

Easy Read

Strategic Equality Plan

Our plan for making sure people in Flintshire are treated fairly

What we will do from 2024 to 2028

This document was written by Flintshire County Council.
It is an easy read version of 'Flintshire County Council Strategic Equality Plan 2024– 2028'.

This document is available in Welsh. Mae'r ddogfen hon ar gael yn Gymraeg.

March 2024

How to use this booklet



This is an easy read document. You may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 33**.

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About this plan



This is our plan for making sure people in Flintshire are treated fairly.



It says what we will do over the next 4 years.



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



This plan is available in English, Welsh and Easy Read. We will put it on our website.



If you want this plan in a different format or language, please contact us.



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



Our email and phone number are on **page 2** of this booklet.

The laws we thought about when writing this plan

Equality Act 2010



This law protects people from being treated unfairly in work. And by services.

We have a duty to:



- Stop unfair treatment and bullying.



- Make sure everyone has equal chances to live well.

- Help people with **protected characteristics** and people who do not get along well.



Protected characteristics is a term used to talk about different groups of people. They can be treated unfairly because of things like:

Age

Disability

Change of gender

Marriage and civil partnership

Pregnancy or having a baby

Race. This includes skin colour, the country someone comes from or their culture

Religion and belief

Sex

Sexual orientation.

Socio-economic Duty

We must think about how the decisions we make can help people:



- living in poorer areas,



- where there are fewer opportunities.

Human Rights Act 1998

We must also follow the Human Rights Act 1998. Examples of human rights:



- The right to life.
- The right to a private and family life.
- The right to follow your own religion or beliefs.
- The right not to be treated unfairly because of who you are.



This plan is also linked to:

- our **Council Plan 2023-2028**
- our goals for **well-being**



Well-being means a person is happy, healthy and is comfortable with their life and what they do.

- and other plans that helps promote **equality**.



Equality means treating people fairly. And making sure they have the same chances to do well in life.

Our equality goals

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

What we will do by 2028



- Make sure older people living in villages can get care at home.



- Provide more **step-down care**. This is care in a certain hospital ward, community hospital or care home. It is for when you no longer need medical treatment in hospital. But you still need some care or time before going home. This will help older people be discharged from hospital quicker.



- Support people's **mental well-being** through courses run by the Learning Partnership.

Mental well-being is when you are happy and comfortable in yourself. You see yourself as being able to cope well.



- Work with housing services to fund a small team. They will support people with **mental health** problems to improve their housing.

Mental health is how you are feeling in your mind. It is about your feelings, thoughts, and well-being.



- Support disabled people to get jobs through **Project Search**.



- Make sure people know about how to make a complaint. So we can deal with complaints fairly and well.



- Make sure our staff know they have a duty to stop all types of **discrimination**.

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



- Check complaints about **racism**. And try to see if there are any patterns.



Racism is unfair or nasty treatment of people because they belong to a particular race. **Anti-racism** means taking action against racism.

- Make sure staff have:



- **Anti-racism** training



- **LGBTQ+** training

LGBTQ+ means Lesbian, Gay, Trans, Queer and other groups. It is about sexuality and who people are attracted to.



- Make sure we involve people from **diverse** backgrounds in our work.

Diverse means we are not all the same. For example, people in Wales:

- Come from different backgrounds and cultures
- Have different abilities
- Believe different things
- Have different sexual identities
- Make different choices about how they live their lives
- Are different ages.



- Encourage our service users to fill in forms about **equality**.



- Get more staff to use our Council's **Employee Assistance Programme**. This is a service that gives more support to our staff.

Goal 2: Give more support to students with protected characteristics and improve well-being

What we will do by 2028



- Support schools to teach Black, Asian, and **minority ethnic** stories and histories.

Minority ethnic people live in places where most other people are a different race.



- Work with schools to put someone in charge of **anti-racism**.



- Keep promoting Hwb. A website to support teachers and students to learn.



- Work with GwE. A service for improving schools in North Wales. Ask them to check how well schools are teaching Black, Asian and **minority ethnic** histories. And check school inspection reports ourselves.



