

Strategic Equality Action Plan



This is the easy read version of Bridgend county borough council's Strategic Equality Action Plan.



Where the document says **we** or **our**, this means Bridgend County Borough Council.

Bold

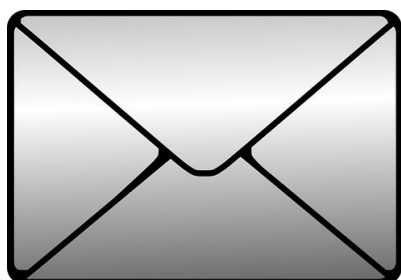
Some words may be hard to understand. These are in **bold writing** and are explained beneath the word.

If you need more information about the report,

Or would like the report in another format, like large print, please contact the Equalities Team.



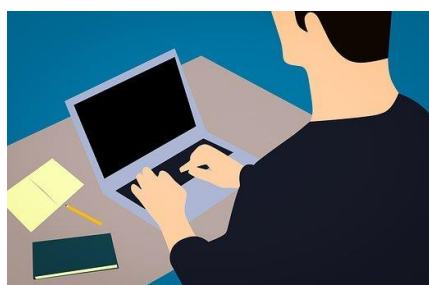
You can visit us as Civic Offices in Bridgend town centre.



Or you can write to,
Address: The Equalities Team, Civic Offices, Angel Street, Bridgend, CF31 4WB



Phone: 016565 64

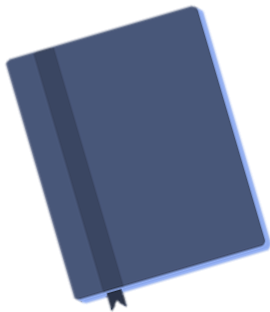


Email:
equalites@bridgend.gov.uk



What is a Strategic Equality Action Plan?

Everyone should be treated fairly and should feel well, safe and respected.



We have written another booklet called our 'Strategic Equality Plan'.



The law says that Bridgend Council must treat everyone fairly.



This is our Strategic Equality Action Plan. A plan says what we will do to make sure everyone is treated fairly and with respect.



Our equality objectives

After asking people about our plan we decided on 6 equality **objectives**.



An objective is a goal we want to achieve.

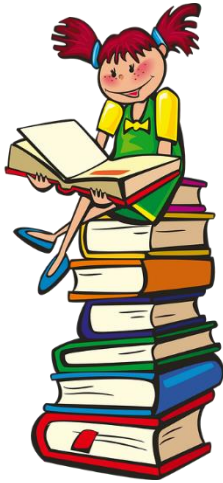
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Having 6 goals to work towards will help us know if things are fairer for people.

Our equality objectives are,

- Education
- Work
- Living well
- Health and wellbeing
- Safety
- Taking part





Education

We want everyone who accesses education to be free from bullying and **discrimination**.



Discrimination is when someone is treated unfairly.

We want to reduce **hate based bullying** in schools.

We will do this by making it easier for schools to tell us about any hate based bullying and help them to deal with any problems.



Hate based bullying is when someone does something to hurt someone because of who they are - such as because of their race, sexuality or disability.





We want to make sure children learn about **Black Lives Matter**. We will do this by helping schools to teach children about Black Lives Matter.



Black Lives Matter (BLM) is a group who is asking for support to stop black people being treated unfairly.



We want to make it easier for schools and children to know how to treat people fairly and why it is important to treat people fairly.



We will do this by providing equality training to schools, teachers and pupils.



We want to make sure adults who go to learning courses in their communities have their needs met.

We will do this by asking adult learners what help they need to get involved in courses in their communities.

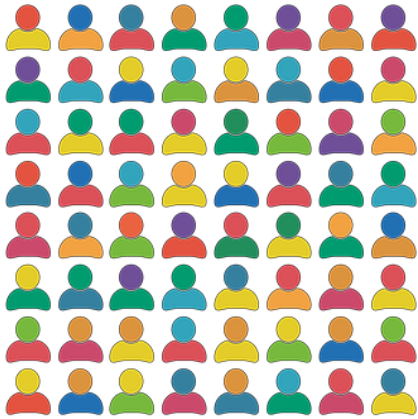


We want to make sure children know about **domestic abuse** and how to get help if someone in their family is hurting them.

