

Easy Read

# Our plan for making sure people in Flintshire are treated fairly

## What we will do from 2020 to 2024



This document was written by Flintshire County Council. It is an easy read version of 'Flintshire County Council Strategic Equality Plan 2020 – 2024'

April 2020



# 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 hard to understand. These are in **bold blue writing** and have been explained in a box beneath the word.



If the hard word is used again it is in **normal blue writing**. You can check what it means on **page 20**.



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This document was made into easy read by **Easy Read Wales** using **Photosymbols**.

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# About this document

This is a plan for what we will do over the next 4 years.



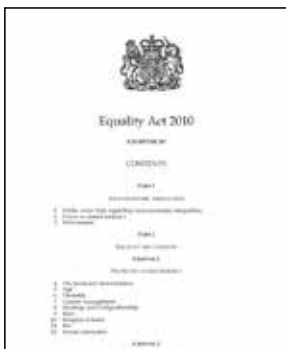
The aim of this plan is to help make sure people in Flintshire are treated fairly.



We have worked with other organisations in North Wales to write this plan.



And we have thought about research done by the **Equality and Human Rights Commission**.



And a law called the **Equality Act 2010**.



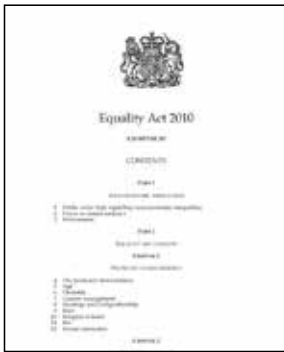
If you would like to have a say on this plan please contact us.

# Introduction

## Equality



We based this plan on a law called the **Equality Act 2010**. This law protects people from being treated unfairly in work and by services.



The **Equality Act 2010** says people **must not** be treated unfairly if they have **protected characteristics**.



**Protected characteristics** is a term used to talk about different groups of people who might be treated less fairly.

**Protected characteristics** include things like:

- Age – old or young.
- Disability
- Where you come from
- Sex – man or woman.



People should not be treated differently or unfairly because of things like this.

# Our equality goals

## Goal 1: Improve health, well-being and social care

### What we want to achieve:



- **Gypsies and Travellers** are able see a doctor, dentist and mental health services.



**Gypsies and Travellers** are a community of people who sometimes travel around or live on a site.



- Services understand and are able to support people with **dementia**.



**Dementia** is a condition that affects the brain. People with dementia have problems with memory and can be confused. It usually affects older people.



- People with a learning disability have a health check every year.



## These are some of the things we will do by 2024:

- Improve the **Gypsy and Traveller** site that is owned by the council.



- Make another site for **Gypsies and Travellers**.



- Provide different support for people living with **dementia**.



- Make a health and well-being plan for our staff.

## These are some of the things we have done already:



- We are learning more about important issues for the **Gypsy and Traveller** community.



- We have agreed to follow a plan called **Time to Change**. This is to help improve mental health in the workplace.

## Goal 2: Give more support to students with protected characteristics so they get more qualifications

### What we want to achieve:



We want students with **protected characteristics** to do better in Maths, English and Welsh.

### These are some of the things we will do by 2024:



- Check who is being left out of school.



- Check if students with **protected characteristics** are off school more than others.



- Collect information about bullying.



## These are some of the things we have done already:



- Every secondary school in Flintshire has had **Show Racism the Red Card** training.



- Teachers have been given training so they can teach pupils about things like understanding and respect.

# Goal 3: Make sure people are paid equally and fairly in the workplace

## What we want to achieve:



- Make sure people are not paid less because of a **protected characteristic**.



- Make sure more disabled people and people from a **Black, minority** or **Ethnic** background have **apprenticeships**.



People who are **Black, minority** or **ethnic** may come from a different country. Or have a different skin colour to most of the other people in their community.



An **apprenticeship** is when a person learns the skills of a job whilst working. They are usually paid less because they are still learning.

## These are some of the things we will do by 2024:



- Check everyone's pay.



- Support people with a learning disability to get paid employment. This is through a service called **Project SEARCH**.