- Keep working with schools to use the online system to report bullying.



- Provide feedback and support to primary and secondary schools.



- Make sure schools can look after the **well-being** of:
 - learners from **ethnic minority** backgrounds
 - and **LGBTQ+** learners.



- Keep working with partners like:
 - **Show Racism the Red Card**
 - and the **North Wales Race Equality Network**.



- Promote the Welsh Government guidance about school **exclusion**. This is when you are removed from school. Work to stop learners with **protected characteristics** being excluded more than others.



- Find out how many Black, Asian and **minority ethnic** people go to Welsh language schools.



- Find ways for **ethnic minority** communities to take part in Welsh Language projects. And make sure projects collect **equality** information of the people taking part.



- Use the **Welsh Government national trans guidance for schools** when it is ready.



- Work with partners to provide an **LGBTQ+** Youth Forum.

Goal 3: Make sure our staff represent the people in our area. Make sure people are paid equally

What we will do by 2028



- Improve how we recruit staff to make sure we treat people fairly.



- Make sure our policies support families.



- Make sure our staff have fair pay and contracts.



- Support more staff to use our **Employee Assistance Programme**.



- Check how we pay people every year. Take action if there are any unfair pay gaps in the way people are paid.



- Encourage staff to complete **equality** forms.



- Publish our **Workforce Information** report. This report provides information about the types of people we have in different jobs.



- Make sure staff get the new **LGBTQ+** awareness training. This is to make sure staff understand **LGBTQ+** needs, rights, and problems.



- Take action to meet the goals in the **Welsh Government's Anti-racist Wales Action Plan**.

Goal 4: Improve the safety of people with protected characteristics

What we will do by 2028



- Record information about **council tenants** who experience **hate crime**.



A **council tenant** is someone who rents a council house or council flat.



Hate crime is being harassed or attacked because people think you are different.



- Provide community sessions in areas where there is a lot of crime. Support young people who may be at risk.



- Carry on taking part in **Hate Crime Awareness Week**.



- Collect information about **hate crime** reports. Take action to solve the issues.

Goal 5: Give more chances for people with protected characteristics to use services. And have a say about services

What we will do by 2028



- Promote active travel. This means travelling to where you need to go using your body. For example, walking and cycling.



Improve our walking and cycling paths. And make sure they can be used by older people and disable people.



- Support the development of an electric vehicle charging network. This is so people with electric vehicles like cars can charge them. And make sure it can be used by everyone.



- Carry out plans so people can easily travel to and use services. Like:

- our **Integrated Transport Strategy** – linking different forms of transport to make it easier for people to travel.



- and our **Public Toilets Strategy** – making sure there are good, clean, accessible toilets for people.



- Write a plan to help more people get involved in our work. And make sure the way we choose our elected members is fair for everyone.



- Make sure elected members, like local councillors, treat everyone fairly.



- Offer training to elected members, like:
 - **Anti-racism** training
 - Training to understand **Gypsy and Travellers communities'** needs and culture



Gypsy and Traveller communities are groups of people who sometimes travel from place to place.



- Make sure people feel they can get involved in decision making. Like voting. Do this by making resources that encourage people to take part. And help them understand how to become an elected member.



- Tell people about the **Access to Elected Office Fund** for the next local elections in 2027.



- Support people to use digital technology. Like computers and the internet.



- Keep giving free of charge internet at Flintshire Connects Centres.



- Promote the Big Word Language translation services.



- Improve access to different roads and paths through our **Rights of Way Improvement Plan**.



- Find ways to develop the Flintshire Coast Park.



- Start a group to make sure people living with **dementia** have a voice.

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

Goal 6: Improve how people with protected characteristics live

What we will do by 2028



- Find a place to offer housing services and support to young people.



- Provide more supported housing.



- Improve the way we organise and buy services from organisations that adapt homes for disabled people.



- Make sure sheltered housing services meet the needs of people.



- Make sure our homeless team have **LGBTQ+** awareness training.



- Improve how we collect **equality** information of:
 - people registered as homeless
 - council tenants.



