


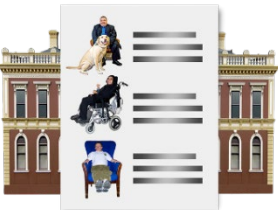

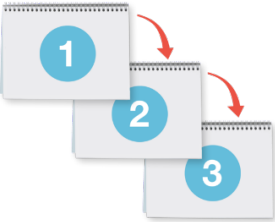




Cambridgeshire Equality, Diversity, and Inclusion Strategy 2023-2027 – an Easy Read guide






| Pictures | Words |
|---|---|
|  | <p>This document is the Easy Read version of the Cambridgeshire Equality, Diversity, and Inclusion (EDI) Strategy 2023-2027.</p> |

What is in this document

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Some words we use

| Pictures | Words |
|---|--|
|  | <p>Equality means everyone having the same chances to do what they can.</p> <p>Some people may need extra help to get the same chances.</p> |
|  | <p>Diversity is a mix of different kinds of people.</p> <p>For example, men and women, young and old people, people of different races, disabled and non-disabled people.</p> |
|  | <p>Inclusion means being included or being made a part of something.</p> |
|  | <p>A strategy is a plan of things to be done over a period of time.</p> |

| Pictures | Words |
|---|---|
|  | <p>Vision means what you imagine or hope things would be like.</p> |
|  | <p>Ambition means something you want to do or achieve.</p> |
|  | <p>The Equality Act 2010 is a law to make sure all people are treated fairly.</p> |
|  | <p>The Equality Duty tells us how we should think about how our work supports equality. For example, in our services, through our jobs and through the money we spend.</p> |
|  | <p>Duty means the things we must do.</p> |

| Pictures | Words |
|---|--|
|  | <p>Discrimination means treating people differently from others.</p> <p>For example, leaving you out of a group because you have a disability.</p> |
|  | <p>Harassment is a kind of behaviour that annoys or upsets someone.</p> <p>It can be visual, verbal, and physical.</p> |
|  | <p>Bullying is when people treat you in a bad way.</p> <p>Doing things like calling you names or being physically or verbally violent.</p> |
|  | <p>Protected characteristics are things to do with a person, like age, race, religion, disability, being a man or a woman, marriage, pregnancy.</p> |
|  | <p>Disadvantages / Disadvantaged is when you have a problem or difficulty that many other people do not have, which makes it harder for you to do well.</p> |




| Pictures | Words |
|---|--|
|  | <p>Armed forces - The army, navy, and air force.</p> |
|  | <p>Inequalities are when people are treated unfairly.</p> |
|  | <p>Net zero carbon emissions means taking as many harmful gases out of the atmosphere as we put into it.</p> |
|  | <p>IDEAL (Inclusion, Diversity, Equality for All).</p> |
|  | <p>The Armed Forces Covenant is a promise that together we will make sure that those who serve or have served in the Armed Forces, and their families, are treated fairly.</p> |


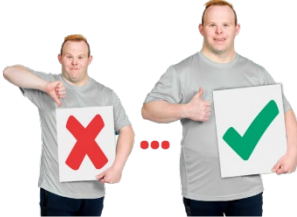
| Pictures | Words |
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|  | <p>The terms, migrants, refugees, and asylum seekers are used to describe people who have left their country in search of a safer, better life.</p> |
|  | <p>The Household Support fund provides support around the cost-of-living crisis and help to access information and advice.</p> |
|  | <p>A campaign is a planned set of activities that people carry out in order to achieve something.</p> |

Introduction






| Pictures | Words |
|---|---|
|  | <p>This strategy explains how the council hopes to achieve its vision and ambitions for the future so that Cambridgeshire can become greener, fairer, and more caring for the people and communities we serve and support.</p> |
|  | <p>When we say 'we' in this guide, we mean Cambridgeshire County Council.</p> |
|  | <p>This strategy has been written to make sure we are being fair to everyone who:</p> <ol style="list-style-type: none">1. Works for us or wants to work for us2. Lives in our local area3. Uses our services |
|  | <p>We need to meet our duty under the Equality Act 2010.</p> |

| Pictures | Words |
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|  | <p>The Equality Duty has three aims.</p> |
|  | <p>1. To protect people from discrimination, harassment, bullying and any other behaviours not allowed by the Act.</p> |
|  | <p>2. To make sure things are equal for everyone and everyone has the same chances in life.</p> |
|  | <p>3. To make sure there are good relationships between people who share a protected characteristic and people who do not share it.</p> <p>Such as age, disability, race, gender, religion and so on.</p> |
|  | <p>There are other groups who also suffer disadvantages. We need to think about their needs also.</p> |

| Pictures | Words |
|---|---|
|  | <p>This includes:</p> <ul style="list-style-type: none"> • those in poverty • rural isolation • those who have been in care • homelessness • those who have served in the Armed Forces • people who are unemployed • carers |
|  | <p>Being in more than one of those groups, may increase the things that people cannot experience.</p> |
|  | <p>To meet our public duty, we must try to:</p> <ol style="list-style-type: none"> 1. Remove or reduce disadvantages suffered by people due to their protected characteristics. |
|  | <ol style="list-style-type: none"> 2. Take steps to meet the needs of people from protected groups where these are different from the needs of other people. |





