

**EASY READ DOCUMENT**

# **Blaenau Gwent's Equalities Plan 2020-24**



This is an easy read version of the document:  
Proposed Strategic Equality Plan Approach  
and Equality Objectives 2020 to 2024



**Please tell us what you think by Wednesday 26<sup>th</sup> February,  
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 10.

Where the document says we, this means Blaenau Gwent Council.

Links to other websites and reports are highlighted in **bold purple writing**.

Throughout the document we have used pictures from **Photosymbols**.

## Further assistance

If you require this document in a different format, e.g. large print, Braille, audio version, etc. please contact:

### **Blaenau Gwent County Borough Council**

#### **Policy & Partnerships**

Civic Centre

Ebbw Vale

NP23 6XB

Phone: 01495 355108

Email: [pps@blaenau-gwent.gov.uk](mailto:pps@blaenau-gwent.gov.uk)

# What is this **consultation** about?



- The Equality Act (2010) is a law to make sure people are treated fairly.



- We want to ask you what you think about our new equalities goals and our draft plan to deliver them.



- By law we must check our equalities plan every four years.

The law protects everyone from being treated differently because of:



- Age



- Disability



- **Transgender**

Transgender people are people who feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man



- Marriage and civil partnerships



- Race



- Religion or belief



- Sex

If they are a man or a woman



- Sexual orientation

Being straight, gay, lesbian or bisexual



- Being pregnant, or having a baby

# Our Equalities Goals

These are the things we plan to do by 2024.



1. We will set a good example for **championing** equalities and diversity.



2. We will help our staff to **champion** equalities and diversity.



3. We will support children and young people who are protected by the Equalities Act to achieve their learning goals.



4. We will promote, encourage and support safe and friendly communities.



5. We will work with people, groups and organisations to help us understand equalities issues.



6. We will reduce poverty.

# How we drafted our Equality Goals



- We asked people what was important to them about equalities and what the Council needed to focus on. 120 people took part in our **'Talk to us about fairness and equalities'** events and survey.



- We worked together with a group of **councillors** in September and November 2019 to help us. This included the Council's Equality and Diversity Champion.

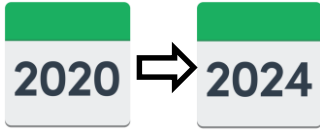


- We used information and **research reports**. For example:

[Is Wales Fairer? 2018 \(Easy Read\).](#)



# How we will deliver our plan?



- We will deliver our plan over four years.



- Where possible, we will choose a responsible person to oversee each of our equalities goals.



- We plan to deliver a number of projects and actions.



- We will regularly check if we are making progress against our plan.



- Every year we must write a report which will be reviewed by the Council and Welsh Government.

# Delivering our plan



We will write an action plan to support the delivery of our equalities goals.

The action plan will include:

- What we are going to do?
- How will we know we are making progress?
- What difference will it make?
- Who is the responsible person?
- Which people and groups will it support?

# How to take part



- We want you to tell us your views about our equalities goals and how we plan to deliver them.



- You can complete an online survey by visiting our [Equality Information & Advice](#) web page.



- You can email us: [pps@blaenau-gwent.gov.uk](mailto:pps@blaenau-gwent.gov.uk).



- You can write to us:  
Policy & Partnerships,  
Civic Centre,  
Blaenau Gwent.  
NP23 6XB.

- You can call us on (01495) 355935 / (01495) 355092.



## What next?

People will be able to tell us what they think until Wednesday 22<sup>nd</sup> January, 2020.

We are also holding a special open event called 'Voices of our Valleys' being held at Beaufort Theatre, Beaufort Ballroom, 10.00am – 13.00pm (refreshments & lunch to be provided).

The event will provide another opportunity for you to share your views and ask any questions you have.

If you would like to attend please contact us (**contact details on page 9**).

After the event we will use everyone's feedback to help develop our final Strategic Equality Plan and goals.

Our final plan and goals will be considered by Blaenau Gwent Council in March 2020, before publication.

Our plan will be available in Easy Read.

# Hard Words

## **Championing** –

Supporting equalities and making it a top priority.

## **Consultation** –

Asking people what they think.

## **Councillors** –

People elected to represent the views and needs of local communities.

## **Research reports** –

Written documents which provide useful information to help us to develop and deliver our plan.

## **Sex** –

A man or a woman.

## **Sexual orientation** –

Being straight, gay, lesbian or bisexual.

## **Transgender** –

Transgender people are people who feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man.