Declared Disabled			
No	16522	16937	33459
Yes	222	504	726
Grand Total	16744	17441	34185

Religion

This is how the 226,870 people in Aberdeenshire reported their religion in the 2001 census:

	%		%
Church of Scotland	48.2	Muslim	0.1
Roman Catholic	3.7	Sikh	<0.1
Other Christian	9.5	Another religion	0.9
Buddhist	0.1	None	42.4
Hindu	<0.1	Not answered	4.8
Jewish	<0.1		

<0.1 = less than 0.1%

Source: census of population 2001

Sexual orientation

The Council currently has no reliable data on the sexual orientation of people in Aberdeenshire however it is estimated that approximately 7% of the population are lesbian, gay or bisexual, this would equate to approximately 17,000 people.

Gender re-assignment

There is currently no accurate data for Aberdeenshire on gender re-assignment, however, it is estimated that the number of people who are transgender is one in every 11,500, this would equate to 20 people.

ACHIEVEMENTS

Race Equality Achievements

A 'Welcome to Aberdeenshire' booklet and campaign was launched, engaging with statutory agencies, employers and migrant workers, and information published in English and 7 other languages as "Living and Working in the North East of Scotland". The information booklet can be accessed at:

http://www.ouraberdeenshire.org.uk/images/media/document_library/living%20%26%20working%20july%202010.pdf

Increased support to, and joint working with, our key local voluntary and public sector partners on promoting race equality.

The International Centre was commissioned in 2006 to start 'drop-in' centres for migrant workers and other minority ethnic groups in Peterhead and Fraserburgh areas. An outreach worker was employed to liaise with service providers and migrant workers, often attending crucial appointments such as with doctors, the Jobcentre and parents' interviews at schools to provide communication support. The project is now mainstreamed with the drop-in centre in Peterhead – The Hot Spot.

Polish language classes have been arranged for staff in the Housing & Social Work Service. 20 staff attended basic introductory classes and 6 of these did an advanced course between September 2008 and October 2009.

An equalities impact assessment toolkit has been devised and around 100 Council employees trained in its use.

Research studies have been undertaken into the housing needs of migrant workers and Gypsies/Travellers.

An ethnic minorities housing worker has been employed to research needs and make links with communities.

The policy for management of unauthorised encampments of Gypsies/Travellers has been reviewed. A "Good Neighbourhood Code" has been developed and a new performance indicator has been introduced to monitor compliance with the Good Neighbour Code.

Equalities awareness training continues to be included in staff induction training.

A significant community involvement event with minority ethnic communities including recent migrant workers was held in Peterhead in June 2008 to promote good relations and identify priorities for the 2008 -2011 race equality scheme.

A number of Aberdeenshire schools participated in the Anne Frank award. In 2008 the joint winner was Inverurie Academy, and New Machar Primary school was runner up.

In 2007, 441 adult learners took part in English language classes.

438 pupils from six schools participated in the Shell Cultural Xtra project delivered by Multi ethnic Aberdeen Limited (MeAL) in 2007.

700 pupils were involved in the "Gene Pool" looking at diversity and the challenge of being "different".

Almost 1500 pupils from five secondary schools participated in the "Respect" programme based on dance, music and song writing.

A short animated film was produced in partnership with Inverurie Academy, Peacock Visual Arts and the Arts Education Team to show the challenges facing immigrant children.

Disability Equality Achievements

Increased Disability Equality Awareness & Training

The Council's Partnership Assessment Questionnaire has been modified to ensure compliance with the equalities duties including the disability duty.

Disability Equality Achievements

The Employee Disability Forum was launched in January 2008. The Forum has appointed a Chair and holds regular, user-led meetings. Administrative support is provided by a Human Resource officer. Since its establishment, the Employee Disability Forum has acted as a sounding board for many policy decisions including providing useful feedback on aspects of recruitment and selection. A representative from the Forum is now a member of the Personnel Policies Group.

The Aberdeenshire Community Planning Partnership's Citizens' Panel was refreshed in spring 2008. 20% of the new Panel have a disability; this level of representation reflects the estimated ratio of disabled people in the wider population.

