

Easy Read



**Abertawe**  
Hawliau  
Dynol

**Swansea**  
Human  
Rights

# Human rights and equality

## Our plans for 2024 to 2028

This document was written by the **Swansea Council**. It is an easy read version of '**City and County of Swansea Human Rights and Strategic Equality Plan 2024-2028**'.

**April 2024**



Cyngor **Abertawe**  
**Swansea** Council

# How to use this document



This is an easy read document. You may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 35**.



Where the document says **we**, this means **Swansea Council**. For more information contact:

**Website:** [www.swansea.gov.uk](http://www.swansea.gov.uk)

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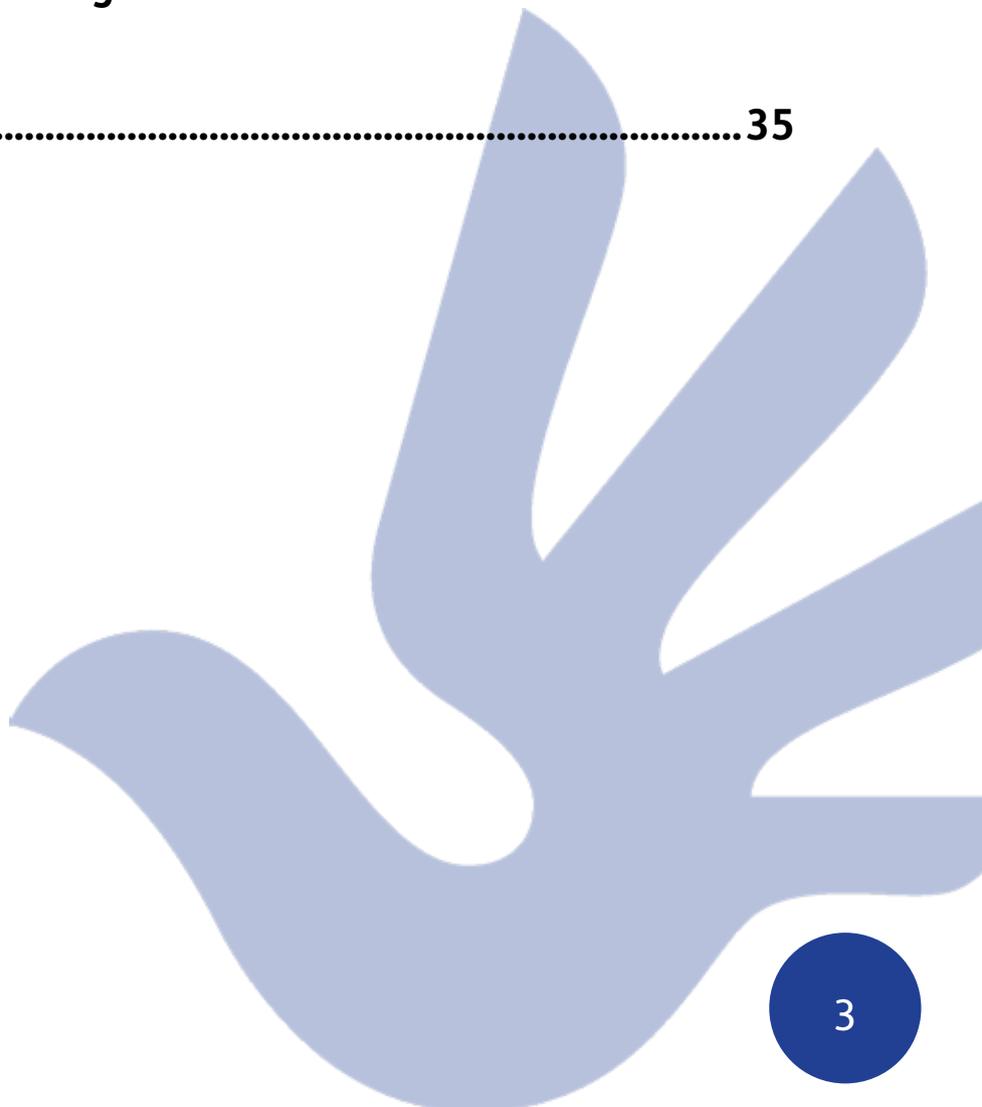


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# About this plan



We are Swansea Council.



We have put our plans for **human rights** and **equality** together for the first time.



**Human rights** are rights that every person has. Like the right to be alive and the right to get an education.



**Equality** means treating people fairly. And having the same chances to do well in life.



This plan shows how we will keep supporting **human rights** and **equality**.

## Swansea is a Human Rights City



In 2022 we worked with our **Public Services Board** and the community. In December 2022 Swansea became a [Human Rights City](#).



We work to protect and respect everyone's rights.



We make **human rights** a big part of everything we do.

## Supporting Plans



This plan links to a lot of other areas of our work. [To see our other plans and policies, visit our website.](#)

# Laws and values

## Laws



We thought about important laws for **equality** and **human rights** when writing this plan.

## Equality Act 2010



The **Equality Act 2010** protects people with **protected characteristics**.

