City and County of Swansea

Equality and Diversity Review

2014-2015

Report - Easy Read Version
Equality for people in Swansea

This is an easy read version of Swansea Council's document called

Equality and Diversity Review Report
2014 - 2015

You can get the full document on the internet
If you need this document in another format

Large print

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What is the Equality and Diversity Review Report?

Equality and Diversity

Equality is about treating everyone fairly

Diversity is how people can be different from each other

Review Report

A **review report** is a document that says what has happened
Why is there an Equality and Diversity Review?

The Council has a Review Report to show it has done what the law says.

The law says that Swansea Council must treat all people fairly.

The Review Report shows how the Council works to treat everyone in Swansea fairly.

It talks about the Council’s work between 2014 and 2015.
What does the report say?

The report says that the Council has a Strategic Equality Plan.

There is an easy-read version of the Strategic Equality Plan on the internet.

The report shows all the work that the Council did on the Plan between 2014 and 2015.

It talks about the information the Council uses to help it with its work.
Councillors

The report says that councillors in Swansea are working on equality.

Some councillors are called Equality Champions. They work with people to help make things better.
Impact Assessments

The Council want to make sure that it is treating everyone fairly

The Council does this with Impact Assessments

An Impact Assessment looks at the things the Council does to check that they are fair to everyone

The report says that the Council has made its Impact Assessments better

The Council puts all its Impact Assessments on the internet
Consultation

The Council does a lot of consultation

Consultation means that the Council makes sure it talks to people about work it is planning

It means that the Council asks people what they think about new ideas

Getting on well together

The Council has a plan to help everyone in Swansea get on well together

This is called the Community Cohesion Local Delivery Plan
Working Together

The Council is working with the Police

They are working together to make things better for people

They are working together on hate crime

The Council is working with other organisations too

It has a Regional Equality Group with people from other organisations
Working with young people

The Council thinks about children and young people when it makes decisions.

The Council is working with schools in Swansea.

Working with older people

The Council is working with older people.

It has a group for people who are older than 50.
Poverty

The Council wants to help people who are living in poverty

This could mean they do not have enough money for food

Or they can’t use the services they need

Or they don’t get listened to
Council Staff

The report has information about the Council’s workers

It says how many workers are men and how many are women

It says how many are disabled

It says how old the workers are
Interpretation

The Council makes sure that people who do not speak English or Welsh can get in touch

It has interpreters who can translate different languages

Change Fund

The Council gives money to local groups every year

This money is called the Change Fund

Last year 17 groups had money to do work in Swansea

Next Year

The Council will carry on with its work on equality

It will produce another report next year