Improved Access to Information and Services

Our Finance service engaged in a targeted benefit take-up campaign, which assisted disabled pensioners within Aberdeenshire to claim and receive Attendance Allowance that they may otherwise have been unaware they were entitled to. In addition, this allowed entitlement in some cases to Pension Credit, Housing Benefit and Council Tax Benefit. This exercise was a joint working project with the Pension Service and the Finance Service

Planning information packs now include a suite of information pamphlets, which provide useful guides on completing planning applications. This is aimed at improving the quality of applications and consequently the service we provide to our customers across Aberdeenshire.

A review of the most commonly spoken minority ethnic languages over the 18 months to October 2008 was undertaken. This will help to target provision of information in alternative languages and formats including British Sign Language (BSL).

New staff guidance on meeting the communication support needs of service users has been developed by the Corporate Communications Unit, and can be found on the corporate Intranet.

There has been progress in conducting access audits and linking this information to physical assets to inform the Asset Management Strategy for Council Services. This allows more effective targeting of resources and has helped to develop the programme of Disability Discrimination Act compliance works for public buildings.

Improved Communication

Our Corporate Communications Unit has developed the following Guides/Tools to improve communication and consultation with the general public including disabled people:

- Corporate Communications Strategy
- Consultations Toolkit – a quick reference guide on carrying out consultations
- Consultation Action Plan to 2010
- Consultations database – where all ongoing consultations are logged. This is intended to improve information sharing across council services, to ensure more efficient consultation activities and to reduce consultation fatigue for our residents and stakeholders.

As an outcome of the research into: "Understanding the Housing and Support Needs of People with a Physical Disability and Sensory Impairment" the Housing and Social Work Service has identified communication methods for inclusion in the Housing Communications Strategy. This information is being used to inform the development of an Outcome Statement which will cover a number of community care groups.

Positive links with Organisations of/for Disabled People

The database of local disability groups and contacts is updated on an ongoing basis.

News Releases are circulated to local Press, Aberdeenshire weeklies and broadcast media.

The Corporate Communications Unit has direct contact with local Talking Papers.

Plan developed to prioritise and impact assess Policies and Functions of the service - Autism Strategy impact assessed.

Disability Equality Achievements

"Challenging Physical Disability – A Joint Strategy for Aberdeenshire" reviewed and set new priorities based on information from service users and carers.

Progress and Development of Physical Disability and Sensory Impairment Strategy and Housing Communications Strategy.

Equipment and Adaptations Policy produced to enable Tenants and their families to continue to live in their own homes safely and to maximise independence where the Council is unable to assist in the provision of suitable alternative accommodation to meet individual needs.

Protocol agreed to reflect Service Level Agreement and develop ongoing Action Plan for developing the Disabled Person's Housing Service.

Transport and Infrastructure literature updated and available in alternative formats as required. Secondment of a Web Officer now allowing this to be progressed faster (started in post June). Relevant staff to be made aware of the policy when preparing new leaflets etc.

Prioritised list drawn up covering main functions of Transport and Infrastructure and was reviewed in light of experience of first Equalities Impact Assessment. 2 new policies impact assessed and revisions to Taxicard Scheme and Seat Belts in School Transport complete with Passenger Vehicle Operation in progress.

Guidance has been issued to all school staff on planning trips, which will take account of pupils with additional support needs, including funding arrangements

Guidance has been issued to all school staff on improving physical access to schools for people with additional support needs. Advice on meeting the needs of specific pupils is also provided

A database establishing mobility equipment (in use and spare) is available, and accessible by NHS staff.

Policies on Managing Accessibility Plans, Co-ordinated Support Plans and Individual Education Plans are in place to ensure effective planning to meet pupil needs

Consultation has taken place on proposals for the allocation of Support for Learning (SFL) teachers

Information on accessibility issues for parents/carers is available on the Aberdeenshire website and the corporate Intranet

The views of disabled children, young people and their parents/carers on the delivery of education have been taken into account and provision extended by establishing a partnership with People First, Fraserburgh to work with children in special schools so they can be involved in future development of the Disability Equality action plan. A report is available on the pilot work with the Anna Ritchie School.

All staff in all schools have participated in awareness raising for the Additional Support for Learning Act. Training on accessibility issues has been provided to Janitorial and admin staff in schools.

Advice on accessibility for pupils with visual and/or hearing impairment, autism, specific learning difficulties and autism is in schools. This is complemented by for further advice from the Sensory Support Service and other specialist staff and through Continuing Professional Development opportunities.

