



Cyngor Sir
CEREDIGION
County Council

Ceredigion County Council Equality Plan 2024 - 2028



This is the easy read version of our Equality Plan and Survey.

Please read it and let us know what you think by answering the questions.



When you have finished please post your answers back to us. The address is on page 17



Please do this by Sunday 31st December.

Our Equality Plan explains what the Council will do to make sure everyone has Equality and Equal Opportunities.



Equality means treating everyone with respect.

Equal Opportunities means that everyone has the same chance to have the things that they need.

There are five parts to our Equality Plan

- 1 Working for the Council**
- 2 Being friends and respecting each other**
- 3 Taking part in decisions**
- 4 Being able to access services**
- 5 Education**



1 Working for the Council

We want Ceredigion County Council to be a fair place to work.



We will make sure that people from different backgrounds have a fair chance of having a job in the Council.

We will make sure that everyone has a fair chance to work in all types of jobs in the Council.

We will train our workers to treat people fairly and equally.



We will listen to the people who work in the Council to make sure that we are being fair.

1 Working for the Council

Do you think that 'Working for the Council' should be part of our Plan? Put a circle around one of the numbers.

	1	2	3	4	5	
	Yes	Not sure		No		

Do you think that the things we will do will make the Council a fairer place to work?

	1	2	3	4	5	
	Yes	Not sure		No		

Please use this space to tell us more about how we can make the Council a fairer place to work.



2 Being friends and respecting each other

We want people to get on well together.

Everyone should be able to live happily without bullying or people being nasty.



We will be proud that people from different backgrounds live in Ceredigion.

We will think about how our decisions could affect people from different backgrounds.





We will act quickly if we see or hear people being bullied because they are different.



We will teach people about the good things about living with people from different backgrounds.

2 Being friends and respecting each other

Do you think that 'Being friends and respecting each other' should be part of our Plan? Put a circle around one of the numbers.

	1	2	3	4	5	
	Yes	Not sure		No		

Do you think that the things we will do will help make Ceredigion a place where people are friends and respect each other?

	1	2	3	4	5	
	Yes	Not sure		No		

Please use this space to tell us more about how we can make Ceredigion a place where people are friends and respect each other.

3 Taking part in decisions

We want to involve people in the decisions that we make.

We want to work with people from all backgrounds and listen to them.

We will make sure that more people from different backgrounds have a fair chance of making decisions in Ceredigion.

We will work with and listen to

- people who are disabled
- people from minority ethnic backgrounds
- People who are gay, lesbian, bisexual, transexual or queer



We will make sure that it is easy for people to tell us what they think.

We will tell people what will happen next when they tell us what they think about our plans.



3 Taking part in decisions

Do you think that 'Taking part in decisions' should be part of our Plan? Put a circle around one of the numbers.

	1	2	3	4	5	
	Yes	Not sure		No		

Do you think that the things we will do will help more people from different backgrounds to take part in decisions that we take?

	1	2	3	4	5	
	Yes	Not sure		No		

Please use this space to tell us more about how we can make it easier for more people from different backgrounds to take part in decisions.

4 Being able to access services

We provide many different services for people.

We want to make sure that people don't have problems in having the service they want from us.



We will make sure that people can have a service in Welsh and in English.



We will offer play sessions, nursery places and after school club places for disabled children.



We will build Cylch Caron. A centre in Tregaron that will offer care, health and housing for older people.



We will follow national guidelines to make sure that disabled people can get around our towns and out in the countryside easily.

4 Being able to access services, continued...



We will make sure that people with a visual impairment can use our website.



We will make it easy for people to get in touch with us.



We will build houses that suit the people who need new homes.



We will check that our public toilets are suitable for the people who need to use them.



We will work with others to make it easier for people to travel to where they want to go.

4 Being able to access services

Do you think that 'Being able to access services' should be part of our Plan? Put a circle around one of the numbers.



1

2

3

4

5

Yes

Not sure

No



Do you think that the things we will do will make it easier for people to access services in the Council?



1

2

3

4

5

Yes

Not sure

No



Please use this space to tell us more about how we can make it easier for people to access services in the Council.



5 Education

Everyone should have fair and equal access to education.

We want everyone to feel safe and happy at school and at college.



We will follow the government's guidance on supporting transgender pupils in schools.



