

This is an Easy Read version of:  
Corporate Equality Strategy  
2021 to 2025:  
Executive Summary



# Our plan to make things fairer for everyone

2021 to 2025



easy  
read

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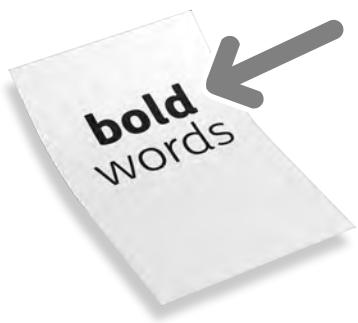
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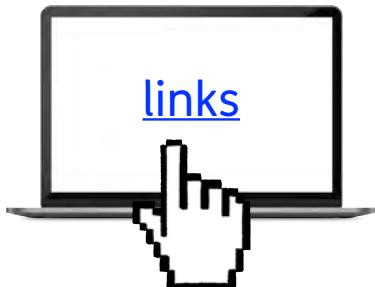
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In this easy read document, difficult words are in **bold**. We explain what these words mean in the sentence after they have been used.



Some words are blue and underlined. These are links which will go to another website which has more information.

# Introduction



Trafford Council and Trafford **Clinical Commissioning Group** provide many services to people who live in Trafford.



**A Clinical Commissioning Group (CCG)** plans and pays for health services in their area.



Lots of people in Trafford:

- work for us.



- use our services.



We work hard to make sure that everyone is treated fairly and nobody is left out.

We want to treat people fairly in everything we do, including:



- providing services.



- our staff.



- working with the community.



- working with our partners. These are other organisations that help us provide services.



This Easy Read document will tell you more about the plan and what we have done so far.

# Equality objectives

We have 4 **equality objectives**.



**Equality** means giving everyone the same fair chance. Each person is different, so being fair includes making changes to suit different people's needs.

**Objectives** are things that we want to achieve.



Our equality objectives are:

- Making sure our leaders don't leave anyone out unfairly.
- Learning more about the people who work for us.
- Giving everyone the same quality of healthcare.
- Reducing the number of **hate crimes**.  
A **hate crime** is being harassed or attacked because people think you are different.



# The Equality Act 2010



We are working to follow the **Equality Act 2010**.

The **Equality Act 2010** is a law that says you can't treat people unfairly because of a **protected characteristic**.

**Protected characteristics** are things about a person that include:



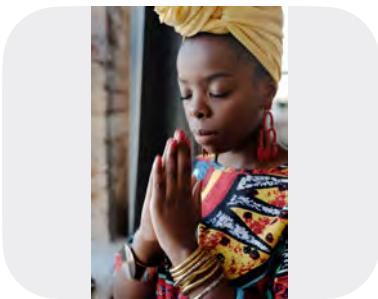
- Disability.



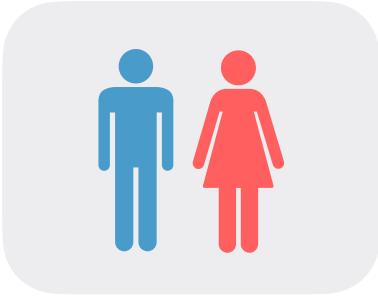
- Race - this means the colour of your skin, or if you come from a different country or culture.



- Age.



- Religion or belief.



- Sex - this means if you are a man or a woman.



- Sexual orientation - this is to do with who you are attracted to.



- Gender reassignment - this means if you are a different gender to the one you were given when you were born.



- Pregnancy or if you have a child.



- Marriage or civil partnership.

We also want to think about the needs of other groups, like:



- carers.



- people who are homeless.



- people who used to be in the armed forces.

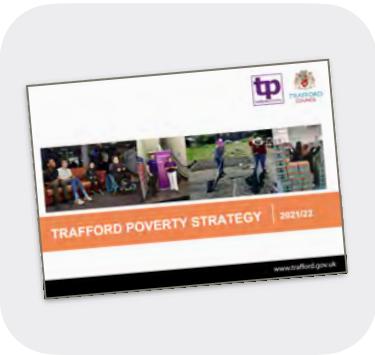


- people who live in **poverty**.

