



## Equality Plan 2009 – 2012

### Easy Read Version

### What is an Equality Plan?



This is a plan that says how we will make things more fair and equal for people.

### Why do we have one?



Public Authorities, including councils have to write a Scheme by law.

We have to follow the law in terms of how we treat disabled people; black and minority ethnic people and women and men.



A new law, The Equality Bill says we also need to be more equal for age, religion and belief and sexual orientation.



This Scheme will last for 3 years and we will check it every year to make sure we continue to make a difference and comply with the law.

### What does the scheme say?



We will work to make sure that disabled people, black and ethnic people, women, men and transgender, older and younger people, lesbian and gay people and people with different religions and beliefs are treated equally.



We used lots of information to write this Scheme and talked to different groups as well.



We asked people if they thought it was easy or difficult to use our services and if we could do anything to make them better or do things in a different way.

## **What we will do?**



We have written a Plan. We call this plan the Corporate Equality Plan.



We will ask staff what they would like to see in the Plan.  
We will ask the public what they would like to see in the Plan.



We will make sure that our staff know how to behave to each other and customers.



We will tell everyone what we do.



We will use different ways to involve people in our decisions and let them have a say.



We will check our building to make sure that everyone can get into them and use our services.



We will improve access to transport and the environment.



We will make sure that everyone can use our website and get in touch with us.



We will check our written policies that say how we do things and make sure they are accessible and fair to everyone.



Information will be available in Welsh, English, other languages and other formats.



We will provide equality training for staff, including managers and members.



We will report back on how well we are doing twice a year and write an annual report.

## Where is the Equality Plan?



If you want to see a copy of our Corporate Equality Plan you can do so on our website or by contacting the Corporate Equalities Officer.

## **Words List**

### **Equality**

- It is about making sure that no-one is disadvantageded in getting what they need.

### **Diversity or diverse**

- Recognising people have different needs

### **Discrimination**

- When people are treated differently and unfairly by other people because of their race, disability, gender, age, religion or belief or sexual orientation

### **Policies and Procedures**

- rules we follow at work

### **Minority ethnic Groups**

- This means people who, because of their race, colour, culture, language or nationality, are not the same as most of the population. For example, black Caribbean people, Pakistani people, Chinese people, Bangladeshi people and white people who are not British.

### **Disabled people**

- A person will have either a physical or mental impairment.
- Barriers can also include not only how people are treated but also barriers when accessing buildings, countryside, transport etc.

## **Gender Equality**

- This means that men and women and transgender must be treated the same

## **Transgender people**

- Are people who think they should be the opposite sex to the one they were born with. They can dress as, or they can have surgery to help them become, a member of the opposite sex

## **Sexual Orientation - Lesbian, gay and bisexual**

- A lesbian is a woman who is attracted to other women.
- A gay is a man who is attracted to other men.
- A bisexual is someone who is attracted to men and women.

## **Age Equality**

- This means that people must be treated the same no matter how old or young they are.

## **Religion and Belief**

- This means that people must be treated the same no matter what religion or belief they follow

If you have comments we would welcome your feedback by Friday 6 November 2009.



Contact Corporate Equalities Officer



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Different formats and languages

**Thank You for your support**