Advice on special assessment arrangements for Scottish Qualifications Authority (SQA) examinations to ensure consistency across Aberdeenshire is in schools

Disability access course materials are available to secondary schools

Disability Sports has developed web presence and issues departmental newsletter.

The Aberdeenshire Arts website includes information about equality issues and promotes awareness to the wider cultural sector

Disability information has been incorporated into the heritage services corporate web pages.

Gender Equality Achievements

SEEMIS has replaced the Phoenix school administration system in schools. The information is updated annually and enables specific issues to be identified. For example, the difference between boys and girls in academic attainment.

Development and Training Services carry out the monitoring of gender make up through recording of applications for training and the attendance at courses routinely.

A revised monitoring form implemented in April 2008 allows regular management information on the workforce to be reported to Corporate Management Team.

Our Customer Service Project Team (CSPT) have reviewed our customer services policies and practices and have made necessary amendments in order to ensure gender equality

Awareness and training in equalities, including gender equality, was given by Out of Darkness Theatre Group on 28 May 2009 to Councillors

The Employment Equality Policy has been implemented, and contains a clause on gender to ensure no one is discriminated against on the basis of gender.

Staff equalities awareness and training programme was reviewed to ensure it met the needs of managers and staff in relation to the Council's gender equality duty.

We have held discussions with our community planning partners on how equality of opportunity for all equalities groups including men and women and boys and girls can be embedded within our partnership work.

An Equal Pay Statement agreed by Policy and Resource committee in 2007 and an action plan was produced as a result.

The Employment Equality Policy was agreed at Policy and Resource Committee in March 2009, this contains policy on gender discrimination in relation to pay and grading.

An equalities clause has been included within the Council's Pre-Tender Qualification Questionnaire, and the standard Terms and Conditions for services.

The last separate annual progress on the gender equality scheme was approved at Policy and Resource Committee on 12th November 2009

Multi Equality Achievements

New employees continue to receive equality awareness sessions as part of their corporate induction training. The awareness session includes the viewing of an award winning, in-house DVD.

Our in-house Multi Equality impact assessment toolkit has been reviewed and revised to incorporate three stages: Screening; Partial; and Full impact assessments. Service leads on equalities impact assessment have been identified and trained to offer support to other colleagues and roll out impact assessments within their Services.

The Equalities Officers have maintained good links with the Equality & Human Rights Commission - EHRC, Convention of Scottish Local Authorities - CoSLA, and the Scottish Equalities Officers Network – SCEN, for sharing of information and good practice.

News Releases are circulated to local Press, Aberdeenshire weeklies and broadcast media.

A cross section of policy authors from the Services have undertaken the corporate Multi Equality Impact Assessment training and are starting to build impact assessments into emerging policies and plans such as the Council's Strategic Priorities Plan & the Corporate Communications Strategy which were impact assessed in May/June 2008.

MAINSTREAM ACTIVITIES AND ACTION PLANS

Race Equality Mainstream Services

Monitoring of racist incidents including continued support to all Council services on reporting and recording of incidents and continued support to victims of racist harassment and crime.

The equalities information held on employees has been revised, and information included in regular staffing monitoring reports for senior management.

Education guidelines for bilingual learners and Gypsies/Travellers children are in all schools.

Provision of interpreting and translation services to non-English speakers to ensure they have access to Council information and other services

Race Equality Action Plan

OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
Provision of effective services to minority ethnic communities including migrant workers and Gypsies/ Travellers in Aberdeenshire.	1) Develop and support a programme of initiatives with our local voluntary sector providers (e.g. Aberdeen International Centre (AIC), Grampian Racial Equality Council (GREC), etc) that provide effective services to minority ethnic communities including migrant workers and Gypsies/ Travellers.	Corporate Equalities Group/ All Services	2010 -2013
	2) Regular evaluation of the services provided by each relevant organisation on behalf of Aberdeenshire Council eg through annual reports to the Corporate Equalities Group (CEG).	CEG	Dec 2010 then annually
Minority ethnic communities have information and support (in the most appropriate languages) to integrate	3) Monitor the use of interpreting and translation services and review the most commonly used languages annually	M. Yaor (Corporate Policy Officer – Equalities)	Oct. 2010 then annually
	4) Produce and provide publications in different languages as needed.	All Services with Corporate communications	As and when required
	5) Review provision of English for Speakers of Other Languages (ESOL) to establish any gaps between demand and supply.	EL&L Senior Inclusion Officer	Oct. 2010
	6) Ensure effective implementation of EAL (English as an Additional Language) guidelines in all schools.	EL&L Senior Inclusion Officer	Aug. 2010

