



Our Equality Plan

2024 to 2028

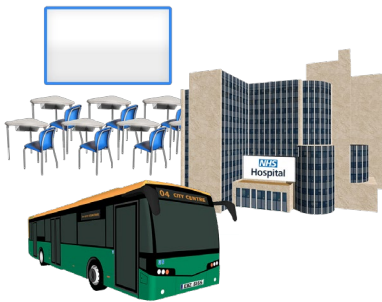


Easy read booklet

Who we are



We are **Monmouthshire Council**.



We are in charge of services in Monmouthshire, like schools, buses and hospitals.



We make important decisions about services, roads and buildings, to help everyone in Monmouthshire.



We want everyone in Monmouthshire to be treated in a fair way.

Our values



Our **values** are the things that are important to us. This page tells you about our values.



- **Teamwork**

We want everyone to work well together as a team.



- **Openness**

We want everyone to have the chance to take part and tell us what matters to them.



- **Flexibility**

We want to be flexible so we can work in the best way.



- **Fairness**

We will always try to treat everyone in a fair way.



- **Kindness**

We will be kind to everyone.



We also have plans to make Monmouthshire a good place to live.

About our Equality Plan



Equality is when people are treated fairly and everyone has the same chances.



Inequality is the opposite of equality. It means things are not fair for everyone.



We write a plan every 4 years called our **Equality Plan**.



We have just written our Equality Plan for 2024 to 2028. It tells you how we will make things better so there is more equality.

What the law says



There are laws in the UK to make sure people are treated fairly.



We must

- follow the law to protect people and give everyone the same chances in life.
- show that we follow the law.
- write an Equality Plan and make sure we follow it.



The government in Wales also has some aims they want us to help with.



Our Equality Plan will help them meet their aims to make life fairer for everyone in Wales.

Inequality in Monmouthshire



Monmouthshire is big and there is a mix of people who live here.



Some people live in the countryside and others live in towns.



Some people are rich and others are poor.



Some people might not be treated fairly because of things like their disability, age or background.



We thought about these things when we wrote our Equality Plan.

Our consultation



We asked lots of people what they thought about our Equality Plan for 2024 to 2028. This is called a **consultation**.



We talked to people at some local groups.



Some people wrote answers to some questions in a survey to tell us what they thought.

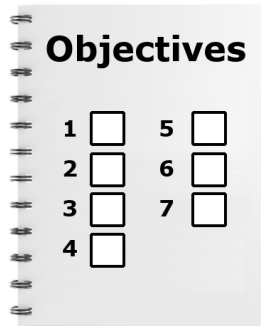


We also looked at information from other consultations and got advice from a team called the **People Scrutiny Committee**.



We thought about what everyone said and made our plan better. This booklet tells you about our new plan.

Our Objectives



Our plan has 7 **objectives** for 2024 to 2028.



Objectives are goals that we want to meet. All our objectives will be good for lots of different people.



The rest of this booklet tells you about the 7 objectives that make up our Equality Plan.

Objective 1

The best start in life



We want every child to have the best start in life. This means they will have a better life when they are adults, with better health and better jobs.



We know that

- the first 1000 days of a child's life make a big difference to their future.
- there are not enough spaces in nurseries or with childminders.
- 27% of children in Monmouthshire are in families who are very poor.
- children who think of themselves as neither a boy or a girl are more likely to be bullied.
- children are missing more days at secondary school than before.





Our aims

We will aim to

- work with other organisations to make health services equal for all children.
- give free school meals to more children.
- make it cost less money for children at school.
- make sure all our schools have someone who helps children who are very poor or need support.
- write a new plan to help children behave in a good way.
- carry on running a project to stop children missing school.
- use information collected by schools about bullying and being treated badly or unfairly.
- teach children that everyone is equal no matter who they are attracted to.
- work with other organisations to make spaces in nurseries or with childminders.



Objective 2

Good jobs



We want everyone to have good jobs and be treated fairly at work. This can lead to a better life, with better health and **wellbeing**.

Wellbeing means how healthy and happy you feel and how much energy you have.



We know that

- the cost of things you need like food and heating have gone up.
- disabled people are less likely to have a job and more likely to be very poor.
- pay for disabled people has stayed the same when other people's pay has gone up.
- white people are more likely to have good jobs.
- a lot more women work part-time than men do.





Our aims

We will aim to



- encourage companies to get an award called **disability confident**.
- change our rules so we can make sure we have a good mix of people who work for us and in the companies that we buy from.
- work with local businesses that have staff.
- keep our buses running well and make sure everyone can use them.
- help businesses in the countryside to get support and money for projects that help them include more different people.
- help make 6240 new jobs.

Objective 3

Inclusive communities



We want **communities** to be **inclusive**.

Communities means the areas where you live and the people you know.

Inclusive means everyone is included and can do the same things.



We know that

- people who are lesbian, gay, bisexual or transgender are less likely to feel like they belong to their local area.
- more men feel safe at home or walking than women do.
- the number of crimes done to people because they do not like them is going up.
- disabled people are much more likely to be hurt by someone else at home.
- the number of people who are 65 or older is going up.