**Poverty** means not having enough money to:



- pay your bills.
- feed yourself and your family.
- heat your home.
- buy the things you need.
- get around.



We have written another document that looks at poverty in particular.  
It is called Trafford's Poverty Strategy.



We have included some information about the people who live in Trafford.



This information helps us to know if our services are meeting the needs of the people who live here.

# Equality Action Plan



We have written an Equality Action Plan.

This is the particular things we are going to do to improve equality in the next 4 years.

## Leaders

We want:



- all of our leaders to know what they need to do to support equality, **diversity** and **human rights**.



**Diversity** means people who:

- come from different backgrounds.
- make different choices.
- are good at different things.



**Human rights** are rights that everyone has. For example, the right to be alive and the right to an education.



- our leaders to regularly meet and support our equality staff groups.

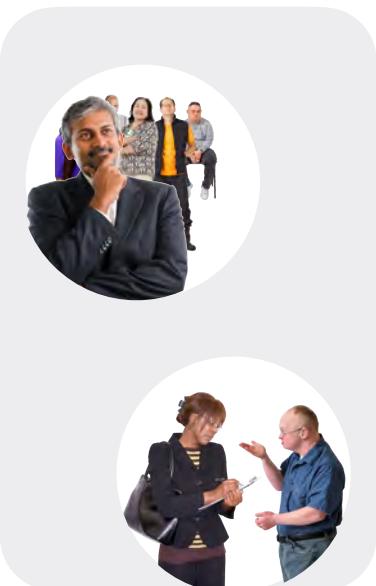
## People who work for us



We will:

- encourage our staff to keep their electronic records up to date.

This will help us to know more about:



- how many of our staff have protected characteristics, like a disability or religion.
- whether we are treating people with protected characteristics fairly.



- support the Council to learn more about how the NHS works to treat people equally.

## The Council's health objectives



The Council wants to improve the health of everyone who lives in Trafford.



In particular, we want to:

- improve people's mental health.
- get everyone doing some exercise.
- reduce the number of people who smoke.





- reduce the harm done by alcohol.



- get better at finding out if someone has cancer.



- get better at stopping people getting cancer.



- help people be a healthy weight.

# Trafford CCG's health objectives



The CCG also wants to improve everyone's health.



To do this, we will:

- look at information about people who live in Trafford.

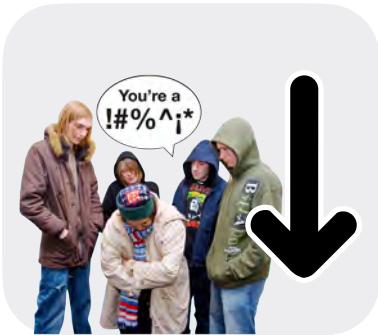


- use this information to decide which services we should provide.



- make sure that the organisations we work with are helping everyone in the community equally.

# Hate crimes



The Council wants there to be less hate crime.



We want:

- to keep people safe.
- reduce the number of people being harmed.



- reduce the number of people breaking the law.
- stronger communities and places.





Greater Manchester has objectives that are like these ones.

These objectives are looking at the local community in particular.

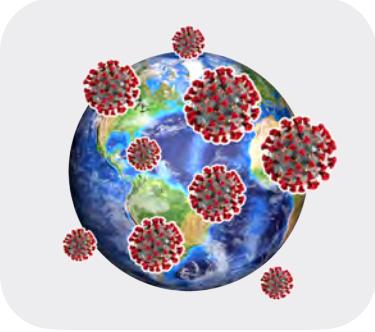


## Getting along

We want everyone from different backgrounds to get along well.



We will work with volunteers in the community to help provide services.



## Covid-19

**Covid-19** is an illness that is spreading around the world. It can affect your lungs and breathing.



We started thinking about this plan to make things fairer for everyone, before Covid-19.

But Covid-19 meant that we had to do lots of things differently.



We want to find out how Covid-19 affected people who live in Trafford.



We particularly want to know how it affected people with protected characteristics, like a disability or religion.



We will make plans to make sure that Covid-19 doesn't affect people in Trafford as much in the future.