

Mae'r ddogfen hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

City and County of Swansea

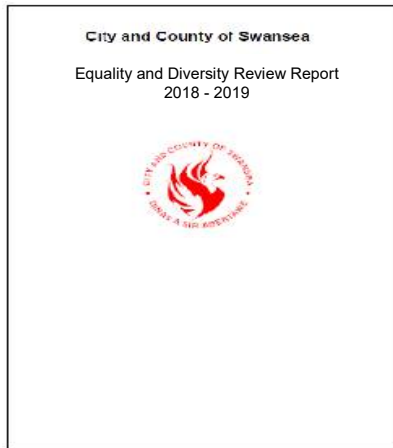
Equality and Diversity Review

2018-2019



Report - Easy Read Version

Equality for people in Swansea



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

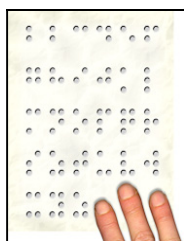
Equality and Diversity Review Report
2018 - 2019



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



email

accesstoservices@swansea.gov.uk

What is the Equality and Diversity Review Report?

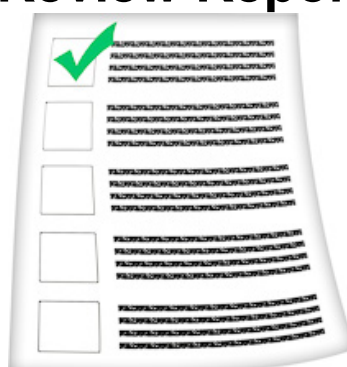
Equality and Diversity



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?

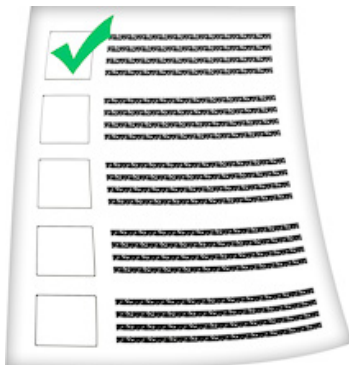


The Council has a Review Report to show it has done what the law says

The law says that Swansea Council must treat all people fairly

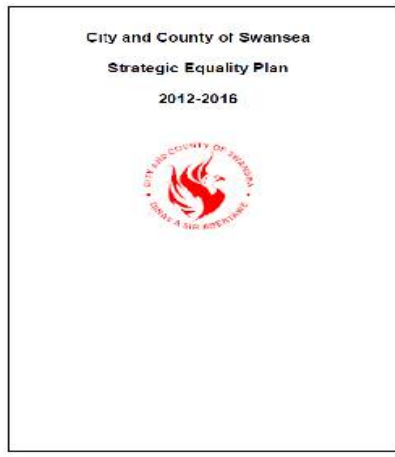


The Review Report shows how the Council works to treat everyone in Swansea fairly



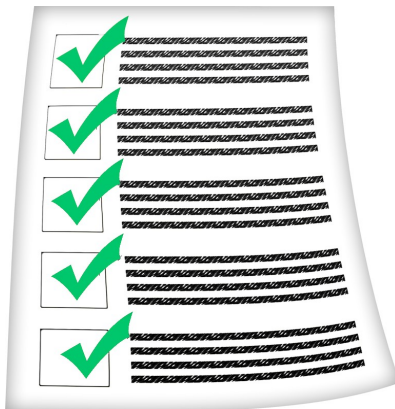
It talks about the Council's work between 2018 and 2019

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 2018 and 2019



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 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 Programme

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



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

Next Year

The Council will carry on with its work on equality

It will produce another report next year

