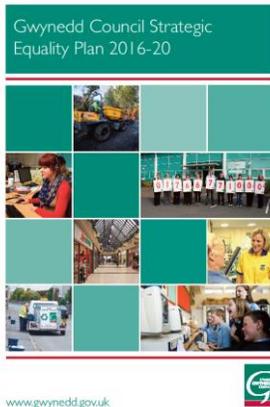


Equality Plan 2016-2020

What is an Equality Plan?



Gwynedd Council wants to make sure that they treat everyone fairly.

The Plan says what Gwynedd Council is thinking of doing over the next 4 years to make sure they are being fair.

When making things fairer, the Council will have to think about what different groups of people need.

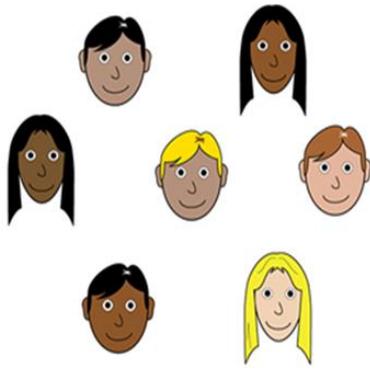
Which groups of people will the Council have to think about?

The Council will have to think about these groups:

- People of every age

- Men and Women
- Disabled people
- People of different races

People with different colour skin or who come from different places



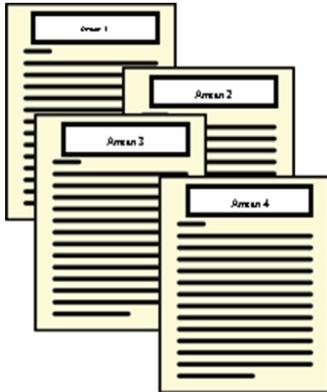
- People who have a religion or do not have a religion
- Gay, lesbian, bisexual or heterosexual people

Gay men are attracted to other men.
Lesbian women are attracted to other women
Bisexual people are attracted to men and women
Heterosexual men are attracted to women.
Heterosexual women are attracted to men

- People who have changed sex or are in the middle of changing their sex

- Women who are going to have a baby or have just had a baby
- People who are married or are in a civil partnership

A civil partnership is similar to a marriage



How is Gwynedd Council going to make things fairer for these people?

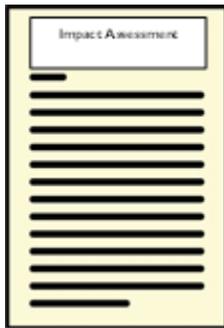
Gwynedd Council has thought of 4 ideas to help them be fairer. They are:

1. Listening to people so that we can make services better

Gwynedd Council has been listening to people from different groups before making changes to services. But the Council wants to make sure that it is listening properly.



They have thought of doing this because people have told them that they need to listen more.



2. Making better equality impact assessments

Equality impact assessments are a way of making sure that Gwynedd Council thinks about what the different groups need. It is a way of making sure that everyone is treated more fairly.

Gwynedd Council has looked at the equality impact assessment that they have done already. They think they can do them better.

3. Making sure that different types of people can try to be Councillors



Councillors are people who help to run the Council. They are chosen by local people.

The Council wants to see if there is something stopping some people, like young people or disabled people, from trying to become Councillors.

4. Making sure that nothing stops people from getting better jobs in the Council.



Gwynedd Council has made sure that everyone is paid fairly for the work they do. But it is possible that some groups of people do not try for better jobs in the Council. The Council wants to know if this is true. If it is true they want to do something about it.



What do I need to do if i want to know more?



- Phone Delyth on 01286 679708



- E-mail on strategicplanningandperformance@gwynedd.gov.uk



- Write to:

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