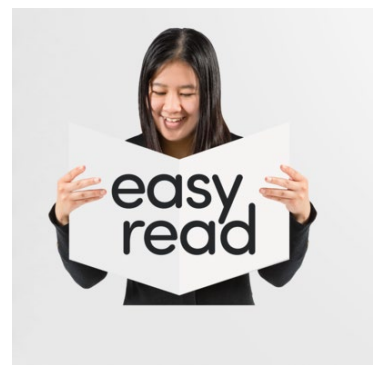


Ceredigion County Council Equality Plan 2024 - 2028



Easy Read version of our Equality Plan 2024 to 2028



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.

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.

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.

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 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.

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.

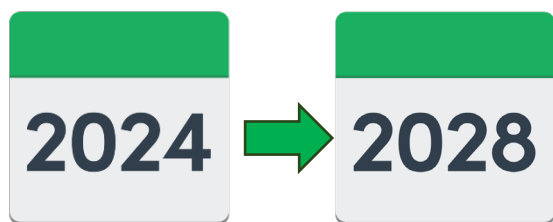


We will offer more help to pupils with additional learning needs (ALN) so that they can do well at school.



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

Checking the plan is working



Our Equality Plan is a plan for four years.



We will check the plan each year and make changes to it if needed.



We will write a report about the work we have done on the plan every year.

If you want to talk to someone about our Equality Plan:

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