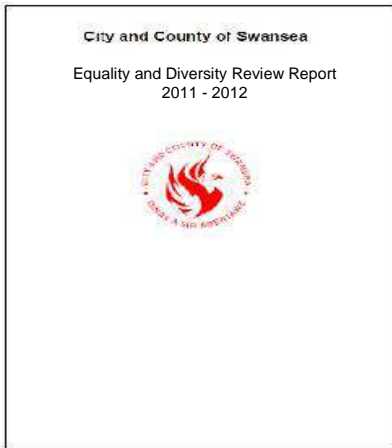


**City and County of Swansea**  
**Equality and Diversity Review**  
**2012-2013**

**Report - Easy Read Version**

# Equality for people in Swansea



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

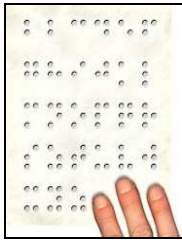
Equality and Diversity Review Report  
2012 - 2013



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 equality officer



telephone

01792 636731



text phone

01792 636733



email

[accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)

# What is the Equality and Diversity Review Report?

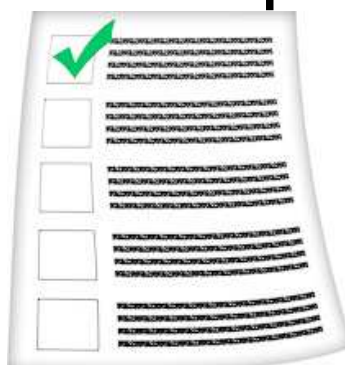
## Equality and Diversity



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?

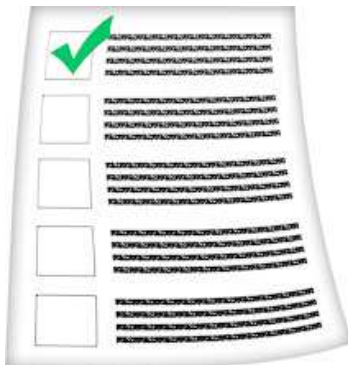


The Council has a Review Report to show it has done what the law says

The law says that Swansea Council must treat all people fairly

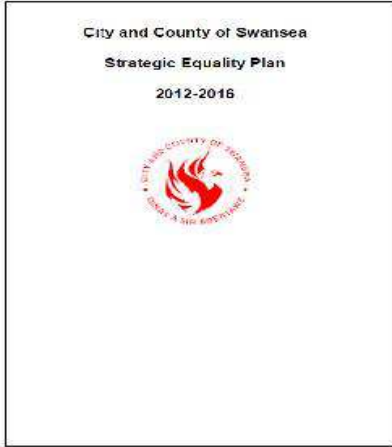


The Review Report shows how the Council works to treats everyone in Swansea fairly



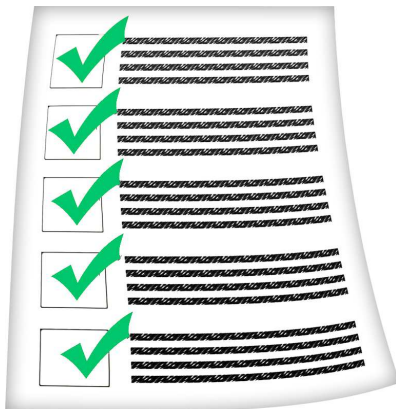
It talks about the Council's work between 2012 and 2013

## 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 2012 and 2013



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 is making its Impact Assessments better

The Council puts all its Impact Assessments on the internet



## Consultation



The Council has a Consultation Strategy

The Strategy helps the Council make sure it talks to people about work it is planning

It makes sure that the Council asks for people's opinions on 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 Councils

People from the Health Board go to the group



People from colleges and universities go to the group

People from the Police and Ambulance Service go to the group



The Council is working with older people

It has a group for people who are older than 50

## Poverty



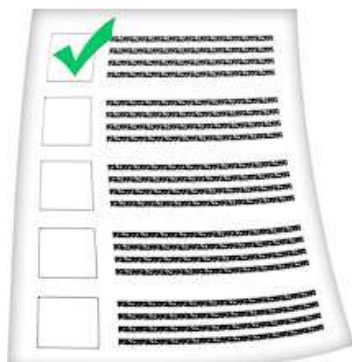
The Council wants to help people who are living in poverty

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

## Training for staff



The Council has training for its staff

Some workers have learnt about people who are deaf this year

Some have learnt about sign language

## Council Staff



The report has information about the Council's workers

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

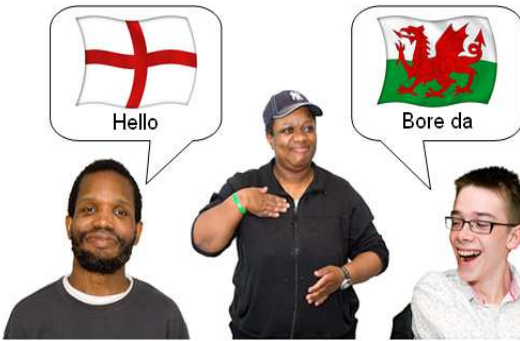


It says how many are disabled



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 22 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

