Equality for people in Swansea

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

Equality and Diversity Review Report 2011 - 2012

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

Large print

Braille

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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 2011 and 2012.
What does the report say?

The report says that the Council’s old Equality Scheme finished in 2012

It shows all the work that the Council did between 2009 and 2012

The report talks about how the Council wrote its new Strategic Equality Plan

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

The report talks about who helped the Council write its Plan

It talks about the information the Council used to help decide what should be in the Plan
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
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 new 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

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
Working Together

The Council is working with the Police

They are working together to make things better for people who are gay

They are working together on disability 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
Change Fund

The Council gives money to local groups every year

This money is called the Change Fund

Last year 23 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