

Bradford District Equality Objectives and Equality Plan 2021 - 2025



Easy read version

This is the easy read version of the Bradford District Equality Objectives and Equality Plan 2021 - 2025.

This is important. It shows what we need to do and plan to do over the next 5 years.

The Bradford District Equality Objectives and Equality Plan 2021 - 2025 looks at:

- Improving the way we work to help everyone
- How we will stop discrimination
- Employing new staff from different backgrounds
- Supporting all of our staff
- Working better with our communities
- Making our services more accessible for everyone

Introduction



The Covid 19 pandemic has made it clear that there are inequalities across the district, especially for people with disabilities and ethnic minorities.

Inequalities are when people don't have the same chances as others.



From the Black Lives Matters (BLM) campaign we have seen that some groups of people have not been treated very well and have experienced discrimination.



We have made these new equality objectives from what members of the public, our partners, our staff and our elected members have told us.



There is a lot of culture and good sense of community here in the District.

The work that has been done with and between our diverse communities has led to Bradford being one of the world's leading cultural cities.



Bradford District is the 5th biggest urban Local Authority in the UK. Lots of people who live here are young and it is very diverse.

This means there are lots of people from different backgrounds and cultures.



It is made up of the city of Bradford, the large town of Keighley and lots of smaller towns and villages.



There are lots of people living in Bradford who have very low incomes.

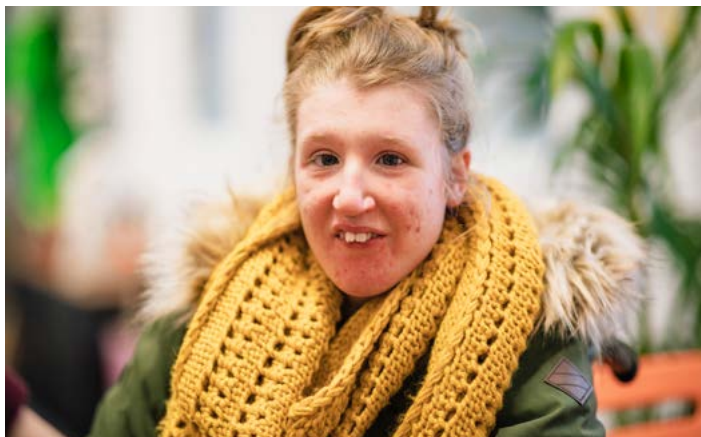
There are some very poor areas and many children live in poverty.



People who live in the richer areas live longer than people who live in the poorer areas.

People in poorer areas are not as healthy as people living in richer areas.

Our District



Many people are affected by different kinds of inequalities, for example someone may be disabled, lesbian, gay, bisexual, transgender, queer **LGBTQ+** and / or from a black, Asian minority ethnic **BAME** background.



This plan is about the things we do to make sure everyone who lives and works in our district is treated fairly.



It is also the things we will do to make sure everyone has the same chances of being the best that they can be.



It helps us to make sure that we are following the Equality Act 2010.

Our key themes



Our objectives (these are things that we want to happen) have 4 key themes.

The key themes help the council to plan, carry out and deliver equality outcomes. The key themes are:



Leadership and organisational commitment

This will help the council to make sure that equalities are at the heart of decision making and promote equality for everyone in the district.



Workforce

This will help us to focus on our employees. For them to feel equal, comfortable and more involved.

We will support them to do well in their roles and not feel discriminated against because of their background, beliefs or culture.



Community

To help our community feel that they belong, are listened to and understood.

That everyone feels safe and involved in making this District a better place to live.



Service design

We will involve local people and organisations to help design services to make them accessible for everyone and to meet their needs.

We will make sure that everyone from the District has the information they need to access all our services.

Our objectives

Objective 1 - Leadership and organisational commitment



We will run the Council and District in a way that is open and fair to everyone.

We will not accept any kind of behaviour that discriminates against people.



We will do this by:

- Making sure that equality is talked about regularly and more training is given



- Reviewing our policies and procedures to make sure that staff are confident in reporting any behaviour that discriminates against them or anyone



- Working to understand the needs of our communities and district

Objective 2 - Workforce



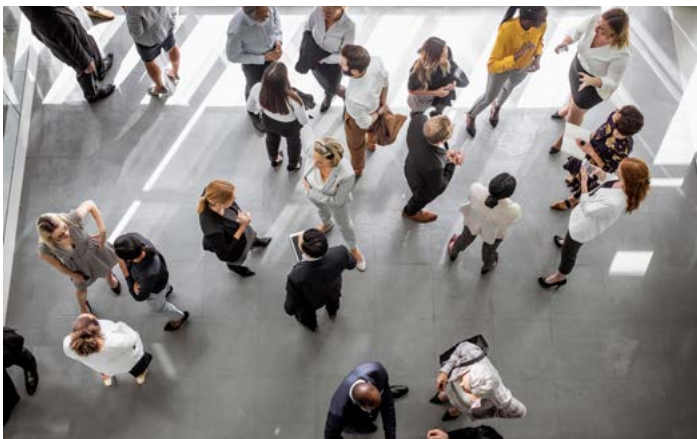
Work to make sure that all of the people who work for us come from the same wide range of backgrounds as our communities.

Support all of our staff to be the best that they can be.



We will do this by:

- Talking to our staff and listening to what they think



- Having more learning and development days



- Having more diverse interview panels and looking at our job descriptions and adverts to making sure there are no barriers to some people applying for jobs

Objective 3 - Community



Work to make sure that everyone in our communities feels that they belong, are understood, feel safe and can take part.



We will do this by:

- Looking at and updating how we consult with people so that everyone is able to have their say



- Empowering people to challenge discrimination, racism and prejudice



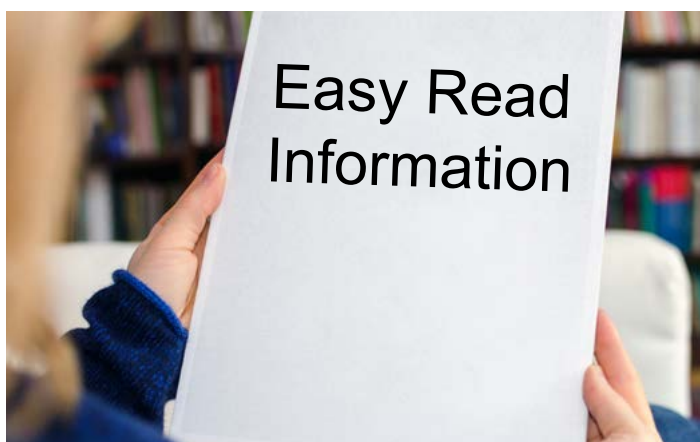
- Encouraging children and young people to get involved

Objective 4 - Service design



We will have services that are easy for everyone to access and information that everyone can understand.

We will make sure that the organisations that provide these services are local to the Bradford District where it is possible.



We will do this by:

- Making sure that information about our services is easily understandable to all our residents by following the NHS England Accessible Information Standard
- Getting a better understanding of our service users and their needs
- Making sure that the people who provide our services follow our equality best practice



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