

Blaenau Gwent's Equalities Plan 2024-28

This is an easy read version of the document:

**Strategic Equality Plan Approach and Equality
Objectives 2024 - 2028**



How to use this document?

This document is an easy read version. The document makes sure that the words and their meaning are easy to understand.

If you want support to help you read and understand the document, ask someone you know to help.

There are some words which are hard to understand. Those words are in **bold blue writing**. You will also see that the words are explained in a box under that word.

If the hard word is used again it is in **normal blue writing**. You can check what it means on page 15.

Where the document says WE, this means Blaenau Gwent Council. Links to further information are highlighted in **bold purple writing**. We have used Photo symbols to make the document visual and easy to understand.

Need more help?

Do you need to see the document in a different way?
e.g. large print, braille, audio version, etc.

Please email: pps@blaenau-gwent.gov.uk

What is this document about?

The Equality Act 2010 is a law to ensure people are treated fairly.

The Equality Act says everyone has the right to:

- be treated fairly
- have the same opportunities as others
- be free from **discrimination**



Discrimination is when you are treated badly or unfairly because of your sex, race, religion, disability or sexual identity.

We want to tell you about our new equality goals and our action plan to deliver them.

By law we have to produce a new Equality Plan every four years.

The law protects people with **protected characteristics** from being treated differently because of their;

Protected Characteristics are features which make up your personal identity for example your sex, race, religion, disability or sexual identity. It is a personal trait that cannot be used as a reason to discriminate against someone.

Age - People of different ages such as older people and younger people.



Disability - something that makes it more difficult for a person to do certain activities or access to services.



Gender re-assignment
(Transgender)

This is when a person feels that the body they were born in is not right for them. They may wish to change from woman to a man or a man to a woman.



Marriage and civil partnerships - this is when two people who care about one another enter into a union together.



Race - can mean a person's colour skin, ethnicity, nationality and citizenship. A person can have a different ethnicity to their nationality - a person may have Indian heritage but be living in Britain with a British passport.



Religion or Belief - People of different religions - or who have no religious beliefs.



Sex - A person typically has their sex given to them when they are born and is usually called girl/boy or man/woman. Gender, on the other hand, involves how a person identifies.



Sexual Orientation - When a person is **straight, gay, lesbian or bisexual**.



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

Straight - people who attracted to the opposite sex, so a man who is attracted to a woman or a woman who is attracted to man.

Pregnancy & maternity - being pregnant, or having a baby.



Our Equality Goals for 2024-2028

What we plan to do from now until 2028

1: We will be an organisation that treats people fairly

- > Make sure we listen and use lived experiences to help us design services
- > Try to remove barriers that prevent people from accessing support or services that will help them
- > Develop and deliver training around equality to create a better understanding
- > Make sure we link with Welsh Government actions plan to become an Anti-Racist Wales and the LGBTQ+ action plan for Wales



2: We will be a workplace that **champions** diversity and inclusion

This means we will support, defend and fight for a person or persons right.

Some examples:

- > Create an organisation where equality and diversity is valued and celebrated.
- > Publish our information on pay for gender and consider disability and ethnicity information
- > Make sure we remove barriers when recruiting
- > Increase diversity in our workforce for Wales



3: We will create a fair and inclusive learning culture for all children and young people.

Some examples:

- > Improve the information we get from our schools
- > Deliver the anti-racist action plan in schools
- > Make sure children and young people are supported
- > Increase diversity on our Youth Forum



4: We will promote and support safe and friendly communities.

Some examples:

- > Work with groups and people with **protected characteristics** to understand equality issues
- > Make sure we work with partners to act and stop things to ensure our communities are safe
- > Run events that celebrate diversity to bring communities together
- > Challenge negative opinions of people



5: We will work with organisations, groups and people so that we understand equality issues

Some examples:

- > Ensure we engage and encourage participation from our communities and staff
- > Make sure we talk to people to get stories about lived experiences
- > Make sure children and young people feel heard
- > Look at our membership on groups and make sure we have members with protected characteristics



6: We will work to reduce poverty

Some examples:

- > Promote cost of living support to our communities
- > Make sure the organisation uses the **Integrated Impact Assessment** process

Integrated Impact Assessment is a form that is used to understand the impact of a decision on our services, staff and communities

- > Make sure we engage with our communities to understand the **socio-economic issues**

Socio-economic is related to the differences between groups of people mainly due to their financial situation



So how did we get to the above Equality Goals?

We talked to people about what was important to them and what we needed to do as a Council. **160** people took part in face to face engagement and our online survey. You can read about this here [SEP Engagement 2024-2028](#).



We talked and worked with all our service managers to agree the equality goals.



We used information and reports. Such as [Is Wales Fairer report 2023](#)



How will we deliver our goals?

We will work to deliver our goals over the next four years



We will develop an action plan



We will regularly check our progress towards the actions within our plan



We have a duty to produce a report every year to show our progress towards our goals.



Hard Words

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Champions - This means we will support, defend and fight for a person or persons right.

Sexual orientation -when a person is straight, gay, lesbian or bisexual.

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Integrated Impact Assessment - a form, process used to make decisions and understand the impact on services, staff and the community.

Socio Economic - is related to the differences between groups of people mainly due to their financial situation.

Get Involved

Do you want to be involved in talking to us? Then please email

You can email us: pps@blaenau-gwent.gov.uk