



WOKINGHAM
BOROUGH COUNCIL

Equality Plan

2021 - 2025

Easy Read Summary



This plan has 3 parts



1 Introduction



2 Facts and figures



3 What we are doing now



Introduction



What is equality?

This means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.

Equality is right for many reasons.

- People enjoy life more if they are treated fairly.
- Wokingham Borough is better because each and every person can do what they are best at.
- It is easier for people to live side by side and get on with each other if everyone is treated fairly.

1 Introduction



What is this plan about?

This plan is about how the council will try to make things better for lots of different people in future.



Why did we make this plan?

We want Wokingham Borough to be a great place for everyone.

We want to stop people from being treated unfairly.



The law says councils should have plans for treating people in a good and fair way.

To make this plan work well, we need to work with lots of people who live and work here because they know best.

2

Facts and figures



In our schools, children from **Ethnic Minority** communities has gone up from nearly 1 in 4, to 1 in 3 children in the last 6 years.



18% of people are 65 years and over. The number of older people will go up in the next 8 years.



The council supports more people with learning disabilities than other councils. It is the second highest in the South East of England.

Difficult words



Ethnic Minority means a group from a different race or background than most of the people living somewhere.

Minority means a small number of people.



Equality means making sure that everyone has the same chance to make the most of their lives and talents. It does not mean treating everyone the same.

3 What we are doing now

We want Wokingham Borough to be great for everyone that lives here, learns here, grows up here and works here.



We are listening to what you say so that we can do better.



We are going to

1. Listen and learn from people in the community and give them services that work well for everyone
2. Make things better and fairer by speaking up and working together
3. Help make sure people that work for us are like the community and that the council listens to them.



3 What we are doing now

We have a plan to make things better and this year we are going to:



Share more information on our website about what we know about people living in Wokingham. This is called our Equality Profile.



Set up a group of people who can meet with our Council officers to discuss Equality and work together.

3 What we are doing now



Make it easier for people to communicate with us in other languages, if they need to.



Share more good news stories about Equality.



Offer more training to our staff about Equality so they can help you better.