

# Better health for all

Our plan for making sure we treat everyone fairly



This document was written by **Public Health Wales**. It is an easy read version of their document: '**Strategic Equality Plan and Objectives 2020 – 2024**'.

March 2020

# How to use this document



This is an easy read version. The words and their meaning are easy to read and understand.



You may need support to read and understand this document. Ask someone you know to help you.



Some words may be hard to understand. They are in **bold blue writing**. They have been explained in a box below the word.

If the hard word is used again it is in **normal blue writing**. You can check what they mean on **page 23**.



Where the document says **we**, this means **Public Health Wales**. For more information contact:

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This document was made into easy read by **Easy Read Wales** using **Photosymbols**.

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# Introduction by the Chair and Chief Executive



We know that some people and groups of people in Wales are not treated fairly.



We think that we can only help people live healthier lives if they are treated fairly.



We have written this document to tell you what we are going to do to treat people fairly.



We know that we can always do more. If you have ideas please contact us using the details on **page 2**.



**Jan Williams, Chair**



**Tracey Cooper, Chief Executive**

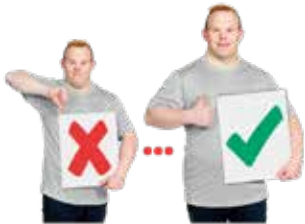
# Public Health Wales



**Public Health Wales** is part of the **National Health Service (NHS)** in Wales.



We work to make sure we have a healthier Wales, now and in the future



We want to make sure there is less **health inequality** in Wales.



**Health inequality** means when one group of people have worse health than another.



We do things to help people stay healthy or get healthier.



We do things like:

- Making sure more people get **health screening**.



**Health screening** means checking people for health problems. When health problems are found early they are easier to treat.



- Helping people to stop smoking.



- Helping people to eat healthier food.



- Encouraging people to get **vaccinated**.



**Vaccinated** means that you are given a special medicine called a vaccine which stops you getting an illness. For example the Flu vaccine helps you not catch Flu.



# What is equality?



The **Equality Act (2010)** is a law to make sure that people in the UK:



- are treated fairly



- are not **discriminated** against

**Discriminate** means treating someone unfairly because of who they are.



- have the same chances in life.



The law talks about people who have **protected characteristics**.



**Protected characteristics** is a term used to talk about different groups of people who might be treated less fairly.

## Protected characteristics include:



- people of different ages - young people or older people



- disabled people - including people with **mental health problems**

**Mental health problems** are when people need extra support with their thoughts or emotions.



- people who are married or in a **civil partnership**

A **civil partnership** is like marriage. It is when 2 people agree to be together and sign a contract.



- women who are pregnant or breastfeeding





- men or women



- **Lesbian, Gay, Bisexual** and **Transgender** people



**Lesbian** means a woman who is attracted to other women.



**Gay** means a man who is attracted to other men.



**Bisexual** means someone who is attracted to both men and women.



**Transgender** means someone who was born as one sex and wants to live as the other sex. For example a person who was born a boy may feel inside that they are a woman.



- **Black, Asian Minority Ethnic people**

**Black, Asian Minority Ethnic** people means people who are black, Asian or have different culture and traditions from most people in their community.



- people who believe in different religions or people who don't believe in any religion.



From 1 April 2020 protected characteristics also includes people who are **economically disadvantaged**.



**Economically disadvantaged** means people who do not have much money.

# Our plan for equality



The **Equality Act** says that we must write a **Strategic Equality Plan** to make sure people in Wales have the same opportunities.



We wrote a **Strategic Equality Plan** in 2016.



Since then we have done a lot of work to make sure people are treated more fairly.



We have talked to different groups of people and communities across Wales to find out if our **Strategic Equality Plan** was good.



We have listened to what people have said and written a new **Strategic Equality Plan**.



This document is all about that plan and what we are going to do.

# We will make sure our staff understand diversity and support each other



**Diversity** means people are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.



We think our staff will do well in their job if they are treated fairly and know how to treat others fairly.

## What we will do



1. We will make all our staff go on **diversity** training.



This training will include the **Social Model of Disability**.

The **Social Model of Disability** says that the way society works can stop disabled people from doing things non-disabled people do. And that society needs to change to make things fairer.



This training will also help staff be more aware about what is important to people who are **transgender**.



2. We will train people to be **Fair Treatment Officers**. These will be people who others can talk to about **bullying, harassment** and **abuse**.



**Bullying, harassment** and **abuse** is when 1 person or a group of people treats someone else in a bad way.



This can be things like:

- Saying nasty things to you or about you.



- Being ignored or left out.



- Being hit, kicked or pushed.



3. We will make sure that all our staff know about training and other events about **diversity** and equality.



4. We will work with other organisations to make sure that our **diversity** and equality training and events are good.



5. We will encourage all our staff to fill in our staff survey to find out if they think they are being treated fairly.



6. We will keep a record of how often staff complain that they or someone else is not being treated fairly.



# We will make sure our staff are diverse



There are lots of different types of people in Wales. Our staff should represent all these people.

## What we will do



1. We will support **staff diversity networks**. These are groups of our staff who come together because they have something in common. For example a **Lesbian, Gay, Bisexual** and **Trans** network, or a network of disabled people.



