

Easy Read

Pembrokeshire County Council
Cyngor Sir Penfro



Strategic Equality Plan 2020 – 24



August 2020

This item is also available in Welsh/ Mae'r eitem hon ar gael yn Gymraeg hefyd

This is the Easy Read version of Pembrokeshire County Council's
Strategic Equality Plan 2020 -2024

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 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 guide, they are shown in **normal blue writing**. If you see words in **normal blue writing** you can look up what they mean in **Hard words** on **page 18**.



Where the document says 'we', this means Pembrokeshire County Council

If you want any more information about this document, please contact:



Sarah Worby
Corporate Research & Policy Officer
Pembrokeshire County Council
sarah.worby@pembrokeshire.gov.uk

This document was made into Easy Read by our LD Champion for Easy Read using Photosymbols.

Contents

	Page
How to use this document	2
Why does Pembrokeshire County Council have a Strategic Equality Plan?	4
Who are the Protected People?	5
How did we decide what to think about and make better for protected people?	7
Our Strategic Equality Plan	8
Improve how we make sure our services are suitable for protected people.	10
Get better at helping protected people find paid work.	11
Make education fairer	13
Make it easier for protected people to get out and about and take part in community life	14
Continue to make sure protected people can access our services as more are now provided online	14
Make it easier for protected people to get suitable housing	15
Support different groups of people to get on well together	16
Hard Words	18

Why does Pembrokeshire County Council have a Strategic Equality Plan?



Pembrokeshire County Council must make sure that its services meet the rules set out in the **Equality Act**.



We must make sure that we do not **discriminate** against people.



The **Equality Act** makes sure people in the UK are treated fairly, not **discriminated** against and have the same chances in life



Discriminate means someone treats you badly or unfairly because they think you are different



We must make sure everyone has the same chances.



We must make sure everyone can take part in what they want to.



We must make sure everyone feels safe.



We will make ensure that men and women are not discriminated against because of their gender.

Who are the Protected People?



Some groups of people are treated less fairly than others. We have called them **protected people**.



People of different ages - young people and older people



People with a disability including people with **mental health problems**



People who look after others but don't get paid to do it. They are called carers.



People who come from different countries.



People with different religions and beliefs



People who are married and people who are not



People who are having a baby or have had a baby in the last six months



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 gender but feel that they are the the other gender.

How did we decide what to do?



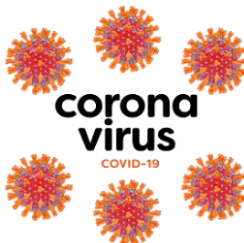
We asked other **public bodies** and people living in Pembrokeshire to tell us what Pembrokeshire County Council could do better to meet the **Equality Act**.



We looked at documents about the lives of **protected people**.



The information showed us that life is harder for many **protected people**.



Information also shows that Covid-19 has made things even more difficult for some **protected people**.

Our Strategic Equality Plan



Equality Law says that we must have a plan. The plan is called the **Strategic Equality Plan**



Having a plan helps us to measure how well we are doing.



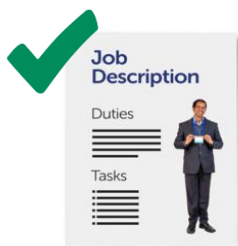
The plan helps us to see what we need to do better.



The plan is for the next four years.



It says we will improve how we make sure our services are suitable for **protected people**.



It says we will help **protected people** find paid work.



It says we will make education fairer.



It says we will make it easier for **protected people** to take part in community life.



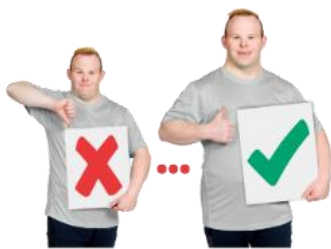
It says we will make sure **protected people** can access our online services.



It says we will make it easier to get suitable housing.



It says we will encourage people to get on well together.



Make our services better for
protected people.



We have set up a group to make sure we
are doing the things in the plan



We will try and have more **councillors** who
are protected people



Councillors are people who are elected to
represent the people who live in their
communities. They make decisions about
services.