- Make a site for **Gypsy and Traveller communities**. To make sure they have better living conditions.



- Improve **Gypsy and Traveller** access to health services.



- Get funding to make sure there is Wi-Fi on **Gypsy and Traveller** sites.



- Support **Asylum seekers** and **refugees** to live in the area.



An **Asylum seeker** is someone who leaves their country to escape danger. They ask to live in another country.

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



- Look into the Tai Pawb online training about **anti-racism**.



- Focus on understanding the housing needs of **ethnic minority** people.



- Build more homes that people can afford. And that meets the needs of **ethnic minority** groups and others.



- Respond quickly to complaints of **racism** and **hate crime** from council tenants. And offer the right support.



- Improve ways of recording housing information.



- Develop a plan to involve **ethnic minority** people, organisations, and communities better.

Objective 7: Support people living in poverty. Make sure our decisions do not affect people living in poverty

What we will do by 2028



Poverty is when someone does not have the important things they need to live well. This means they lack things like food, clothing, healthcare and education.



- Develop our community hub so people can keep using different:
 - programmes of support
 - services
 - and agencies in 1 place.



- Have support schemes to help people in work who experience **poverty**.



- Provide Welsh Government support schemes to help with the cost of living.



- Make more people aware of the support that is available. Tell people about:
 - The benefits they may be able to claim.
 - The **Discretionary Housing Payments scheme**. This is money to support people with the cost of rent or housing costs.



- Continue to develop the meals at home service. And the Hospital to Home meals service.



- Work with organisations to provide warm spaces for people.



- Make homes better at using energy for things like heating and cooking. To lower energy bills.



- Support people at risk of fuel **poverty**. This is when you cannot afford to heat your home.



- Work with businesses to employ people from groups with fewer chances to do well in life.



- Work with Manchester University to check how something could affect people. This is called **Impact Assessment**.

What happens next

What we will do to achieve our goals

We will carry on collecting **equality** information from:



- Workplaces
- Schools
- Services



All organisations must check how their policies and procedures could affect **protected groups**.



We will give our staff training to help them achieve our **equality** goals.



We will follow the rules for buying goods and services. To make sure we are fair and equal.

Checking how our plan is going



We will make an action plan.



We will write a report every year. The report will say how we are doing with our goals. And include **equality** information.



We will look at this plan and update the action plan every year.



We will check our 7 goals and make changes if needed.

Hard Words

Asylum seeker

Asylum seeker is someone who leaves their country to escape danger. They ask to live in another country.

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.

Discrimination

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

Diverse and Diversity

Diverse means we are not all the same. For example, people in Wales:

- Come from different backgrounds and cultures
- Have different abilities
- Believe different things
- Have different sexual identities
- Make different choices about how they live their lives
- Are different ages.

Equality

Equality means treating people fairly and making sure they have the same chances in life.

Gypsies and Travellers

Gypsy and Traveller communities are groups of people who sometimes travel from place to place.

Hate crime

Hate crime is being harassed or attacked because people think you are different.

LGBTQ+

This means Lesbian, Gay, Trans, Queer and other groups. It is about sexuality and who people are attracted to.

Mental health

Mental health is how you are feeling in your mind. It is about your feelings, thoughts, and well-being.

Mental well-being

Mental well-being is when you are happy and comfortable in yourself. You see yourself as being able to cope well.

Minority ethnic

Minority ethnic people live in places where most other people are a different race.

Protected characteristics

Protected characteristics is a term used to talk about different groups of people who are treated unfairly because of things like:

Age

Disability

Change of gender

Marriage and civil partnership

Pregnancy or having a baby.

Race. This includes skin colour, the country someone comes from or their culture.

Religion and belief

Sex

Sexual orientation

Poverty

Poverty is when someone does not have the important things they need to live well. This means they lack things like food, clothing, healthcare and education.

Racism

Racism is unfair or nasty treatment of people because they belong to a particular race. Anti-racism means taking action against racism.

Refugees

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

Well-being

Well-being means a person is happy, healthy and is comfortable with their life and what they do.