



Walsall Council

Equality and Diversity Protocol



This **protocol** shows how Walsall Council will make sure we carry out **equality, diversity** and **human rights**.



A **protocol** is a set of guidelines to do something in a correct way. It tells Councillors, managers and workers how to work.



Equality means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.

Diversity means a mix of different kinds of people. For example, men and women, young and old people, black and white people, disabled and non-disabled people.



Human rights are basic rights and freedoms that belong to every person in the world. Human rights are there to protect everyone. The Human Rights Act is the law about human rights.



Walsall Council will make sure people follow the laws on treating people fairly and equally.



Walsall Council will make sure our workers and customers are being treated fairly and equally. We will help workers and customers who are not being treated fairly.

fair?

Being **fair** means understanding that everyone is different and trying to find ways of giving people the help they need.



Walsall Council will train our workers so they know how to treat people fairly.



Walsall Council does not allow discrimination. If workers and customers who use the Council are discriminated against, then we will take action against those who cause the **discrimination**.



Discrimination means treating someone worse than other people because of their

- age
- disability
- gender (male, female and **transgender**)
- marriage or in **civil partnership**
- pregnancy or having a baby
- race
- religion and belief
- sexual orientation (being straight, **gay, lesbian or bisexual**)
- belonging to a trade union or a political party



Transgender people feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man.

Civil partnership means that 2 people of the same sex can register their partnership.

Lesbian means a woman who is attracted to other women.

Gay means a man who is attracted to other men.

Bisexual is a person who is attracted to both men and women.



Managers and supervisors need to check their work does not discriminate against people.



Managers need to make sure their workers know what to do to treat people fairly.



Managers need to ask workers what they think about important changes to their work



Managers need to support workers with disabilities and give extra help when needed.



Workers must treat everyone they meet with dignity and respect.



The Corporate Equality Group meets four times a year and checks up on how Walsall Council is doing. People who go to the meeting are the Chief Executive, managers and trade unions.



Workers support groups for equality can be set up to help support workers.



The Human Resources part of the Council will support Councillors, managers, supervisors and workers:



They will give advice to help on equality and diversity.
Keep everyone up to date with new information on equality and diversity



If anyone does not keep to this protocol this could be **misconduct** or **gross misconduct**

Misconduct means doing something seriously wrong which goes against Walsall council procedures.

Gross misconduct means doing something which is very seriously wrong.



If you think someone has discriminated against you then you can talk with your manager or with someone from :



If you would like more information
please contact
Equality, Safety and Wellbeing
Human Resources
Walsall Council
Civic Centre
Walsall
WS1 1DQ

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