We will try and make sure that the people who make decisions in schools are from the same type of background as the pupils in the school.



We will offer more help to pupils with additional learning needs (ALN) so that they can do well at school.



We will teach more older people and more disabled people to get online.

5 Education

Do you think that 'Education' should be part of our Plan? Put a circle around one of the numbers.



1

2

3

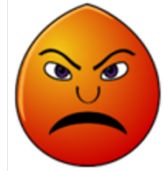
4

5

Yes

Not sure

No



Do you think that the things we will do will make education more fair and safer for everyone?



1

2

3

4

5

Yes

Not sure

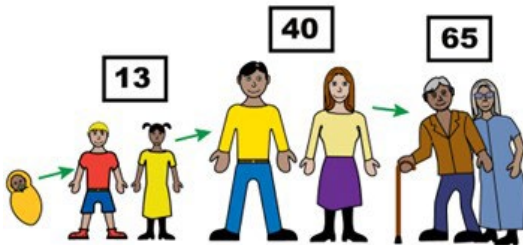
No



Please use this space to tell us more about how we can make education fair and safe for everyone.

Equality Questions (optional)

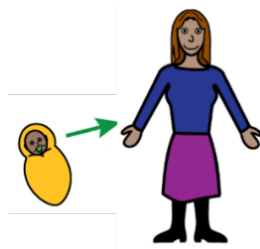
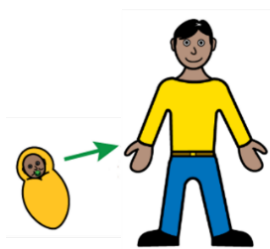
These are questions about you. You don't have to answer them. You can skip any question that you do not want to answer.



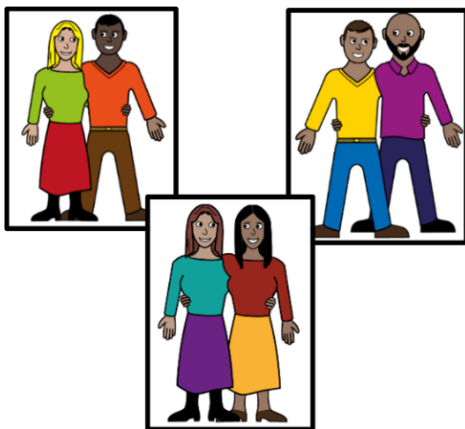
How old are you?



Are you male or female? If you use a different word to describe yourself, please say what this is.



Is your gender now the same as it was when you were born?



Are you heterosexual/straight, or gay or bisexual?

If you use a different word to describe yourself, please say what this is.



Are you British, Cornish, English, Northern Irish, Scottish or Welsh?

If you use a different word to describe yourself, please say what this is.



What is your ethnic group?

Asian, Asian British or Asian Welsh

Black, Black British, Black Welsh, Caribbean or African

Mixed or Multiple ethnic

White

Another ethnic group



What is your religion?

Christian

Buddhist

Hindu

Jewish

Muslim

Sikh

No religion

Another religion or belief



Have you served in the UK Armed Forces before now?

Yes, in the Regular Armed Forces

Yes, in the Reserve Armed Forces

No

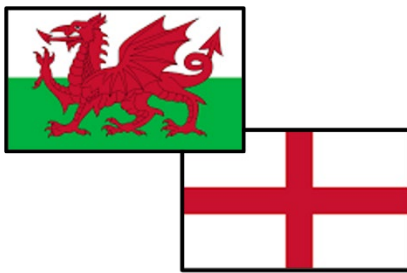


Are you a disabled person?

Yes, my day-to-day activities are limited a lot

Yes, my day-to-day activities are limited a little

No



Do you prefer to speak Welsh or English?

English

Welsh

Can you understand, speak, read or write Welsh?



Understand Welsh



Speak Welsh



Read Welsh



Write Welsh

Thank you for completing this survey.
Please return it to a Ceredigion Library or post it to:

Equalities and Inclusion team
Ceredigion County Council
Canolfan Rheidol
Llanbadarn Fawr
Aberystwyth
SY23 3UE

If you want to talk to someone about our Equality Plan or about this survey:

Telephone – 01545 570881

Email – clic@ceredigion.gov.uk

The survey will close on 31 December 2023.

We will read all the answers and decide if we need to change anything in the plan.

We will start working on the plan on 1 April 2024.