## These are some of the things we have done already:



- We are a **Disability Confident** employer. This is a Government project to get more disabled people into work.



- Our staff are paid fairer wages.



- We have supported more people with a learning disability to get paid work.

## Goal 4: Improve the safety of people with protected characteristics



### What we want to achieve:

- We want Flintshire to be a safe place for everyone to live in, work and visit.

### These are some of the things we will do by 2024:



- Give training to our staff about **hate crime**.



**Hate crime** is when someone is attacked or treated very badly because people think they are different.



- Support staff who experience **hate crime**.



- Give training about **hate crime** to schools.

## These are some of the things we have done already:



- We have trained staff about **hate crime**.



- Opened a safe place for men to go to when they are trying to get away from **domestic violence**.



**Domestic violence** is any behaviour that causes harm to someone. It is carried out by a partner, ex-partner or family member. It can happen to anyone.



- We have trained taxi drivers so they know the signs of people who may be at risk from harm. And know how to report it.

## Goal 5: Give more chances for people with protected characteristics to get involved and have a say about services



### What we want to achieve:

- People have more chances to have a say about decisions that affect them.



- More disabled people use services.

### These are some of the things we will do:



- Make sure people who speak different languages can use services.



- Keep giving training about equality to our staff.



- Write a plan to help more people get involved.



## These are some of the things we have done already:



- We have offered drama classes to students with additional learning needs.



- We have started more services for people in the community. For example special film showings in the cinema for people living with [dementia](#).

## Goal 6: Improve how people with protected characteristics live

### What we want to achieve:



- Better living conditions for **Gypsies** and **Travellers** who live on the council site.



- Better housing services for disabled people.

### These are some of the things we will do by 2024:



- Make a new site for the **Gypsy** and **Traveller** community.



- Improve toilets, washrooms and kitchens on the council owned **Gypsy** and **Traveller** site.



- Support **refugees** to live in the area.



**Refugees** are people who have been forced to leave their country because they are in danger.



- Build more houses.

### These are some of the things we have done already:



- We have built more homes that people can afford.



- We supported **refugees** to live in Flintshire.

## Goal 7: Learn more about how we can support people living in poverty



**Poverty** is not having enough money to pay your bills, to feed yourself and your family, to heat your home, to buy the things you need and to get around.



### What we want to achieve

Make sure we think about how our decisions affect people living in **poverty**.

### These are some of the things we will do by 2024:



- Give free tampons and sanitary towels to schools for girls who have their period.



- Give more free lunches to students during school holidays.



- Tell people about benefits they may be able to claim.



- Give more support to people with money problems through the **Welfare Reform Team**.



- Talk to people in **poverty** about things like free school meals and help to buy school uniforms.

## These are some of the things we have done already:



- Given free tampons and sanitary towels to all schools, youth clubs and food banks.



- **Theatre Clwyd** offer cheaper priced tickets to people who use social services.

# Hard Words

## Apprenticeship

An apprenticeship is when a person learns the skills of a job whilst working. They are usually paid less because they are still learning.

## Black, minority or ethnic

People who are Black, minority or ethnic may come from a different country. Or have a different skin colour to most of the other people in their community.

## Dementia

Dementia is a condition that affects the brain. People with dementia have problems with memory and can be confused. It usually affects older people.

## Domestic violence

Domestic violence is any behaviour that causes harm to someone. It is carried out by a partner, ex-partner or family member. It can happen to anyone.

## Gypsies and Travellers

Gypsies and Travellers are a community of people who sometimes travel around or live on a site.

## Hate crime

Hate crime is when someone is attacked or treated very badly because people think they are different.



## Poverty

Poverty is not having enough money to pay your bills, to feed yourself and your family, to heat your home, to buy the things you need and to get around.

## Protected characteristics

Protected characteristics is a term used to talk about different groups of people who might be treated less fairly. Protected characteristics include things like:

- Age – old or young.
- Disability
- Where you come from
- Sex – man or woman.
- People should not be treated differently or unfairly because of things like this.

## Refugees

Refugees are people who have been forced to leave their country because they are in danger.