

# Gwynedd Council Equality Plan 2020-24

## Who made this Equality Plan?



Gwynedd Council made this plan

## What is this Equality Plan?



**Equality** is doing things that in a way that is fair for everyone

This plan shows the extra work that Gwynedd Council is going to do so that they are fair with everyone.

The Plan talks about the next 4 years, from April 2020 to March 2024.

## What is in the Equality Plan?



Gwynedd Council is going to work on 5 things or objectives so that they can make sure that their **services** are fair.

**Services** are the work the Council does, like schools, bin lorries and care workers for older people.

Here are the 5 objectives:

## What is objective 1?



**Making sure Gwynedd Council workers and **Councillors** know enough about **Equality**.**

**Councillors** are people who are chosen in an election to look after Gwynedd Council.

The Council is going to teach workers and **Councillors** about how they can help people with different **equality characteristics**.

**Equality characteristics** mean some special things about a person, like age, religion, or if they are a man or a woman. Gwynedd Council, like all other organisations, have to make sure that they treat people with **equality characteristics** in a fair way.

They will do this by:

- Finding a better way of teaching people about **equality**.
- Making sure the **Councillors** have enough information

- Remind people about **equality** on other courses so that it will be part of everything the Council does

## What is objective 2?



**Listen to what people with **equality characteristics** have to say about the Council.**

The Council needs to know if people with some equality characteristics have problems with the Council.

They will do this by:

- Asking people with **equality characteristics** if they have problems using the Council's **services**.
- Talking to more **equality** groups.
- Make sure that everyone working for the Council can see what people have told us about making **services** better.

## What is objective 3?



Making sure that Council workers know how to do **Equality Impact Assessments** properly.

**Equality Impact Assessments** are a way of seeing if the Council's **Services** are fair for everyone.

Council workers have to do **Equality Impact Assessments** when thinking about changing **services**

They will do this by:

- Teaching Council workers how to do **Equality Impact Assessments** properly
- Help **Councillors** to understand **Equality Impact Assessments** better
- Make sure that **Equality Impact Assessments** are done right at the beginning when people are starting to think about making changes.

## What is objective 4?



### **Making sure everyone is paid fairly.**

The Council wants to make sure that they do not pay people with some **equality characteristics** less than anyone else.

They will do this by:

- Getting more workers to answer questions about their **equality characteristics**. That will make it easier for the Council to see how many different people work for the Council.
- Make sure that women are not paid less than men. Check if that is true about other **equality characteristics** like disabled people and people who are not disabled.
- Help more women get high paid jobs in the Council.

## What is objective 5?



**Making sure that there are plenty of different sorts of people working for the Council.**

The Council needs to make sure that there are enough black people, gay people and people with some other **equality characteristics** working for the Council.

They will do this by:

- Using the information collected in Objective 4 to see if we need to have more people with some **equality characteristics** working for the Council.
- Work with other organisations in the area to help people with different **equality characteristics** try for jobs.
- Reach level 2 in the Disability Confident scheme. This Scheme helps organisations to know how to help disabled workers.

## What will happen next?



2020 – 2024

The Council will then work to make sure they do things they have promised to do in the Plan.

They will make a report every year to let us know what to do

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services

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Councillors

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characteristics

special things about a person, like age, religion, or if they are a man or a woman. Gwynedd Council, like all other organisations, have to make sure that they treat people with **equality characteristics** in a fair way.

Equality Impact  
Assessments

a way of seeing if the Council's **Services** are fair for everyone