

Easy Read

Making Flintshire a fairer place to live and work

Our plan for April 2016 to March 2020



This is an easy read version of Flintshire County Council's **'Strategic Equality Plan 2016 – 2020'**

January 2017



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 help and 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 booklet 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 23.

Where the document says 'we', this means Flintshire County Council.

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This document was made into easy read by Learning Disability Wales using Photosymbols.

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What this plan is about



The **Equality Act (2010)** says we must write a plan to make life fairer for people in Flintshire.

Equality



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

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



Discriminate is when someone treats you unfairly because they think you are different.



There are some groups of people who may be treated less fairly than most. We need to think carefully about what these groups need to make life more fair. They are called **protected groups**.

Protected groups

People in **protected groups** include:



- people of different ages - young people or older people



- disabled people - including **people with mental health problems**

People with mental health problems need support with their thoughts or emotions.



- people who are married or in a **civil partnership**

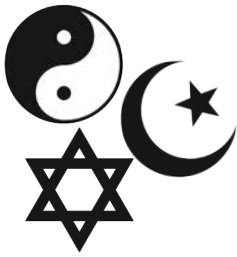
Civil partnership is a legal partnership between 2 men or 2 women. This gives them the same legal rights as a married couple.



- women who are pregnant or breastfeeding



- people who come from other countries or cultures - who may live in a different way or have a different skin colour



- people of different religions - or who have no religious belief



- men or women



- **lesbian women**

Lesbian women – women who are attracted to other women



- **gay men**

Gay men – men who are attracted to other men



- **bisexual people**

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



- **transgender people**

Transgender people - people who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman. People also say trans.



This is our second plan.



We had meetings with different groups to look at our first plan. They said we did quite well and there are more things we can do.



The **equality objectives** say what we want to do. They are the same as in the first plan with some more things for us to do.

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



This new plan says how we will make our **equality objectives** work.



We will do checks on all the things we say we will do. This will help us to get everything done.



The new plan says what we have to do by March 2020.

Objective 1: Better health for everyone

What we will do by 2020



1. Make sure people in the protected groups have better health support.



2. Give better support for people who use illegal drugs.

Why these are the most important things to do



Good health is important for everyone. Sometimes people in the **protected groups** have extra health problems.



Children who are in care may have very poor health.



Some groups have problems getting the healthcare they need.



People who use illegal drugs can cause a lot of stress for their families. They might upset the lives of other people where they live too.



Giving people who use illegal drugs good support could help many people.

How we will do it



Train our staff about the needs of protected groups.



Cut the time that children have to wait to get [mental health](#) support.



Make sure staff know what support young people need when they leave care. This includes support with finding somewhere to live.



People need help to stop taking drugs. We need to make sure they can get help and support quickly.

Objective 2: Make sure everyone gets a good education

What we will do by 2020



1. Some children in the **protected groups** do not do well at school. We will support them to do better.



2. Make sure all children feel safe at school.

Why these are the most important things to do



Children in care often go through difficult times in their lives. They can have lots of changes in their lives too.



Children in care do not always have the same chances as other children. This can make it hard for them to do well in school.



Bullying is more likely to happen to some children:



- children in special schools



- disabled children



- **lesbian, gay, bisexual** and **transgender** children



- children who are religious



- children from **ethnic minorities**

Ethnic minorities - a particular race of people. There are less of them than other people. For example, Indian people are an ethnic minority group in Wales.

How we will do it



Make sure our plans for schools are being used well.



Training for teachers on what it is like being **lesbian, gay, bisexual or transgender**. And training on how to support these children.



Write new plans for schools on:



- having **transgender** children in school

Equality



- being fair to everyone.

All schools will use these new plans.



Make sure all schools are using the advice in the guide 'Respecting others'. This guide looks at how to stop children in the **protected groups** being bullied.

Objective 3: Being fair with jobs

What we will do by 2020



1. Make sure we are fair to the people who work for us.



2. Make sure our staff have training about being fair to everyone.



3. Support people in the **protected groups** to get jobs and keep their jobs.

Why these are the most important things to do

The **Equality Act** says we must:



- train our staff about being fair



- check how many people in the protected groups work for us.



You told us that our staff do **not** know enough about being fair. They need to know more about being disabled and how to help more disabled people use services.



Young people and disabled people still find it hard to get a job.

How we will do it



We will train our staff about how to be fair to everyone.



