

Strategic Equality Plan 2024-2028

Treating People Fairly

Conwy County Borough Council

Easy Read version of Draft Equality Objectives 2024-2028

Easy Read



The organisations below are working together to help people from different protected groups. They have been talking with people to find out what they may need.

Organisation



Isle of Anglesey County Council



GIG
CYMRU
NHS
WALES | Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

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Conwy County Borough Council



Denbighshire County Council



Flintshire County Council



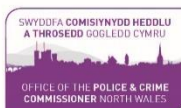
Gwynedd Council



North Wales Fire & Rescue Service



North Wales Police



North Wales Police & Crime
Commissioner



Snowdonia National Park Authority



Wrexham County Borough Council

Equality



What is this document?

This document tells you about the things we think are most important for us to concentrate on to give you services that are right and fair.

How to use this document

This is an Easy Read version. The words and their meaning are easy to read and understand.

You may need help and support to read and understand this document. Ask someone you know to help you.

Some words may be difficult to understand. These are in **bold blue writing** and have been explained in a box beneath the word.

If any of the words are used later in the booklet they are shown in **normal blue writing**. If you see words in normal blue writing, you can look up what they mean in a list of the hard words on page 11.

Where the document says 'we', this means all the organisations listed on page 2.

Equality



What is **Equality** and what does the law say about it?

Equality means treating people fairly and making sure they have the same chances.



The **Equality Act (2010)** is a law to make sure everyone has the same chances.

The **Equality Act** says everyone has the right to:

- be treated fairly
- have the same opportunities as others
- be free from **discrimination**

Discrimination is when you are treated badly or unfairly because of your sex, race, religion, disability or sexual identity.

Protected groups of people

The Equality Act protects people from **discrimination**.

Discrimination is against the law.

There are many people who can be discriminated against. This can include:

Protected groups of people



Men and Women



Disabled people



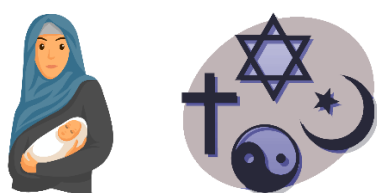
People who need support with their thoughts or emotions



People of different ages - young people or older people

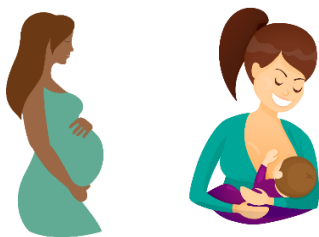


People who come from other countries or cultures - who may live in a different way or have a different skin colour



People of different religions - or who have no religious beliefs

Protected groups of people



Women who are pregnant or breastfeeding



Lesbian women - women who are attracted to other women



Gay men - men who are attracted to other men



Bisexual men and women - people who are attracted to both men and women



Transgender people - people who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman

All these things are known as **protected characteristics**.

Protected Characteristics are features which make up your personal identity for example your sex, race, religion, disability or sexual identity.

People can be **discriminated** against for more than one reason.

After speaking to lots of people in our communities including:

- The public
- People from protected groups
- People from community groups
- People from the voluntary sector
- People from our organisations

We chose **7 areas** to concentrate on to make sure the services you get are fair. These are

Equality Objectives



1 Education

We will do our best to make sure everyone has the same chances in Education. We will look at:

- Pupils reaching their learning potential
- Safety and **well-being** at school
- Supporting young people to become positive role models
- Work and training

Equality Objectives

opportunities



2 Employment and Pay

We will do our best to make sure everyone has a fair chance to get a job and be paid and treated fairly. We will look at:

- **Pay gaps**
- **Flexible working**
- Sexual harassment
- Employing disabled people
- **Apprenticeships**
- **Positive action**
- **Inclusive** employment
- **Employment Barriers**



3 Living Standards

We will do our best to improve living standards where possible.

We will look at

- Unequal impact
- **Independent living** for disabled people
- Accessible buildings
- Gypsy/Traveller support
- **Inclusive** housing support

Equality Objectives



4 Health, Wellbeing and Social Care

We will do our best to improve health and **well-being** for everyone. We will look at

- Carers
- Suicide Prevention
- Mental Health
- Understanding the social model of disability
- Support for neurological conditions
- Exercise and **well-being**
- Tackling **discrimination**



5 Personal Security

We will do our best to make sure everyone has the same chances to be safe from crime and bullying. We will look at

- **Hate crime**
- Violence against women
- Personal safety and safeguarding

Equality Objectives



6 Participation

We will do our best to make sure everyone has the same chances to be heard. We will look at

- Representation at meetings
- Access to services
- Improving the ways we talk to people
- **Digital exclusion**



7 Socio-Economic Duty

We will do our best to help tackle **poverty**. We will look at:

- Links between poverty and health
- Addressing anti-social behaviour
- Removing barriers

We would love to hear from you.

If you would like to share your thoughts about our draft equality objectives with us, please get in touch with us – either by emailing equalities@conwy.gov.uk, or filling in a form here.

	Hard Words	Meaning
1	Equality	Treating people fairly and making sure they have the same chances
2	Discrimination	When you are treated badly or unfairly because of your sex, race, religion, disability or sexual identity
3	Protected Characteristics	Features which make up your personal identity for example your sex, race, religion, disability or sexual identity.
4	Pay gaps	Difference in pay between different protected groups – most commonly there is a pay gap between men and women’s pay
5	Flexible working	Where work is structured less formally and staff can more easily fit their work around their life
6	Positive Action	Where training and other support is given to help people do better to get a job
7	Apprenticeships	A person learning the skills of a job while working
8	Inclusive	Inclusive means everyone can take part. No matter who you are or what your needs are
9	Employment Barriers	Anything that stops you doing something in relation to work
10	Independent living	To help people achieve their goals and have the lives they want
11	Accessible	Easy to find, easy to get to, easy to use
12	Well-being	Anything to do with your health and happiness
13	Hate crime	Where you are bullied or attacked because of your protected characteristic

	Hard Words	Meaning
14	Digital Exclusion	When someone does not have access to digital technology, or they do not have the skills and knowledge needed to use them
15	Poverty	When someone does not have enough money to live well. It also means people do not have the same opportunities or access to services