

What we promise to do in the next 4 years to make sure the City Council treats all people in Aberdeen Fairly

2017-2021

In the last years we promised to do few things to make sure we treat all people in Aberdeen in a fair way.

It is the law for all Councils to make sure they treat people fairly, make promises and keep them.

By all people we mean:

- Young people and older people
- People from different races, including Gypsy/ Travellers
- Women and Men
- People with disabilities
- People who have changed their sex / are changing their sex
- Pregnant women and mothers
- People who are married or in a civil partnership
- Gay, Lesbian and Bisexual people
- People with different religions/ beliefs or no beliefs

We have 3 different sets of promises:

- 1- General promises for all Services in the Council to the people of Aberdeen.
- 2- Promises for the people working in the City Council.
- 3- Promises from the Schools to make sure they are fair to all pupils.

How did we find out what people want us to do?

Before we decide about our promises, we have to find out what people want us to do and what other organisations are doing.

This is a list of the work we did:

1- We asked GREC (one of our partner voluntary organisations) to help us talk to people.

GREC have called people to different meetings and asked them for their views on:

- what we have done so far
- how they think we did and
- what else we can do?

We listened to all the answers.

2- We also noted what some people said to us through the City Voice.

The City voice is a survey of 100 people who we put questions to every year.

We talked to different Services in the City Council and we asked them what they did to keep the promises we made previously.

3- We also talked to our partners about their work to make sure Aberdeen is a fair City.

By partners we mean: The Police, The National Health Service, the College ...etc.

4- We also looked at all the studies about people in Aberdeen for example we included notes from a study about people moving to Aberdeen, details about the Gypsy/Travellers, information from the Government etc.

We looked at the research on violence against women.

We thought about how people feel after the Brexit Referendum, the USA and French elections.

We also learned from the new laws from the Government.

What happened to the promises we set previously

We were happy to hear and be able to prove that we did well with many of our previous promises.

We also realised that we should keep doing a lot of this work.

So we will make them our way of working in the Council.

We will:

Keep talking to all people and get them involved.

Make sure all people know what we are doing.

Make sure that it is easy for people (especially those who have disabilities) to go to different places.

Make sure people are safe.

Make sure people know about each other cultures and respect each other.

Make sure that workers in the City Council understand people's need and make sure they provide the right services.

What are our new promises from Services?

We want to make sure we make at least one promise to each group of people and also include the promises left from previous promises.

1- Responsible people in the Council and leaders will all make sure we keep our promises.

2- We all respect people's human rights.

3- We will make sure older people and young people are active and are more involved.

Appendix 5

4- We will make sure people with disabilities will not find it hard to go places or receive services.

5- We will make sure people who are deaf and people who are blind find it easy to receive information and services.

6- We will make sure we offer Gypsy/Travellers good places to live in and that they are able to learn.

7- We will make sure Aberdeen is a City where people from different communities are welcome and get on well together, finding peace and refuge.

8- We will make sure that women are active and be more involved.

9- We will make sure gay, lesbian and people who change their sex are supported to be more involved.

Promises for People working in the City Council

We will make sure that Aberdeen City Council is a fair employer.

Promises from Education and Children's Services

- 1- We will make sure children and young people with a disability can achieve their best.
- 2- We will make sure pregnant women and their babies are helped and kept safe from harm.
- 3- We will make sure that Lesbian, Gay, Bisexual or Transgender children and young feel safe, respected and included in school.
- 4- We will make sure that all children and young people in Aberdeen know their rights and help all of them achieve their best.
- 5- We will work with cultural and art groups that the Council give money to so all equality groups are recognised.