We will do this by working with schools to make sure they can teach children what **domestic abuse** is and who can help them.



Domestic abuse is when your boyfriend, girlfriend or someone in your family is hurting you or treating you badly.



Work

We want places where people work in Bridgend to be more **inclusive**.

Being inclusive means including everyone no matter who they are or what their background is.



We want everyone to be happy and healthy in work and have opportunities to do well at work no matter who they are or what their background is.



We want to make sure everyone who work for us is paid the same amount of money for the work they do. We will do this by finding out more about who works for us and look at how much people are paid.



We want to help people in our communities to find jobs. We will provide help and training for people looking for work in our communities.



We want to make sure we have a diverse range of people working for us. We will do this by trying to encourage people from lots of different backgrounds to work for us.



We will also make sure we help people with disabilities to work for us.



We want to make sure everyone who works for us knows about equality and why it is important. We will do this by training our staff and working with other people such as People First Bridgend and Stonewall.



Living standards

We want to help people who are living in poverty.



This could mean they might not have enough money for things like food or clothes. Or this could mean they can't use the services they need.



We want to help people **live independently** so they have enough money and can get the support they need.



Helping people to live independently means helping them to live the life they want, have a say in decisions about their life and have support when they need it.



We want to make sure people who work for us think about how their decisions affect people who live in poverty. We will do this by training staff and including poverty on our **impact assessments**.



An impact assessment is form that people who work for us need to fill in to show that their decisions will make sure everyone is treated fairly.



We want to make sure everyone that works for us is paid enough money. We will do this by making sure everyone who works for us are paid the **real living wage**.



The real living wage is the amount of money people need to get by. It is more money than the national living wage which is decided by the Government.



We want to make sure children whose families do not have much money get free school meals. We will do this by making sure children who need free school meals get them and we will deliver food parcels when they are needed during the Covid-19 pandemic.



We want to make sure girls whose families that do not have much money are able to have **menstrual products**. We will do this by working with schools to make sure menstrual products are available for girls for free.



Menstrual products are items such as sanitary towels (also known as menstrual pads) and tampons for girls to use when they are having their monthly period (this is sometimes called menstruation).



Health and wellbeing

We want people who live in Bridgend to have happy and healthy lives.

We want people who work for us to be happy and healthy.



We will do this by providing training, helping staff with their needs and forming groups to find out what other help we could provide.



We want people from lots of different backgrounds, such as people who are disabled, older people and people who are black, Asian or ethnic minority, to take part in different activities.



We will do this by working with other people such as Halo and Disability Sports Wales to offer activities in our communities.



We want to raise awareness of hidden disabilities in our communities and to businesses.



We will do this by promoting the Hidden Disability Lanyard and promote awareness events such as deaf awareness week.



Safety and respect

We want people who live in Bridgend to be safe.

We don't want people to worry about violence or bullying.



We want people in our communities to treat each other with respect.



We will do this by working with groups in our communities, tell people what support is available and hold community events for people to get along.



We want to raise awareness of **hate crimes**.

We will do this by telling people how they can report hate crimes, work with the police to support people and arrange activities to promote awareness.



A hate crime is when someone does something to hurt someone because of who they are - such as because of their race, sexuality or disability.



We want to celebrate Black History Month. We will do this by working with schools and communities to hold events and sharing information.



We want people to feel safe at home and with their families.



We will do this by raising awareness of **domestic abuse** and violence against women and help people who have been hurt.



Domestic abuse is when your boyfriend, girlfriend or someone in your family is hurting you or treating you badly.



Taking part

People who live in Bridgend know what is important to them and about the services they access.

We think we should ask people how our ideas would affect their lives.



We want people who live in Bridgend to get involved in decisions we are making. We will do this by talking to more people and making sure we make more easy read documents.



We want people who work for us to know how to make information easier for people to understand. We will do this by having booklets that help staff understand how to communicate better with people who may struggle understanding some things.



We want more people with protected characteristics to get involved when we make decisions.



We will do this by working with equality groups in our communities and share our **consultations** with more people.



A consultation is when we ask people what they think about decisions we are making.



We want to help to promote community and equality events. We will do this by sharing more information on our **social media channels**. Our social media channels are facebook, twitter, Instagram and YouTube.