

# Our Plan for Equality 2020-2024

What should we do to make Caerphilly county borough a fairer place to live and work?

We want your views



**Please tell us what you think by 6 December 2019**

This document was written by **Caerphilly County Borough Council**. It is an easy read version of **'Draft Strategic Equality Objectives 2020-2024 Consultation'**.

**November 2019**

# How to use this document



This is an easy read document. The words are easy to read and understand. You may still need support to read this document. Ask someone you know to help.

Words in **bold blue writing** may be hard to understand. They have been explained in a box below the word.

If the hard word is used again it is in **normal blue writing**. You can check what they mean on page 17.

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



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# Introduction

We have written our **equality objectives** for the next 4 years.



**Equality Objectives** are the important things we need to do to make Caerphilly county borough a fairer place to live and work.



We have thought about important laws and reports to write our **equality objectives**.



And we have thought about how our **equality objectives** can help us meet our duty to make Wales a fairer place.



We want to know what **you** think about our 7 **equality objectives**. And what we should do to achieve them.



Please read this document. And then fill out the response form by **6 December 2019**.

# Equality objective 1

Understand and remove the barriers people face when getting services.



A **barrier** is anything that stops you from doing or getting something. For example not having information in a way you can understand. Or not having transport.



We want to make sure everyone that lives in Caerphilly county borough can get to, and use our services.

We want to improve this in these services:



- education



- health and mental health



- housing



- transport



We want to empower all different types of people. So they are able to get the services they need. This is very important to us.



We will keep speaking to people who use our services. To learn about the **barriers** they face and to remove them.

# Equality objective 2

## Improve education for everyone



The main aim of this **equality objective** is to help people in Caerphilly county borough get paid jobs.



Having a job is important for people. It helps to stop the problems people can face when they do not have a job. Like having poor health or being lonely.



If more people in Caerphilly county borough get better education, training and jobs, we will have better and stronger communities.



Supporting people to get skills for paid jobs is really important for the whole country.

To help us achieve this **equality objective** we will focus on:



- young people who do not have work, training or school



- finding out what important skills we lack in this area



- getting more **apprenticeships**. And changing the way people feel about them.

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



We also have a plan called the **Shared Ambitions 2019-2022 Strategy**. This plan says how we will work with schools and other partners. To improve what people achieve in education.



This plan will help us improve education for everyone. And will help us achieve this **equality objective**.



# Equality objective 3

Help create communities that are strong and include everyone



A **community** is a group of people who live in the same place. Or who have something in common. For example they may be a similar age, or believe in the same things.



It is important to have strong and happy **communities**. Where people can live well and get on with each other.



People should feel like they belong in their **community**.



And people should feel happy to talk to and make friends with all different types of people from their **community**.

# Equality objective 4

Make sure people who live in Caerphilly county borough have a say in how services are run



We want people who live in Caerphilly county borough to be as independent as possible. And to have good **well-being**.



**Well-being** is anything to do with your health and happiness.



We need to make sure people are able to tell us what they need. We want to support people by:

- giving good advice



- telling them about services that could help them



- supporting them to find out what is important to them.



We must give people information in a way they can understand.



There are still lots of **barriers** that stop people telling us what they need.

# Equality objective 5

## Make sure people who speak Welsh can get services in Welsh



We have a duty by law to make sure people can get services in Welsh.



We are working to make sure staff in all our services know Welsh and English are both important.



We are working with partners to:



- help us meet the needs of people who speak Welsh



- help us meet our duties by law.

We are working with partners like:



- Menter Iaith Caerffili



- Fforwm Iaith



- Welsh medium schools.



There is more information about our work on this in our plan called the **Five Year Welsh Language Strategy 2017-2022**.

# Equality objective 6

**Have a workforce that includes all the different types of people that live in Caerphilly county borough**



We want the people who work for us to reflect the different types of people who live in Caerphilly county borough.



We want our staff to work in places that are safe and include everyone.



We want staff to feel valued. So that they can give the best services to the people who live in Caerphilly county borough.



We will collect information about our staff. So we can understand what types of people are working for us. We will keep this information up to date.



We will make sure our staff are treated fairly. This will help us get new staff and keep the staff we already have.



We will give our staff training about equality and about the Welsh language. This will help them to give the best services to all different types of people.

# Equality objective 7

## Lower the gap between how much women and men get paid



Every year we write a report about the difference in pay between men and women.



We do not think that men and women get paid differently when they are doing the same jobs.



We think the difference between what men and women get paid is because they have different types of jobs.



This is a problem with our whole society. For example it is still mainly women who are responsible for childcare.



This means that most of our part-time jobs are done by women. And part-time jobs are usually lower paid.



# Hard words

## Barrier

A barrier is anything that's stops you from doing or getting something. For example not having information in a way you can understand. Or not having transport.

## Community

A community is a group of people who live in the same place. Or who have something in common. For example they may be a similar age, or believe in the same things.

## Equality objectives

Equality Objectives are the important things we need to make Caerphilly a fairer place to live and work.

## Well-being

Well-being is anything to do with your health and happiness.