



FALKLAND ISLANDS
GOVERNMENT

EQUALITY MATTERS

The Falkland Islands
Working Together to
Advance Equality & Prevent
Discrimination





The Equalities Project

The Falkland Islands have a strong history of protecting the rights of those that live, work and visit the Islands.

The Equalities Project will work with the community to advance equality and reduce discriminatory practices and behaviours.

Law Reform

The primary aim of the Equalities Project is to modernise the Falkland Islands equalities policy and legislation. The new legislation will provide comprehensive legal protection from discrimination in relation to a person's "protected characteristics" and will cover a range of situations which will be made clear in the new law.

The Equalities Project will identify what protected characteristics should be included and in what order. Due to the nature of the work, it is important to remember that it won't happen at once, a gradual approach may be more appropriate.

Positive Social Awareness

We don't just rely on legislation to tell us what is right and wrong.

Interventions such as training and awareness campaigns can help combat prejudice, stereotypes and stigma, helping to prevent acts of discrimination before they occur.

The Equalities Project will support the work of community groups to promote an equal, diverse and inclusive society.

Being mindful of others, embracing diversity and other positive measures will help accelerate progress towards equality for those subjected to historic disadvantage or otherwise unable to participate on an equal basis.

Equality vs Equity

- ✓ **Equality** is providing everyone with the same rights, the same level of respect and providing the same access to opportunities. It is not always about treating people the same.
- ✓ **Equity** recognises diversity and acknowledges we all start from a different place. We might need different support to access equality of opportunity.

The Equalities Project will explore where it might be proportionate to recognise and accommodate difference, and where exceptions would be permitted.

Why does Equality Matter?



Types of Discrimination

Direct Discrimination	Indirect Discrimination	Harassment	Victimisation
Treating someone with a protected characteristic less favourably than others.	Putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.	Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.	Treating someone unfairly because they raised a complaint about discrimination or harassment.



Examples of Discrimination

Sex Discrimination	Disability Discrimination	Race Discrimination	Religious Discrimination
A woman earning less money than a man for doing the same job.	A school does not let a student with a disability go on a school trip.	Refusing to rent or sell a house to someone because of their race.	A restaurant refuses entry to someone because of their faith.

Community Conversations– We would like to hear from you

We feel it is important that everyone gets a chance to feed into the work that will shape the future of equalities in the Falkland Islands.

We want to learn more about discrimination in the Islands, and the steps people are already taking to prevent it from happening. We want to understand the specific challenges people currently face that prevent equality of opportunity.

We would like to hear from as many people as possible, and for people to feel safe and comfortable whilst sharing their thoughts, concerns and personal experiences.

We will be arranging sessions in Camp and Stanley, (dates and times TBC) and we are able to arrange group or individual conversations, at your place of work, community, religious, sporting or other organisation if preferable. If you would like to participate in our information gathering sessions, please contact the email address below with your engagement preference.

An online survey will also be launched later this year to widen access, and to help people share their views.

If you would like to talk to the Equalities Policy Advisor or sign up to the equalities distribution list, please email:
equalities@sec.gov.fk