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

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Please contact the equality officer

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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 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.