Race Equality Action Plan			
OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
People who are new to the area have easy access to information about basic services and facilities in Aberdeenshire and the North East	7) Review the welcome to Aberdeenshire booklet, 'Living and working in the North East of Scotland'.	Integrate Aberdeenshire Group	Aug 2010
Accommodation needs of minority ethnic communities and Gypsies/Travellers are met	8) Incorporate findings of accommodation needs assessment of Gypsies/Travellers into Local Housing Strategy.	Janelle Clark Strategic Dev. Mgr (Local Housing Strategy)	Sept. 2010
	9) Research housing needs of minority ethnic groups and review services provided.	Same as in 8 above.	Jan 2011
Maintaining a positive ethos in schools towards minority ethnic groups (including discipline/bullying)	10) Provide race awareness in schools including school assembly and classroom briefing sessions	EL&L senior Inclusion officer/ GREC	Report Oct. 2010, then annually
	11) Identify annual programme of multi-cultural education/art activities (such as the annual Anne Frank initiative) to be delivered by GREC, MeAL, International Centre and other organisations or professionals.	EL&L Senior Inclusion Officer with Cultural Services team	Report Oct. 2010, then annually
There is increased awareness of reporting racist incidents	12) Introduce Show Racism the Red Card through organised sessions in Aberdeenshire schools.	Senior EL&L Officer (Inclusion)	July 2010

Disability Equality Mainstream Services

Promoting the Council's customer feedback guide, "Have Your Say", to disabled people and their organisations through appropriate media

Ensure appropriate disability awareness training for Councillors, employees and volunteers

Raise awareness of the need to ensure that all equality statements advising on availability of accessible formats appear at the beginning of documents or in other prominent locations

Copies of News Releases being sent to **Talking Papers** and other appropriate media

Liaise with Education, Aberdeenshire Disability Action (ADA) and other relevant bodies to institute disability awareness sessions in schools.

Monitor and track trends in Kaizen participants list to ensure that disabled employees are included.

Ensure local community planning groups provide more opportunities for representation by disabled people and/or for their issues to be fed into the Community Planning Partnership

Monitor equalities status of suppliers and contractors

Ensure disability issues are embedded in the next Community Safety Partnership Strategy

Ensure that access to our premises and services remain accessible and have alternative plans provision where required.

Disability Equality Mainstream Services

Targeted benefit take-up amongst disabled people.

Support organisations to provide awareness raising and training for staff, parents and carers. Ensure organisations are complying with the general duties in the Disability Discrimination Act.

Carry out a review of all information provision via the website, leaflets and guidance to ensure that information is relevant and useful to all users and uses accessible formats.

Develop a better understanding of the demand for particular needs housing in Aberdeenshire. (H&SW)

Support Aberdeenshire Disability Action to develop their information service. (H&SW)

Implement Housing Customer Feedback Framework. (H&SW)

Access to services is based on an assessment of need and application of Eligibility Criteria. Impact of Eligibility Criteria to be monitored. (H&SW)

Issues around access to Social Work and Housing buildings are addressed with assistance from the Access Panels across Aberdeenshire.

Increase in the number of people receiving a Direct Payment as an alternative way to access services. (H&SW)

Continue to develop a Local Investment Framework to ensure new affordable housing is targeted at need and match available supply for those with particular needs. (H&SW)

Develop flexible allocations policies to reflect the increasing need for adapted housing. (H&SW)

Work in partnership with Education Learning & Leisure Service on compliance with the Education (Additional Support for Learning) Act. (H&SW)

Work with colleagues in Education, Further education, the NHS and Voluntary organisations to support students with additional needs in Further Education. (H&SW)

Support Aberdeenshire Disability Action to restart their Disability Education project. (H&SW)

Consultation with Older People in relation to Older Person Housing Strategy. Develop involvement of Armchair Group in consultation and information dissemination. (H&SW)

Promoting disability equality among the new Council to be elected May 2012 and encourage all party group leaders and members to take part in induction on disability awareness. (HR & OD)

Improved data that is collected on recruitment, development and retention of employees by:

