

# Our Equality Plan 2024 to 2028

How we plan to make things fair and equal for everyone

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Easy Read Booklet

## Introduction



We are your local Council.



We want to make life fair and equal for everyone.



It's a hard thing to do.



We know life is not equal or fair for some people.



We have made a plan to show how we will try and make things fair for everyone.

How we plan to make things fair and equal for everyone



Our plan is for the next 4 years.



We must do what some laws tell us. These laws are called The Equality Act 2010 and the Public Sector Equality Duty.



These laws make sure that we are protecting everyone and treating them in a fair and equal way.



We already do lots of work to make things fair and equal for people where we live and who work for the Council.



There are more things to do.

This is what we are going to do



We will make sure that the Council will think about being fair and equal for everyone when it makes decisions.



We will listen to the Welsh Government and make sure we do the things they ask us to make things fair and equal for everyone.



We will check our work many times to make sure it is fair and equal for everyone.



We will talk to the people of Rhondda Cynon Taf clearly, to make sure we are being fair and equal for everyone.



We will make sure, when new people work for us, we will treat them and pay them in a fair and equal way.



We will make sure that the people that work for the Council come from lots of different backgrounds and that the Council is a fair and equal place to work.



We will work hard to make sure the money we pay our staff is fair.



We will stop people if they are not being fair or equal to others who work in the Council.



People who work for the Council have told us that the Council does good things for its staff but there are more things the Council can do.

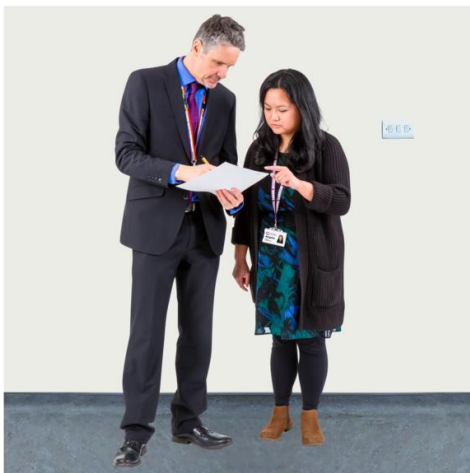


We will teach the people that work for the Council and tell them why it is important to be fair and equal.



We will make sure that Council's rules are fair and equal for everyone.

How will we know if our plan is working?



We will ask the people who work for the Council to check that they are being treated fairly and equally.



We will tell the people in charge of the Council what we are doing to make things fair and equal 4 times a year.





We will write a report every year, which will tell everyone what we have done to make things fair and equal for everyone.



Thank you for reading our report.