City and County of Swansea

Strategic Equality Plan

2016-2020

Easy Read Version
Equality for people in Swansea

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

Strategic Equality Plan
2016 – 2020

You can get the full document

On the internet
If you need this document in another format

Large print  large print

Braille

CD

Please contact the equalities officer

Telephone
01792 636731

Email
accesstoservices@swansea.gov.uk
What is the Strategic Equality Plan?

**Equality**

*Equality* is about treating everyone fairly

**Diversity**

*Diversity* is how people can be different from each other
What is the Strategic Equality Plan?

**Plan**

A plan says what will happen

**Being treated fairly**

Everyone should be treated fairly and should feel well, safe and respected
Why is there a Strategic Equality Plan?

The Council has a Strategic Equality Plan to make sure it does what the law says.

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

The Strategic Equality Plan helps to make sure that the Council treats everyone in Swansea fairly.

It helps to make everyone feel safe and respected.

It helps to make sure that everyone can get what they need.
People should not be treated differently because of

**Age**
If they are old or young

**Disability**
If they are disabled

**Gender**
If they are male or female
People should not be treated differently because of their sexuality

If someone is **straight**
If a woman loves a man
If a man loves a woman

If someone is **gay**
If a man loves another man

If someone is a **lesbian**
If a woman loves another woman

If someone is **bisexual**
If someone loves men or women
People should not be treated differently because of their

Race
If they come from another country or if they have different colour skin

Language
If they speak a different language

Religion or belief
If they believe in something
People should not be treated differently because of their

Gender Identity
If they are born as a male but live their life as a female
If they are born as a female but live their life as a male

Marital Status

Pregnancy
If a woman is pregnant
If a woman has recently had a baby
The plan is to make sure everyone in Swansea is treated fairly

The plan is for everyone in Swansea

People who live in Swansea

People who work in Swansea

People who visit Swansea
Who helps write the plan

Council managers and staff

Local groups

People who live in Swansea

They help the Council choose what should be in the plan

The plan is for the next 4 years
Who will make sure the plan happens?

All the staff working for the Council and the Councillors must make sure that everyone is treated fairly.

What will the Council do?

The Council promises to do what it says in this plan.
The Council will

Make sure it talks to people about work the Council is planning

Ask for people’s ideas

Make pavements, roads and buses easier to use for everyone

Work on hate crime to make sure people know it is wrong and how to report it

A hate crime is when someone is treated badly just because of who they are

Make sure things are safe
The Council will

Help everyone to be healthy and take part in leisure activities

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

Make sure is it easy to for everyone to use the council services they need

Make social services better
How will the Council make sure the plan happens?

The Council want to make sure that they are treating everyone fairly

The Council does this with Impact Assessments

An impact assessment is a way of making sure everyone is treated fairly

The Council promises to carry on doing impact assessments
How will the Council make sure the plan happens?

The Council will check the plan very carefully to make sure that it is helping people in Swansea.

Every year the Council will write a report on how much work has been done in the plan.

You can get the reports if you contact the Council’s Equalities Officer at

telephone
01792 636731

email
accesstoservices@swansea.gov.uk