- identifying types of disability amongst current workforce
- revising the monitoring form to improve the quality of data collection
- identify ways to record applicants for and attendees to Council training courses

Improve the statistics held on disability of the current workforce by increasing the return rate for monitoring forms (currently hold data on 85% of employees) (HR & OD)

Implement a procedure to identify requests related to disability equalities(ICT)

Website accessibility audit to SHAW Trust (ICT)

Train additional auditors to carry out access audits (T&I)

Publish a list of public buildings with their associated accessibility features, to then be updated on a regular basis, possibly as a live document on the web site with an opportunity to provide feedback. Programme of Disability Discrimination Act compliance works in place.

Provide training and systems for Monitoring Officers to ensure all reports have been checked for compliance with the Disability Duties

Disability Equality Mainstream Services

Produce Service Guidance on co-option of community advisors

Development and implement a strategy for addressing the recommendations arising out of the curriculum audit (EL&L)

Provide training for passenger assistants (escorts) and other staff accompanying pupils on school trips (EL&L)

Provide training in the lifting and handling of pupils (EL&L)

Involve disabled children and young people in the development of Disability related actions through involvement days (EL&L)

Deliver training and awareness to ensure learning and leisure staff are informed and trained (EL&L)

Develop and train Sport and Community Recreation staff to enable delivery of sports to all ability levels (EL&L)

Implement the disability access audit recommendations taking account of new school builds, planned major refurbishments and asset management audits (EL&L)

Promote inclusive practice through the delivery of equality/accessibility training (EL&L)

Ensure authority ICT strategies and plans reflect the needs of pupils with disabilities. Work is taking place on improved access to specialist ICT (EL&L)

Offer CPD opportunities for school staff working with pupils with disabilities (EL&L)

Review the advice issued to schools on accessing information in different languages and different formats (EL&L)

Review and put in place measures to ensure access to arts, heritage, sports and community services (EL&L)

Achievement of Foundation level in The Equity Standard A Framework for Sport (EL&L)

Disability Equality Action Plan

OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
Improved consultation and involvement with various communities including disabled people on all relevant issues	1) Develop closer links with local disability groups and other relevant bodies such as the DRC, EHRC and the Department for Work and Pension regarding ongoing issues for people with disabilities	Corporate Policy Officer (Equalities)	Mar 2010
	2) Develop a protocol to formalise the consultation and involvement process (including Access Panels), taking account of the workload issues for such groups and what the priority areas for involvement should be and to ensure effective review of the Action Plan.	Corporate Policy Officer (Equalities)/ Community Planning	Sep 2010

Disability Equality Action Plan			
OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
Improved communication with disabled people and all other equality groups	3) Target specialist media and organisations to promote disability initiatives	Corporate Policy Officer (Equalities) & Head of Corporate Communications	Dec 2010
	4) Explore potential of multi-agency approach to disability equality reviews in 2010 with relevant Community Planning partners	Corporate Policy Manager/ Corporate Policy Officer (CPP)	Sep 2010
	5) Undertake a feasibility study into the enhanced use of the Customer Relationship Management System to provide a one stop shop specific to the needs of the disabled society.	Customer Service Manager	Apr 2010
	6) Work with disabled persons to produce an information leaflet for licence holders on the duties of the Disability legislation	Corporate Policy Officer (Equalities)	Aug 2010
	7) Investigate contracting a company to produce all policy documents and schemes in easy-read format specifically for people with learning disabilities	Corporate Policy Officer (Equalities)	Aug 2010
Wider cross section of communities able to benefit from library provision in Aberdeenshire	8) Visually Impaired Library Users Project will increase in Audio Books/VI stock and issues for people with visual impairments	Cultural Services Manager	Mar 2011
	9) Library Service Pilot for people who are confined indoors	Cultural Services Manager	Mar 2011
Our policies are in line with Additional Support for Learning Act 2009	10) Revise Pathways to Policy documentation and ensure this is held in all establishments	Senior EL&L Officer (Inclusion)	Jan 2011
Support for children with communication difficulties is improved	11) Teaching and non-teaching staff participate in ELKLAN (communication) training	Senior EL&L Officer (Inclusion)	Jun 2012

Gender Equality Mainstream Services

Review and analyse information about the users of our services including school pupils of our education service so that we can ensure we do not inadvertently discriminate against people on the grounds of their gender

Ensure the content of any training programme is not discriminatory directly or indirectly to any gender, and that there is equal opportunity to attend training. Employee Development Officers will review content and delivery of session to accommodate delegates' work status and needs

Institute a continuing programme of Multi Equality impact assessment of our policies and practices that specifically addresses gender issues.

