

Easy Read

Strategic Equality Plan 2024 – 28



April 2024

This item is also available in Welsh / Mae'r eitem hon ar gael yn Gymraeg hefyd

This is the Easy Read version of Pembrokeshire County Council's
Strategic Equality Plan 2024 -2028

How to use this document



This is an Easy Read version. The words and their meaning are easy to read and understand.

You may need support to read and understand this document. Ask someone you know to help you.



Some words may be difficult to understand. These are in **bold blue writing** and have been explained in a box beneath the word.

If any of the words are used later in the guide, they are shown in **normal blue writing**. If you see words in **normal blue writing** you can look up what they mean in **Hard words** on **page 18**.



Where the document says 'we', this means Pembroke County Council

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This document was made into Easy Read by our LD Champion for Easy Read using Photosymbols.

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Why does Pembrokeshire County Council have a Strategic Equality Plan?



Pembrokeshire County Council must make sure that its services meet the rules set out in the **Equality Act**.



We must make sure that we do not **discriminate** against people.



The **Equality Act** makes sure people in the UK are treated fairly, not **discriminated** against and have the same chances in life. This is called **equality**



Discriminate means someone treats you badly or unfairly because they think you are different



We must make sure everyone has the same chances.



We must make sure everyone can take part in what they want to.



We must make sure everyone feels safe.



We will make sure that men and women are not discriminated against because of their gender.

Who are the Protected People?



Some groups of people are treated less fairly than others. We have called them **protected people**.



People of different ages - young people and older people



People with a disability including people with **mental health problems**



People who look after others but don't get paid to do it. They are called carers.



People who come from different countries.



People with different religions and beliefs



People who are married and people who are not



People who are having a baby or have had a baby in the last six months



Lesbian women - women who are attracted to other women



Gay men - men who are attracted to other men



Bisexual men and women - people who are attracted to both men and women.



Transgender people - people who are born as one gender but feel that they are the other gender.

How did we decide what to do?



We asked other **public bodies** and people living in Pembrokeshire to tell us what Pembrokeshire County Council could do better to meet the **Equality Act**.



We looked at documents about the lives of **protected people**.



The information showed us that life is harder for many **protected people**.

Our Strategic Equality Plan



Equality Law says that we must have a plan. The plan is called the **Strategic Equality Plan**



Having a plan helps us to work out how well we are doing.



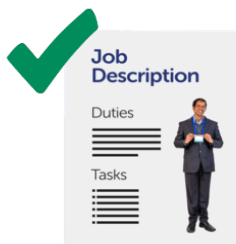
The plan helps us to see what we need to do better.



The plan is for the next four years.



It says Councillors and staff will make sure **equality** is part of all our services.



It says we will help **protected people** find paid work.



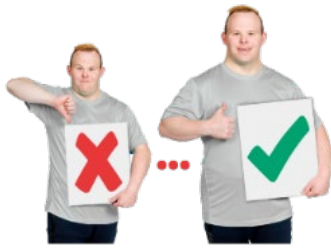
It says we will make sure **protected people** can access services and take part in community life.



It says we will make it easier to get suitable housing.



It says we will support people to get on well together.



Make sure **equality** is part of all our services for **protected people**.



We will work with our staff to help them understand the needs of **protected people** so we can support them better in work.



We will give training to everyone who works for us so they understand the needs of **protected people**.



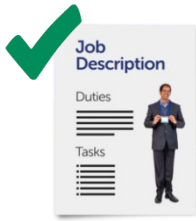
We will collect better information on protected people to help **councillors** make decisions



Councillors are people who are elected to represent the people who live in their communities. They make decisions about services.



We will make sure that we have easy ways to involve **protected people** when we make important decisions



Get better at helping **protected people** find paid work.



We will give information every year about how many **protected people** work for us.



We will look at how we can support and have more women working for us in senior jobs



We will make sure everyone who applies for a job gets a fair chance and gets the right support.



We will make sure we do not **discriminate** against anyone who works for us.



We will make sure the people who work for us are aware of the support available to help with the cost of childcare



We will give mental health support to staff that are **protected people**



We will run projects to help **protected people** find paid work that is right for them.



We will give support to **protected people** that need extra help to get into training and work



We will work with other companies that work for us to make sure they do not **discriminate** against the people they employ.



Make sure **protected people** can access services and take part in community life.



We will give support in the community to meets the social care needs of **protected people**.



We will support **protected young people** to take part in sports.



We will train staff so that they can support **protected young people**.



We will make education fairer.



We will support children of all abilities to achieve as much as they can.



We will make sure children who are **protected people** do well in school.



This includes children from families on low incomes



We will lower the number of children who are not allowed to go to school.



We will make sure that all children can go to school for the same amount of time.



We will make public and community transport easier to use.



We will give public toilets where they are needed most.



We will improve internet connections in Pembrokeshire



We will give support and help so that everyone can get online.



We will give other ways for people to talk to us who cannot use the internet.



We will make sure **protected people** can talk to us face to face.



Make it easier for protected people to get suitable housing



We will increase housing that people can afford to live in.



We will adapt housing to make sure it meets the needs of **protected people**

We will make changes to housing for people with a disability quicker.



We will involve **protected people** in decisions about housing. We will find out more about their different needs.



We will lower the number of people without a home.



Support different groups of people to get on well together



We will help to give training to different organisations on supporting people to get on well together.



We will let people know about decisions that will affect their community.



We will help to support people from different communities to settle in Pembrokeshire.



We will find out more about what makes **protected people** feel safe or unsafe in their communities.



We will make sure people know where to go for help if they have problems with **hate crime, domestic abuse or sexual violence**.



We will report and stop things that may cause people to not get on well together.



We will let people know about funding for community projects to help people to get on well together

Hard Words

Bisexual men and women

Bisexual men and women are people who are attracted to both men and women.

Councillors

Councillors are people who are elected to represent the people who live in their communities. They make decisions about services that are given

Discriminate

Discriminate means someone treats you badly or unfairly because they think you are different.

Domestic Abuse

Domestic abuse is when someone that you live with treats you badly and hurts you.

Equality

People are treated fairly, not discriminated against and have the same chances in life.

Equality Act

The Equality Act (2010) is a law to make sure that people in the UK:

- are treated fairly
- are not discriminated against
- have the same chances in life.

Equality objectives

Equality objectives are the important things to make Wales a fairer place to live.

Gay men

Gay men are men who are attracted to other men.

Hate crime

Hate crime is when a victim thinks a crime happened to them because of who they are.

Lesbian women

Lesbian women are women who are attracted to other women.

Mental health problems

People who need support with their thoughts or emotions.

Protected People

Some groups of people are treated less fairly than others. We have called them **Protected People**.

Protected Young People

Protected People who are under 25.

Public bodies

Public bodies run services for the Welsh Government but are not part of government.

Sexual Violence

Sexual violence is when someone hurts you by touching you intimately. This would include rape.

Strategic Equality Plan

Our strategic equality plan has been written to help us measure how we are doing and decide what else we need to do.

Transgender people

People who are born as one gender and but feel they are the other gender. For example, a person who has male genitals but feels they are a female or a person with female genitals but feels they are a male.