We will work **councillors** and people who
want to be **councillors** to help them
understand the needs of **protected
people**.



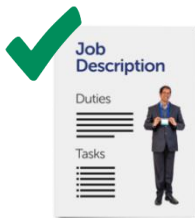
We will make sure that **councillors** involve
protected people when they make
important decisions



We will find out if there any statues and buildings names in Pembrokeshire that are linked to **discrimination**



We will agree what to do about any that we find.



Get better at helping **protected people find paid work.**



We will give information every year about how many **protected people** work for us.



We will provide training to everyone who works for us so they understand the needs of **protected people**.



We will look at how we can have more women working for us in senior jobs



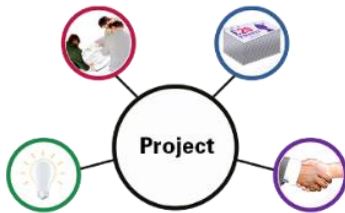
We will make sure everyone who applies for a job gets a fair chance and gets the right support.



We will make sure we do not **discriminate** against anyone who works for us.



We will make sure the people who work for us are aware of the support available to help with the cost of childcare



We will run projects to help **protected people** find paid work that is right for them.



We will work with other companies that work for us to make sure they do not **discriminate** against the people they employ.



Make education fairer



We will support children of all abilities to achieve as much as they can.



We will make sure children who are **protected people** do well in school.

This includes children from families on low incomes



We will lower the number of children who are not allowed to go to school.



We will make sure that all children can go to school for the same amount of time.



We will provide support for children who are 16 to 18 years old but need extra help to get into training and work.



Make it easier for **protected people** to take part in community life



We will make public and community transport easier to use



We will provide public toilets where they are needed most.



We will provide support in the community to meets the social care needs of **protected people**.



Make sure **protected people** can access our online services.



We will improve internet connections in Pembrokeshire.



We will give support and help so that everyone can get online.



We will provide other ways for people to talk to us who cannot use the internet.



We will **protected people** can talk to us face to face.



Make it easier for **protected people to get suitable housing**



We will increase housing that people can afford to live in.



We will involve **protected people** in decisions about housing. We will find out more about their different needs



We will adapt housing to make sure it meets the needs of **protected people**.

We will make changes to housing for people with a disability quicker.



We will lower the number of young people without a home.



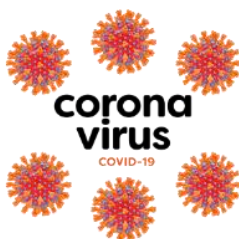
Support different groups of people to get on well together



We will make sure people know where to go for help if they have problems with **hate crime, domestic abuse or sexual violence**



We will make sure people know about the interests and needs of **protected people**



We will make sure that our response to Covid-19 helps **protected people**.



We will make sure that **protected people** know about changes that will happen now Britain has left the European Union



We will find out more about what makes **protected people** feel safe or unsafe in their communities

Hard Words

Bisexual men and women

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

Councillors

Councillors are people who are elected to represent the people who live in their communities. They make decisions about services that are provided

Discriminate

Discriminate means someone treats you badly or unfairly because they think you are different.

Domestic Abuse

Domestic abuse is when someone that you live with treats you badly and hurts you.

Equality Act

The Equality Act (2010) is a law to make sure that people in the UK:

- are treated fairly
- are not discriminated against
- have the same chances in life.

Equality objectives

Equality objectives are the important things to make Wales a fairer place to live.

Gay men

Gay men are men who are attracted to other men.

Hate crime

Hate crime is when a victim thinks a crime happened to them because of who they are.

Lesbian women

Lesbian women are women who are attracted to other women.

Mental health problems

People who need support with their thoughts or emotions.

Protected People

Some groups of people are treated less fairly than others. We have called them

Public bodies

Public bodies run services for the Welsh Government but are not part of government.

Sexual Violence

Sexual violence is when someone hurts you by touching you intimately. This would include rape.

Strategic Equality Plan

Our strategic equality plan has been written to help us measure how we are doing and decide what else we need to do.

Transgender people

People who are born as one gender and but feel they are the other gender. For example, a person who has male genitals but feels they are a female or a person with female genitals but feels they are a male.