Our aims

We will aim to

- be happy with the differences between people and run events to tell people about this.
- get groups of people together to make sure everyone can say what they think about decisions in Monmouthshire.
- include people of all ages and get an award from the **World Health Organisation**.
- start a group for disabled people to say what they think.
- help stop violence to women and girls.
- have a plan for people who can't get any money.
- use information better to help stop crime.
- help more with houses for people who come to our country to be safe.
- get an award for being a safe place to live for people from other countries who are lesbian, gay, bisexual or transgender.
- make sure everyone can pay for **period products**. **Period products** means things like tampons, period pants and pads.

Objective 4

Healthy lives for longer



We want to have more services in the community that can help people have healthy lives for longer.



71



We know that

- men are usually healthy until they are about 70 years old, and women are usually healthy until they are about 71 years old.
- people in poor areas don't usually live as long as others, or stay healthy for as long.
- poor families have to spend a lot of the money they earn to make healthy meals.
- people who have an illness or disability are much less likely to do exercise.



Our aims

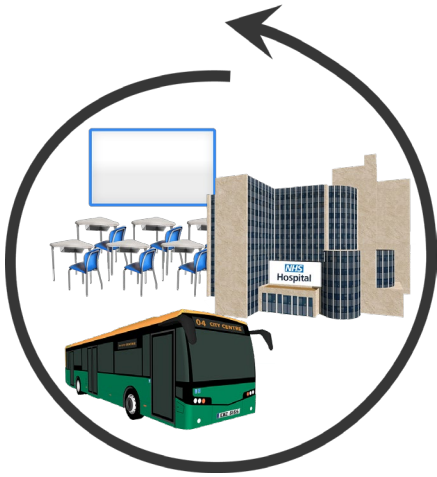
We will aim to



- make sure new plans for walking and cycling routes reach the areas where we know people do less exercise.
- give people different chances to be healthy and active. This includes a project called the **National Exercise Referral Scheme**.
- help local groups to tell people about health inequality and information in poor areas.
- help local groups to help people who are lonely, especially in the countryside.

Objective 5

Accessible services



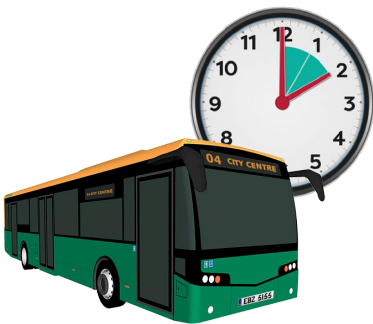
We want to make sure our services are **accessible**. This will mean people can do the things they want to.

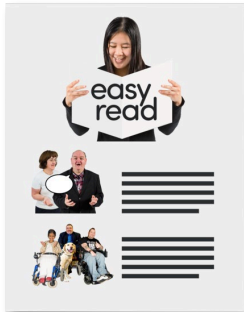
Accessible means they can be used by everyone.



We know that

- not many people over 70 years old will use computers and apps to help with their health.
- it takes a long time to travel to places like doctors, libraries and leisure centres in Monmouthshire.
- about 7% of people in Monmouthshire are disabled and find it hard to travel.
- young people who look after someone at home are more likely to live in poor areas and miss school sometimes.





Our aims

We will aim to

- make sure our buildings are accessible for people who use them.
- have more accessible toilets in town centres.
- make our information accessible for everyone.
- always think about how people are disabled by the things around them. We should think about this whenever we change our services.
- tell people about courses where they can learn **digital** skills. **Digital** means how to use things like computers and apps.
- have more staff who speak Welsh.
- make sure people can choose what language they want to use in their care.
- train all our staff about equality.
- check a system we use called **Integrated Impact Assessment**.

Objective 6

Diverse and inclusive place to work



We want our council to be a good place to work, where staff are happy and know they will be treated fairly.

Diverse means there is a good mix of people.



We know that

- 73% of our staff are female.



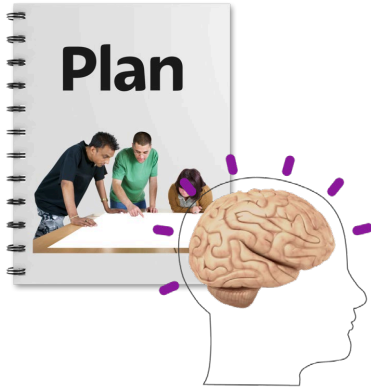
- 2% of our staff told us they have a disability.



Our aims

We will aim to

- get an award called **disability confident**. We will get Level 2 in the first year then Level 3.
- write a plan to help staff who are **neurodiverse**. **Neurodiverse** means your brain works in a different way from other people and this affects your life.
- have the right mix of staff with different backgrounds.
- get more information about different groups of people.
- give training to our staff about how to be inclusive and diverse at work.
- start some staff groups to give information about which people might not be included at work.



Objective 7

Equal pay



Men are often paid more than women for the same job. We want to make their pay more equal. This will lead to a better life for women when they are older.



We know that

- out of all the families in Wales that have 1 parent, 90% of them are women and most are likely to be very poor.
- a lot more women work part-time than men do.
- needing childcare, and looking after children, are big reasons that made pay different between men and women.





Our aims

We will aim to

- make sure that part-time staff can get jobs as easily as full-time staff.
- check we always give equal pay and make sure people know how we work out how much to pay.
- **publish** information every year about the difference in pay for men and women. **Publish** means put something where everyone can read it, like on a website or in a report.



Thank you to A2i for the words
www.a2i.co.uk (reference 39244)

The full version of this document is called
“Strategic Equality Plan 2024-28 Consultation”