**Protected characteristics** are groups of people who may be treated unfairly because of things like:

- Age
- Disability
- Gender
- Being pregnant or having a baby
- Race
- Religion or belief
- Sex
- Sexual orientation
- Being married or in a civil partnership.



It is against the law to treat someone badly for these reasons.

## Public Sector Equality Duty



This is a part of the **Equality Act 2010**. It says we must think about fairness, **equality** and people getting on well.

### We must take action to:



- Make sure nobody is unfairly treated or bullied.



- Help everyone have the same chances to do well in life. No matter who they are.



- Help different groups of people get along well.

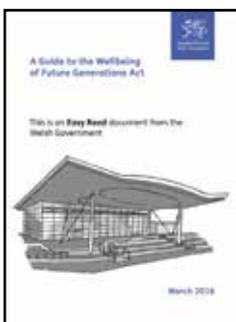


The law says that sometimes, to be fair, some people might get extra help.



You can find out more in [Equality Act 2010 \(Statutory Duties\) \(Wales\) Regulations 2011](#).

## Well-being of Future Generations Act



This is about making things better for people and the planet, now and in the future.



We work towards the 7 well-being goals to make Wales a great place to live and work.



We make our own goals that match these and include them in our main plans.

## Human Rights Act



The Human Rights Act protects our **human rights**. Every person has **human rights**. No-one can take them from you.



Sometimes, some of your rights can be limited to keep you or others safe.



We must make sure we respect and protect your rights.

# Our values



These are the things that are important to us. We think about them in all the work we do:



- We think about **human rights** when we make decisions.



- We make sure everyone has a say, and we listen to you.



- We help people know and use their rights.



- We record and show how we think about **human rights** in our decisions.

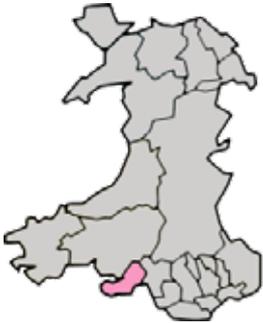


- We tell you how well we are protecting your rights.



- We work to give everyone the same chance to use their rights.

# About Swansea



Swansea is home to over 238 thousand people.



We have 75 Councillors and around 11 thousand staff.



We care about **equality**. All new staff learn about it. Staff have to do this training every 3 years.



We update this training every 3 years.



We look at how **diverse** Swansea is through surveys and reports.

**Diverse** means we are not all the same. For example, people:

- Come from different backgrounds.
- Are good at different things.
- Are different ages.
- Believe different things.



# What the big survey Census 2021 told us



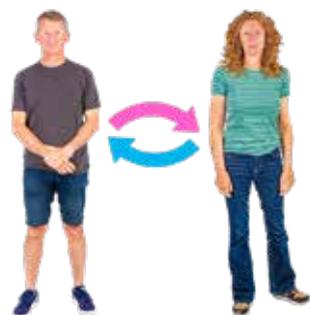
## Age

Over 1 in 10 people are 16 to 24 years old. 2 in 10 people are 65 years old and over.



## Disability

Over 2 in 10 people are disabled.



## Gender identity

Over 800 people have a gender that is different from the one they were assigned at birth.



## Marriage and civil partnership

4 in 10 adults have never married or registered a civil partnership.



## Being pregnant and having a baby

The number of new babies has gone down in Swansea over the past 5 years.



## Race

We have more people in non-white ethnic groups than other parts of Wales. Nearly 3000 people said they were Bangladeshi.



## Religion or Belief

Around 4 in 10 people say they are Christian. There was a rise in people of other religions and people with no religion.



## Sex

There are more boys than girls up to age 15. An equal number of men and women from ages 16 to 64. More women than men over the age of 65.



## Sexual Orientation

3 in 100 people over the age of 16 identify as **LGBTQ+**.

**LGBTQ+** means Lesbian, Gay, Bisexual, Trans, Queer and other groups. It is about sexuality and who people are attracted to.



Find out more in the [Equalities Statistics Review – Swansea](#).

# How we made this plan



Our **Strategic Equality and Future Generations Board** worked on making this plan. They make sure we meet our duties for **equality** and future well-being.

## We agreed to:



- Start talking about the plan early and keep talking about it.
- Learn from what we have talked about before.
- Be clear and honest.
- Use information we already have.
- Think about our budget.
- Check how we are doing regularly.



## Getting started



We had online sessions and surveys to hear what people think about **equality**.



We talked to groups in Swansea like:

- **LGBTQ+** forum
- Disability Group
- Refugee **groups**. **Refugees** are people who had to leave their country to stay safe.

## What we learned

People told us they worry about:

- **Discrimination**



**Discrimination** is when you are treated badly or unfairly because of your age, sex, race, religion, disability or sexual identity.



- Poverty
- Housing



- community life



- transport

- jobs



- education



- social care

- health



- internet access

## Looking back



We looked at past talks and surveys about **equality** and **diversity**.



This included:

- **Swansea's Human Rights Engagement Report 2022.**
- **Our Corporate Plan consultation results 2023.**
- **Residents Survey 2024**
- **Is Wales Fairer? Report 2023**
- **Census data 2021**



All this helped us shape our plan and make it better.

