



Bridgend County Borough Council
Strategic Equality Plan
2020 - 2024
EXECUTIVE SUMMARY
Easy Read





Strategic Equality plan

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



An executive summary is a short version of the Strategic Equality 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.

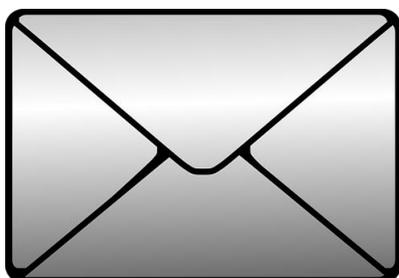
If you need more information about the report,

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 643664



Email:

www.bridgend.gov.uk/consultation



What is a Strategic Equality Plan?

Equality is about treating everyone fairly



The law says that Bridgend Council must treat everyone fairly



We have a Strategic Equality Plan to make sure it does what the law says



A plan says what will happen.

The plan says what we will do to make sure everyone is treated fairly and with respect.

Some people may be treated more unfairly and should be protected. This includes:



People of different ages – younger people or older people

Transgender people.

Transgender people are born as one sex and want to live as the other sex. For example, a person who looks like a man may feel inside like a woman.



Women who are pregnant or have recently given birth.



People of different religions or who have no religious beliefs



People who are **lesbian, gay men** and bisexual people.

Lesbians are women who are attracted to other women

Gay men are men who are attracted to other men



People who have a disability



People who are married or in a civil partnership



People who may live in a different way or have different colour skin



If they are a man or a woman

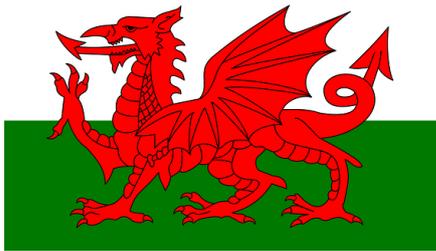


Wellbeing

Wellbeing is about people being healthy and happy.



We want people to have good wellbeing now and in the future.



We want to help all of Wales become more equal and treat people fairly.



This means we will think about how our ideas and plans will affect people now and in the future.

Our equality objectives

We have 6 equality objectives.

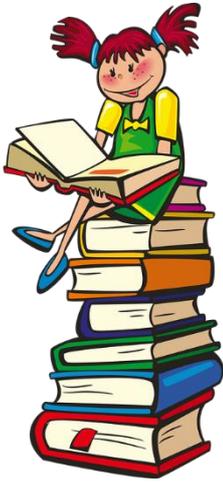
An objective is a goal we want to achieve.

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



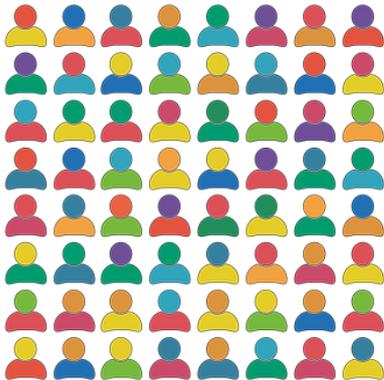


Education

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



Discrimination is when someone is treated unfairly.



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.



Living standards

We want to help people who are living in poverty.



Health and wellbeing

We want people who live in Bridgend and work at the council to have happy and healthy lives.



Safety

We want people who live in Bridgend to be safe. We don't want people to worry about violence or bullying.



Taking part

We want people who live in Bridgend to get involved in decisions we are making.

How will we know things are fairer?



All the staff working at the council and local councillors are in charge of making sure the plan happens.



We will develop an action plan that will say how we will make things fairer for everyone.



Every year we will write a report on what work we have done and put the reports on our website.



We will continue to ask people who live in Bridgend what they think about our future plans and if people are being treated more fairly.