2. We will give work experience to disabled people, **Black, Asian Minority Ethnic** people and **economically disadvantaged** people.



3. We will support people with **protected characteristics** to do the best they can in their job.



4. We will make sure that when we are looking for new members of staff that we treat everyone fairly.

# We will treat our staff fairly



We want to make sure that people with **protected characteristics** get paid the same as everyone else.



We want everyone to have a fair chance of **promotion**.

**Promotion** is where you change your job to one that pays more and you have more responsibilities.

## What we will do



1. We will make sure all our staff have the same chances for **flexible working**.

**Flexible working** means changing the time you start and finish work. People do this so they can do things like take their children to school or care for a family member.



2. We will make sure people with **protected characteristics** can get a **promotion**.



3. We will help people to reach their goals and learn new things.



4. Every year we will write a report on how much we pay women and men.



If women are paid less we will say how we are going to put things right.



5. We will work with **staff diversity networks** to find out what makes things difficult for people in work.

## We will be more accessible



**Accessible** means that disabled people can use a service or building.



We want to make sure that all our services and our buildings are **accessible**.

## What we will do



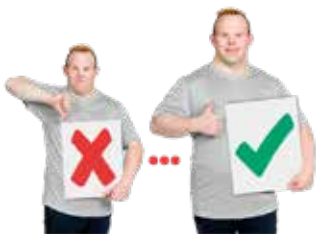
1. We will make sure all our written information is easy to understand.



2. We will look at how we support people who want to speak to us in different languages.



3. We will improve how we check the **diversity** of people who use our services.



4. We will set **targets** to improve the **diversity** of people who use our services.



5. We will make our buildings more **accessible**.



6. Set up a group of people with **protected characteristics** to tell us how **accessible** our buildings and services are.

## We will listen and learn



We want to listen to lots of different people and groups of people with **protected characteristics**.



We think these people will be able to tell us what we do well, and what we need to do better.



We want to work with everyone so we can help people make the right choices about their health.

## What we will do



1. We will check that the information we give about health is **accessible**.



2. We will talk with people who have **protected characteristics** to find out how to make our services better for them.



3. We will work with other parts of the NHS and the Welsh Government to improve how we do **Equality Impact Assessments**.





**Equality Impact Assessments** are when we look at the way we work to see if it treats everyone fairly.



4. We will work with organisations that represent people with **protected characteristics** to make sure they are getting good information about our services.



5. We will run Deaf awareness training for all staff who speak to the public.



This training will help people understand the needs of people who are Deaf or cannot hear very well.



6. We will run **British Sign Language** training for staff who speak to the public and want to learn it.



**British Sign Language** is using signs with your hands to talk to other people instead of speaking words.



# Checking how well we are doing



We have set ourselves some **targets** to see how well we are doing.



A **target** is something you want to get done by a certain date.

Our **targets** include:



Every year more people with **protected characteristics** will say we are doing well.



All of our written communication will be available in Easy Read by 2021.



All of our offices and buildings will be fully **accessible** to disabled people by 2024.

# Next steps



We want to make sure that this plan does not just sit on a shelf.



We will set out actions to carry out the things we talk about in the plan.



We will do this by July 2020.



We will keep checking to see how well we are doing.

# Hard words

## Accessible

Accessible means that disabled people can use a service or building.

## Black, Asian Minority Ethnic

Black, Asian Minority Ethnic people means people who are black, Asian or have different culture and traditions from most people in their community.

## British Sign Language

British Sign Language is using signs with your hands to talk to others instead of speaking words.

## Bullying, harassment and abuse

This is when 1 person or a group of people treats someone else in a bad way.

## Civil partnership

Civil partnership is like marriage. It is when 2 people agree to be together and sign a contract.

## Discriminate

Discriminate means treating someone unfairly because of who they are.

## Diversity

Diversity means people are not all the same. For example, people come from different backgrounds, make different choices or are good at different things.

## Economically disadvantaged

Economically disadvantaged means people who do not have much money.

## Flexible working

Flexible working means changing the time you start and finish work. People do this so they can do things like take their children to school or care for someone.

## Health Inequality

Health inequality means when one group of people have worse health than another.

## Health Screening

Health screening means checking people for health problems. When health problems are found early they are easier to treat.

## Lesbian, Gay, Bisexual and Transgender

**Lesbian** means a woman who is attracted to other women.

**Gay** means a man who is attracted to other men.

**Bisexual** means someone who is attracted to both men and women.

**Transgender** means someone who was born as one sex and wants to live as the other sex. For example someone who was born a boy might feel inside that they are a woman.

## Mental health problems

Mental health problems are when people need extra support with their thoughts or emotions.

## **Promotion**

Promotion is where you change your job to one that pays more and you have more responsibilities.

## **Protected characteristics**

Protected characteristics is a term used to talk about different groups of people who might be treated less fairly.

## **Social Model of Disability**

The Social Model of Disability says that the way society works can stop disabled people from doing things non-disabled people do. And that society needs to change to make things fairer.

## **Target**

A target is something you want to get done by a certain date.

## **Vaccinated**

Vaccinated means that you are given a special medicine called a Vaccine which stops you getting an illness. For example the Flu vaccine helps you not catch Flu.