SMART programme of impact assessments to be agreed for each year by June

Gender Equality Mainstream Services

Fill the gap in our understanding of the needs of transgender residents and staff with the aim of ensuring that they do not suffer direct or indirect discrimination.

Ensure that appropriate actions flow from this (each service will contribute through monitoring of service users).

Continue two-yearly residents' and staff surveys asking contributors to identify their gender so that we can identify significant differences in the experiences and views and publish an associated equalities report for each survey

Gender Equality Action Plan

OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
Women are encouraged to seek election as Aberdeenshire Councillors	1) We will survey the views of women councillors to determine whether changes in the way the council works could help more women seek election to the council in future	Legal and Governance	2010, to coincide with the 2012 local elections
Women in managerial and leadership positions are encouraged and numbers increased.	2) We will begin a new cycle of our successful Chrysalis programmes to increase the number of women managers and leaders in the council through developing their skills, abilities and confidence.	Learning and Development Team	Mar 2010
A Human Resources policy for staff, both male and female, suffering from or perpetrating domestic abuse.	3) Policy document is in draft form and consultation will be carried out following confirmation of the new schedule.	Human Resources	Jul 2010
Aberdeenshire Council achieves gender equality and meets the gender duty.	4) We will report annually on progress in implementing gender equality	Corporate Policy Officer (Equalities)/ Corporate Equalities Group	Sep 2010
Independent impact assessment of the Single Status Scheme on an annual basis.	5) We will monitor the implementation of single status and impact assess on the gender balance within our workforce.	Legal and Governance	Apr 2010
Updated Equal Pay Statement	6) Equal Pay Statement agreed by Policy & Resources Committee of the Council	Human Resources	2010

Sexual Orientation Action Plan

OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
Aberdeenshire Council is an attractive place for LGB people to work	1) Raise awareness of LGB equality and implement this in all services	Corporate Policy Officer (Equalities)	Jul 2010
	2) Develop resource guides and information materials for staff on LGB issues	Corporate Policy Officer (Equalities)	Jul 2010

Aberdeenshire Council is recognised for its work relating to diversity and LGBT persons	3) Get ranking in Stonewall Diversity Index and LGBT Charter mark	Corporate Policy Officer (Equalities)	Sep 2010
Information for LGBs easily accessible	4) Extend LGB resources and signposting to further information in library services	Corporate Policy Officer (Equalities) /Cultural Services Manager	Dec 2010
	5) Develop resource guides for LGB groups and individuals	Corporate Policy Officer (Equalities)	Dec 2010
LGB groups and individuals are regularly consulted	6) Establish and co-ordinate LGB community consultation forums both web and community based as appropriate	Corporate Policy Officer (Equalities)	Dec 2010
Awareness of homophobic bullying is improved	7) Seminars for school staff on the LGBT anti-bullying toolkit	Senior EL&L Officer (Inclusion)	Jun 2010
We will extend the Human Resources policy for staff, suffering from or perpetrating domestic abuse to include same sex domestic abuse.	8) Same sex domestic abuse will be covered by the same policy as male/female domestic abuse	Human Resources	Jul 2010

Gender Re-assignment Action Plan

OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
Aberdeenshire Council is an attractive place for transgender and transsexual people to work	1) Develop an appropriate policy to support staff who are going through gender re-assignment processes	Human Resources / Corporate Policy Officer (Equalities)	Dec 2010
Trans employees and residents are supported	2) NEST are funded to provide support to Trans residents and staff, and to provide training to staff where appropriate	Human Resources /Corporate Policy Officer (Equalities)	Aug 2010

Multi Equality Mainstream Services

A further list of policies and functions has been drawn up for screening and impact assessment

Tailored training is available & delivered to new teams of impact assessors as the need arises.