# Our goals

Our **human rights** and **equality** goals for 2024 to 2028 are:



- Lower poverty.



- Help children and families.



- Fight **discrimination**.



- Lower **domestic abuse** and violence.

**Domestic abuse** involves any behaviour that causes harm to someone. It is carried out by a partner, ex-partner or family member.



- Promote **equality** and **human rights**.



- Support our staff team

# Goal 1. Lower Poverty



We want to tackle the reasons why people do not have enough money. We want to help those who are struggling.

## To do this we will:



- Make sure our schools give extra help to children from families that have less money.



- Follow our plan to stop poverty from hurting people and their communities.



- Have lots of arts, sports, and history events that everyone can join in.



- Build more homes that people need and can afford, with the help of our housing partners.

## Goal 2. Help children and families



We want to understand what children and families need. We want to find new ways to help them.

### To do this we will:



- Work with others to make sure children and young people can safely live with their families. Give them help when they need it.



- Give extra help to students who need it at school.



- Work with young people who have been in care. Make sure we help them well.



- Make changes so that disabled learners can learn at school without difficulty.



- Make sure that respecting children's rights is a normal part of what we do.

## Goal 3. Fight Discrimination



We want to make sure everyone is treated fairly. In our community and when using our services.

**To do this we will:**



- Follow the Welsh Government's plans to stop racism and help **LGBTQ+** people.



- Make our services easier for everyone to use.



- Run activities to help people in our community get along better.



- Work on making schools where everyone is treated equally, and bullying is not okay.



- Work to stop **hate crimes** and make sure everyone feels safe.



**Hate crime** is being harassed or attacked because people think you are different.

## Goal 4. Lower Domestic Abuse and Violence



We want everyone in Swansea to be safe, happy, and healthy.

To do this we will:



- Carry out a plan to keep people safe from violence and control.



- Follow our plan to stop violence against women, **domestic abuse**, and **sexual violence**.

**Sexual violence** is a sex act done to someone when they do not agree to it. It is against the law.

# Goal 5. Promote Equality and Human Rights



We want to make Swansea a fun, **diverse**, and safe place that is fair for all.

## To do this we will:



- Learn more about different cultures and help everyone do well and be happy.



- Include **human rights** in all we do, so everyone can use their rights.



- Talk with people in Swansea to make sure our plans and services are what they need.



- Help schools teach Welsh, so people leave school able to speak it well.

## Goal 6. Support our staff team



We want our team to be as **diverse** as the people in our community.

### To do this we will:



- Report on the difference in pay between men and women. Work to make it fair.



- Make a workplace where everyone feels welcome, and we celebrate differences.



- Have groups where our staff can share ideas and help make our policies.



- Get to know our staff better. Make sure our team looks like the community we work for.

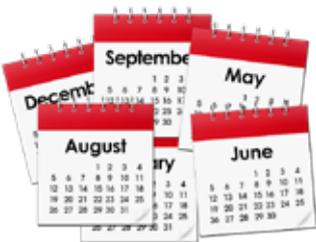
# Checking how we are doing



Every year we will check to see if we are reaching our goals.



Our **Strategic Equalities and Future Generations Board** will check on our work. They will suggest ways to make things better.



We will tell our **Public Services Board** how things are going every 3 months.



We have also set up a **Human Rights Stakeholder Panel**. This is a group you can join to hear updates and give your thoughts once a year.



You can join this here: <https://www.swansea.gov.uk/humanrightspanel>

# Integrated Impact Assessments



We look at how our choices might impact people with **protected characteristics**.



We do this by doing checks called **Integrated Impact Assessments**.



We look at everything we plan or do, to make sure they are fair for everyone. This could be services or projects.

## Why we do Integrated Impact Assessments



It is the law. It helps us follow rules about **equality** and well-being.



To think about **human rights**, children's rights, and how different groups of people get along.

## Why Integrated Impact Assessments are good



- They keep us on track with **human rights** and **equality**.



- We learn how what we do might affect people. This helps us make our services better.



- We can find problems early and make sure we are being fair.

- They help us make plans that work and respect everyone's views.

English

Cymraeg

- They make sure we treat the Welsh and English languages equally.

## Other formats



If you need this document in another way, like large print:



**Phone:** 01792 636732



**Email:** [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)



**Write:** Room 205  
The Guildhall  
Swansea  
SA1 4PE

# Hard words

## Discrimination

Discrimination is when you are treated badly or unfairly because of your age, sex, race, religion, disability or sexual identity.

## Diverse

Diverse means we are not all the same. For example, people:

- Come from different backgrounds
- Are good at different things
- Are different ages.
- Believe different things

## Domestic abuse

Domestic abuse involves any behaviour that causes harm to someone. It is carried out by a partner, ex-partner or family member.

## Equality

Equality means treating people fairly. Making sure they have the same chances in life.

## Hate crime

Hate crime is being harassed or attacked because people think you are different.

## Human rights

Human rights are rights that every person has. Like the right to be alive and the right to get an education.

## Protected characteristics

Protected characteristics are groups of people who may be treated unfairly because of things like:

- Age
- Disability
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