

Equality and Diversity Framework 2021-25



Easy Read version

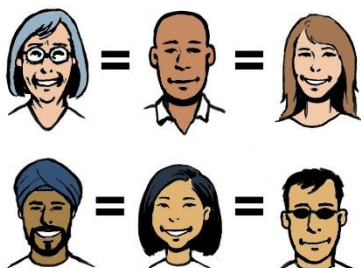
What is the framework for?



It says what the Council will do for the Equality Act. This is a law for equality.

It is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation



These are called protected characteristics.

What will we do?



Our aim is to make life better for people who are treated differently or unfairly.



There are 5 different equality areas. These are what people told us was important. Each area has a main goal. These will be reviewed every year.



As we work closer with communities and services we will learn more about what matters. This may change the goals.



The Council will do all it can to put equality at the heart of all its services.

What are the aims and goal for year 1?

1: Inclusive Communities

What are our aims?



- Protect and support people most at risk from harm.
- Stop violence to women, children and young people.
- Reduce people getting involved in crime.

What is our main goal?



To help people to feel they are:



- treated fairly
- included and cared for
- there is justice for all

What does this area cover?



Places where people live are safe. They are welcoming and everyone feels included and part of their community.

Why is this important?



It will benefit lots of people. This includes women, children and young people, people from different ethnic backgrounds, adults who are vulnerable and people in poverty.

What is planned to support this?



A team will look across the city at statues from the past. If people feel they are not right anymore we will see if improvements can be made.



Museums and Galleries Service have promised to work against racism.

2: Access to Services and Support

What are our aims?



Help people to access the services and support they need.

What is our main goal?



Make it easier for people to access services in lots of different ways.

What does this area cover?



Making buildings easier to use and more local for everyone.



Making it easier for more people to get in touch using computers and mobile phones.

Why is this important?



It will benefit lots of people. Including disabled people, older people and children and young people from poorer families or with additional support needs.

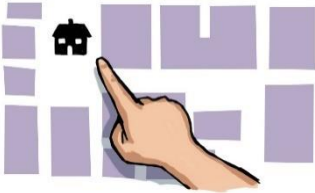
What is planned to support this?



Work closely with disability groups.

Make sure there is money for the improvements.

Improve schools so more pupils with support needs can attend.



Set up community hubs closer to people. These are spaces that are open and accessible for local communities.



The Council will make information easier to understand.



Libraries will give people more access to computers and help them to learn new skills.

3: Warm and Affordable Homes

What are our aims?



- Increase the number of homes.
- Make heating affordable.
- Make it easier to apply for a home.

What are our main goals?



People who leave hospitals or prisons are supported to find a suitable home. They are at risk of being homeless.

What does this area cover?



Make more houses affordable. Make sure they meet people's needs.

Make the cost of running a home more affordable.
Make it easier to apply for a home.

Why is this important?



It will benefit lots of people. Including people with disabilities, including mental health issues, older people, young men, and people from different ethnic groups.

4: Health, Wellbeing and More Opportunities for Children and Young People

What are our aims?



Give young people a better start so they can do better in life.

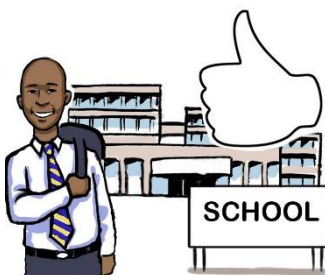
What are our main goals?



To make sure there is less bullying. Bullying can make people feel hurt, threatened, frightened and left out.

Reducing this will help children and young people have better health and wellbeing.

What does this area cover?



Giving young people a better start in life.

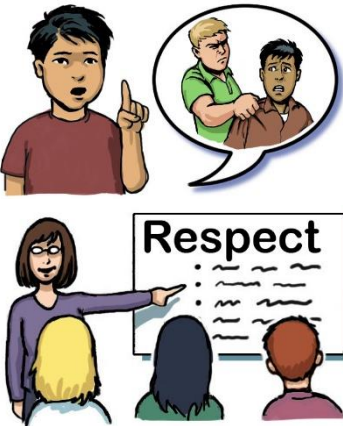
Reduce the gap between children who do well and those who do less well at school.

Why is this important?



It will benefit children with disabilities, families living in poverty and people from different ethnic backgrounds.

What is planned to help reach this goal?



- Making it easier to report bullying.
- Get better at dealing with reports of bullying.
- Make sure we teach young people in schools about the importance of treating people fairly and equally.

5: Diverse and Inclusive Work

What are our aims?



People feel valued, included and able to be their best at work.

What is our main goal?



Staff with protected characteristics are included at work. Staff are supported by an inclusive workplace. They are confident that they can challenge unfairness.



Staff are supported to have financial, mental and physical wellbeing.

What does this area cover?



Creating a place to work where everyone is valued and included.

People are accepted for their different values, beliefs, experience, and backgrounds.



People are supported so they can do their best.



People feel confident to challenge unfairness.

Why is this important?



It will benefit all staff with protected characteristics.

What is planned to help reach this goal?



- Help spread awareness of different people that work in the Council.



- Support group meetings where people from a different backgrounds can get involved.



- Make it easy to report bad treatment of others.
- Let citizens know we will not accept staff being treated badly.



- Support staff who say they have been unfairly treated.