Regular update of equalities pages on the Council's website

Equalities awareness briefing is part of employee induction

Ensure training of relevant officers and disabled people in the new process of equality impact assessments

Multi Equality Action Plan			
OUTCOME	ACTION	RESPONSIBILITY	BY WHEN
All new and revised policies conform to equalities legislation and ensure equality for protected groups	1). Introduce the Integrated Impact screening to all services during 2010.	Corporate Policy Officer (Equalities)	2010
	2) Provide support and appropriate training for policy authors in undertaking multi equality impact assessment of their policies on protected groups.	Corporate Policy Officer (Equalities)	2010
	3). Review the IIS process in 2011.	Same as above	2011
Ensure that Councillors and Council employees understand their responsibilities under the equalities legislation	4) Deliver an equalities training workshop for councillors and senior officers similar to one held in May 2009	Learning and Development Team	2010
	5) Review the equalities awareness package for corporate induction in line with current legislation	HR (Learning & Development Team)	Jan 2011
	6) Monitor the number of Councillors & employees receiving equalities awareness/training.	Learning and Development/ Corporate Policy Officer (Equalities)	Jan 2011
Employees are aware of equality and diversity issues	7) The Equalities Officer will redesign and deliver the Equality and diversity section of corporate induction	HR (Learning & Development Team)	Jan 2011
	8) Provide equality and diversity training for all staff to ensure they understand what is expected of them as representatives of the council	HR (Learning & Development Team)	Jan 2011
An up to date hate & prejudice incidents monitoring system that is understood and used by all staff	9). Develop appropriate support and advice for recording and monitoring all hate and prejudice incidents	F. Mackenzie (Corporate Policy Officer – Equalities)	Jul 2010
	10) Provide appropriate training, where required, on the use of the system	F. Mackenzie with GREC/ Police	From 2010
Information and signposting services are widely available	11) We will signpost services and provide information on what is available as widely as possible and 'mystery shopping' exercises will monitor the effectiveness of this.	Corporate Equality Group	2010 - 2013
Improved awareness of diversity issues	12) Cultural diversity events will be extended across Aberdeenshire	Cultural Services Manager	Mar 2011
	13) Diversity workshops for secondary school pupils will be held.	Senior EL&L Officer (Inclusion)	Jul 2010

Lithuanian-Lietuviškai



Ši programa/dokumentas nušviečia Aberdino srities savivaldybės darbus, susijusius su lygių galimybių suteikimą kiekvienam gyvenančiam srityje bei dirbančiam savivaldybėje, nuo 2010 iki 2013.

Taip pat yra pateiktos Aberdino srities savivaldybės darbo gairės, įgyvendinant lygiateisiškumą nežiūrint asmenų amžiaus, neįgalumo, lyties, lyties pakeitimo, rasės, tikėjimo ar įsitikinimų ar jų lytinės orientacijos.

Ši programa galima anglų, latvių, lenkų ir rusų kalbomis. Jei jums reikalinga ši programa kita kalba ar kitame formate, prašau skambinti telefono numeriu 01224 664414 ar atsiųsti užprašymą elektr.-pašto pagalba equality@aberdeenshire.gov.uk

Polish



Program/dokument ten przedstawia planowane działania Rady Aberdeenshire na lata 2010 - 2013, mające na celu zapewnienie równych szans wszystkim mieszkańcom Aberdeenshire i pracownikom Rady.

Omawia on również działania Rady Aberdeenshire w celu unikania niesprawiedliwego traktowania ludzi ze względu na ich wiek, niepełnosprawność, płeć, zmianę płci, rasę, religię/przekonania czy orientację seksualną.

Program ten dostępny jest również w językach angielskim, łotewskim, litewskim i rosyjskim. Jeśli potrzebujesz pomocy z przeczytaniem Programu w innym języku lub formacie, zadzwoń pod numer 01224 664414 lub wyślij e-mail na adres equality@aberdeenshire.gov.uk

Russian



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Latvian-LATVIEŠU



Šī shēma/dokuments izskaidro, ko Aberdīnšairas Dome ir plānojusi darīt no 2010. līdz 2013. gadam, lai nodrošinātu vienlīdzīgas iespējas visiem Aberdīnšairas iedzīvotājiem un visiem Domes darbiniekiem.

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Shēma ir pieejama arī Angļu, Lietuviešu, Poļu un Krievu valodās. Ja Jums nepieciešama palīdzība, lai iepazītos ar dokumentu citā valodā vai citā formātā, lūdzam zvanīt uz 01224 664414, vai sūtīt epastu uz equality@aberdeenshire.gov.uk