We will check how many people we employ from the **protected groups**.

We will support plans that help these people to get jobs:



- young people who have left care

- people with learning disabilities



- young people who have broken the law.

Objective 4: Make Flintshire safe for everyone

What we will do by 2020



1. We will make sure more people know about **hate crime**.

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



2. We will make sure more people understand what abuse is and know how to report it.



3. We will look at why some adults go through **domestic abuse** again and again. We will help these people to stay in their own homes.

Domestic abuse - is abuse in a family between adults. It can happen to men or women. It may be a man hitting his wife or partner. It may be a woman hurting her old parents.



4. We will start a safe place for men who go through **domestic abuse**.

Why these are the most important things to do



You told us **hate crime** is still happening



There is nowhere for men to go when they go through **domestic abuse**.

How we will do it



We will work with other services in North Wales to make sure all staff understand **hate crime**.



We will look at our training for staff about keeping people safe. We will make the training better.



We will make sure adults who go through **domestic abuse** get good support.

Objective 5: Make sure people from **protected groups** take part in our **public organisations**



Public organisations run services for us like schools, hospitals and Social Services.

What we will do by 2020



1. We will have more people from **protected groups** take part in our **public organisations**.

These may include being on a:



- school council

- tenant or resident group



- service user planning group.



2. We will have more people from **protected groups** help us check how we are doing.

Why these are the most important things to do



The [Equality Act](#) says we must have people from protected groups advising us.



You told us we do not have enough people from [protected groups](#) that take part.



Our plan is more likely to work when people it affects help us with it.

How we will do it



We will send out a booklet that advises people how to take part in our [public organisations](#).



Social services staff will get training on how to include people in planning their own care.



We will make it easier to complain when you feel [discriminated](#) against.

Objective 6: Make it easy to access all our services



Access - making it easy to use for everyone.
Such as:

- ramps to get into a building
- information in easy read, braille or other languages
- sign language **interpreters**.

An **interpreter** is a person who translates information from one language into another.

For example, from spoken English into British Sign Language (BSL). Or British Sign Language (BSL) into spoken English.

What we will do by 2020



1. We have a telephone service that translates anything for when you speak a different language. We must make sure all our staff know about this.

2. Make sure you can easily use all our:



- services



- transport such as buses



- buildings and homes

- outdoor places.

Why these are the most important things to do



You have told us these are important.



Disabled people wait longer for places they can easily live in than anyone else.

How we will do it

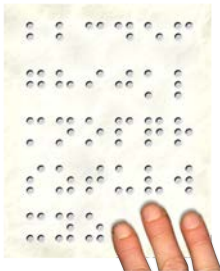


Make sure all staff know about our telephone translation service.

Make sure everyone knows they can ask for our leaflets in:



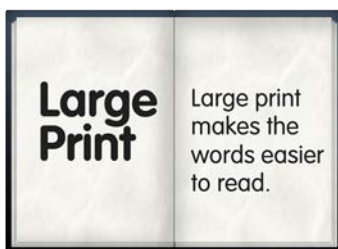
- different languages



- braille



- easy read



- large print.



Have deaf awareness training and make sure staff know how to get a British Sign Language (BSL) [interpreter](#).



Bring down the time disabled people have to wait for changes to their homes.



Train our staff in the needs of [protected groups](#).

Hard words

Access

Access - making it easy to use for people with disabilities. Such as:

- ramps to get into a building
- information in easy read, braille or other languages
- sign language interpreters

Bisexual

People who are attracted to both men and women.

Civil partnership

Civil partnership is a legal partnership between 2 men or 2 women. This gives them the same legal rights as a married couple.

Discriminate

Discriminate is when you are treated unfairly.

Domestic abuse

Domestic abuse is abuse in a family between adults. It can happen to men or women. It may be a man hitting his wife or partner. It may be a woman hurting her old parents.

The Equality Act (2010)

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Equality objectives

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

Ethnic minorities

A particular race of people.

Gay men

Men who are attracted to other men

Hate crime

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

Interpreter

An interpreter is a person who translates information from one language into another.

For example, from spoken English into British Sign Language (BSL). Or British Sign Language (BSL) into spoken English

Lesbian women

Women who are attracted to other women

Mental health problems

When people need support with their thoughts or emotions.

Public organisations

Public organisations run services for us like schools, hospitals and Social Services.

Transgender

People who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman. People also say trans.