| Pictures | Words |
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|  An illustration of three diverse people (two men and one woman) sitting at a white table. A sign on the table says "Welcome" in blue text. The people are smiling and waving. | <p>3. Help people from protected groups get involved in public life or in other activities.</p> |
|  An illustration of two men standing side-by-side. The man on the left is holding a white sign with a large red 'X' on it. The man on the right is holding a white sign with a large green checkmark on it. There are three red dots between the two signs. | <p>Meeting our public duty will make sure that we deliver better outcomes for people who are disadvantaged.</p> |






Our ideas for the future






| Pictures | Words |
|---|--|
|  | We have seven ambitions that we want to achieve. |
|  | 1: We want to support our communities to reach net zero carbon emissions for Cambridgeshire by 2045. |
|  | 2: We want to make sure that travel across the county is safer, reliable, and better for our environment. |
|  | 3: We want to reduce health inequalities and make sure our services can be used by everyone in our communities. |
|  | 4: We want people to enjoy healthy, safe, and independent lives and receive the right support for their needs. |

| Pictures | Words |
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|  | 5: We want to help people out of poverty. |
|  | 6: We want our communities to be happy and healthy and have access to good quality services. |
|  | 7: We want children and young people to have opportunities to do well. |






What we have done so far






| Pictures | Words |
|---|--|
|  | <p>We have worked hard to make sure that all our services are fair and accessible to everyone, to help people to be the best that they can be.</p> |
|  | <p>We are committed to anti-racism.</p> <p>We do not accept any bullying in our community or our workplace.</p> |
|  | <p>Our Equality, Diversity, and Inclusion Team have been looking at what is working well and what needs to be improved in the future.</p> |
|  | <p>We have an Equality, Diversity, and Inclusion Staff Group to support our workers.</p> <p>This is called IDEAL.</p> |



| Pictures | Words |
|--|---|
|    | <p>IDEAL makes sure that:</p> <ol style="list-style-type: none"> 1. Equality, diversity, and inclusion is promoted within the people that work for us. 2. We are listening and learning from the people who work for us and from other organisations who promote equality, diversity, and inclusion. 3. The people who work for us come from all different backgrounds and needs so they can give a great service to our customers. |
|  | <p>We have signed the Armed Forces Covenant.</p> |
|  | <p>We have changed how we provide Adult Social Care services to meet the needs of all the different groups of people in our communities.</p> |

| Pictures | Words |
|---|--|
|  | <p>We have worked with young people in our communities to support their individual needs.</p> |
|  | <p>We have provided support to migrants, refugees, and asylum seekers.</p> |
|  | <p>We have delivered the Household Support Fund.</p> |
|  | <p>All our libraries are making sure local communities have access to accessible experiences and information that meets individual need.</p> |
|  | <p>We have responded to local need by providing adult learning across the county, helping people into employment.</p> |

What we plan to do next

| Pictures | Words |
|---|--|
|  A photograph of three people (two men and one woman) wearing white t-shirts, all giving a thumbs-up gesture. | <p>Equality, Diversity, and Inclusion is everyone's responsibility.</p> <p>We must respect and value everyone.</p> |
|  A photograph of a diverse group of people, including a man in a wheelchair, standing together and talking. There are speech bubbles above them. | <p>As well as promoting and celebrating diversity across the council, we will make sure we improve our equality, diversity, and inclusion by continuing to work with other people and groups.</p> |
|  A poster for an event featuring a smiling man in a blue shirt waving. The text on the poster says "Come to our EVENT". | <p>We will link in with events and campaigns, engaging and talking to our workers and our communities.</p> |
|  A photograph of a group of diverse people, including a woman in a wheelchair, standing together and shaking hands. | <p>We will make sure we have supportive and safe working environments.</p> |
|  A close-up photograph of a smiling man with short dark hair, wearing a plaid shirt. | <p>We want to encourage all different people to work for the council and for them to feel valued, respected, and empowered when they work for us.</p> |

| Pictures | Words |
|---|--|
|  | <p>We will listen to our communities and develop ideas to make our services better.</p> |
|  | <p>We will make the changes needed to support our communities equally and fairly.</p> |
|  | <p>We will make sure that people in our communities have access to good quality services that meet their individual needs.</p> |
|  | <p>Our Equality, Diversity, and Inclusion action plan will be co-produced with groups across Cambridgeshire.</p> |
|  | <p>We will work together with other organisations to share good practice and do things better when needed.</p> |

| Pictures | Words |
|---|--|
|  | <p>Our Equality, Diversity, and Inclusion action plan will be reviewed.</p> <p>Progress will be published on our website.</p> |
|  | <p>You can find more information about our strategy on our website –</p> <p>www.cambridgeshire.gov.uk/council/communities/equality-and-diversity</p> |