

Easy Read



Our plan for treating people equally and fairly 2025 to 2029

This is our draft plan - we want to know what you think

This document was written by **Pembrokeshire Coast National Park Authority**. It is an Easy Read version of 'Strategic Equality Plan and Objectives 2025 – 2029'.

November 2024



**Parc Cenedlaethol
Arfordir Penfro**
**Pembrokeshire Coast
National Park**

How to use this document



This is an easy read document. You may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 25**.



Parc Cenedlaethol
Arfordir Penfro
Pembrokeshire Coast
National Park

Where the document says **we**, this means **Pembrokeshire Coast National Park Authority**. For more information contact:

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Hawdd ei Ddeall Cymru
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About this plan



We are **Pembrokeshire Coast National Park Authority**.



We look after the **Pembrokeshire Coast National Park**. It is an area of natural beauty and lots of wildlife.



This is our **Strategic Equality Plan**. It says what we will do to treat people equally and fairly.



This is a plan for our work on this between **2025 to 2029**.



We want to know what you think. We will make changes based on what people tell us.



The law called the **Equality Act** says we must make this plan to show we will:



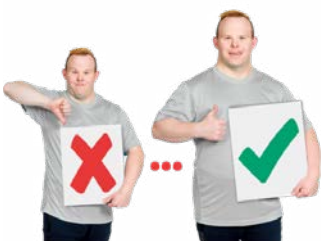
- Recognise that many groups of people are not treated equally and fairly. Or have the same chances as others.



- Recognise that many groups of people have different needs or may need extra support.



- Do all we can to treat people equally and fairly.



- Make changes when people have extra needs or need support.

To achieve these things we must:



- Make a **Strategic Equality Plan**



- Ask people what they think about the issues.



- Publish information about the groups of people we employ.



- Check men and women are paid equally.



- Think about equality issues when we use other businesses to supply services to us.

Which groups of people are included in the Equality Act 2010?



Some groups of people are classed as having **protected characteristics**.

Protected characteristics are groups of people who are often left out in society or treated unfairly. The groups are to do with:

- Age
- Disability
- Change of gender – this means being a different gender from the one you were born with.
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or beliefs
- Sex
- Sexual orientation – this means who you are attracted to.



Sometimes people can belong to more than 1 group. This can make life even harder.



Other groups of people who can be left out or treated unfairly are:

- people from poor communities
- and people who do not have much money.



This is also talked about in the Equality Act and is called the **Socio-Economic Duty**.

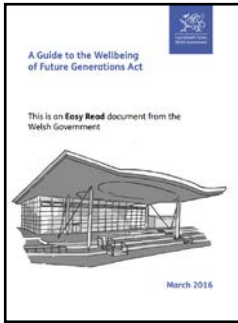


We need to think about how these groups of people could be affected. This includes children.





We also need to think about children and their future. The decisions we make now could impact their lives in the future.



This is talked about in a law called the **Well-being of Future Generations (Wales) Act**.



This law is about thinking of the well-being of the people of Wales. Now and in the future.



This law also says we need to try to prevent problems from happening or getting worse.



It is also about working together with people and organisations. We need to listen to people's views.



We have a **Welsh Language Promotion Strategy**. This is about making sure the Welsh language is treated equally and fairly to the English language.



It is important if you speak Welsh that you can have Easy Read information in Welsh.



Every year we will make a report called our **Annual Equality Report**.



This will show what we have achieved towards our **Strategic Equality Plan** each year.

Our goals

Our plan is about 4 main areas. They are:



1. The Park – an area for everyone.



2. Our Services – are **accessible** and **inclusive**.



Accessible means easy for people to use, whatever needs they have.



Inclusive means everyone is included, whoever they are.



3. Our staff - are **diverse** and **inclusive**.



Diverse means people are not all the same. People come from many backgrounds, have different needs and make different choices.



4. Governance and Engagement - everyone can be involved in the decisions we make.

1. The Park – an area for everyone



Our main goal: By 2029 more **diverse groups of people visit the park. And it will be easier for them to do so.**

Other goals:



- The park will have more **diverse** visitors and be easier to access.



- There will be projects to support children and adults with less money or who need extra help.

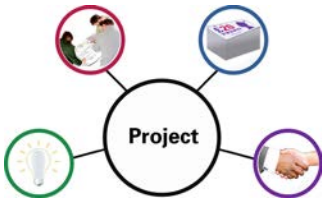


- We will work with other organisations to make sure everyone can use the park.



- We will make sure there is more affordable housing in the area.

These are some of the things we will do to achieve these goals:



- Develop a project called **Get Outdoors**. This will focus on things like:
 - Beach wheelchair and mobility equipment. Equipment that helps people get around.
 - Supported walking, volunteering and other activities.
 - Ask for people’s views on how to make places easier to use and enjoy.



- Look at how to make sites in the Park more **accessible**.



- Work with other organisations to improve **sustainable** transport.

Sustainable means something that will last for a long time. And something that does not damage the environment.



- Make plans for Carew Castle, Castell Henllys and Oriel y Parc Visitor Centre to support **accessibility** and **inclusion**.



- Raise awareness of easy access to the park. For example, the beach wheelchair scheme.



- Make videos and photos about the park being **accessible** for all.



- Make sure the way we communicate with people is **accessible**. For example, by using Easy Read information.



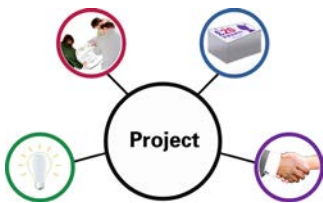
- Find funding for projects that improve the environment. And help people from **diverse** backgrounds to get involved.



- Support groups who are often left out. So they can be involved with the park, and it helps improve their health and well-being.



- Find funding for a second project about mental health. The first project was called **Roots to Recovery**.



- Run a project called **First 1000 Days**. And develop other projects for young families and children.



- Do a survey every year for volunteers. And write a report each year about what we learn from this.



- Develop a program to support people to use Welsh.



- Make plans for children and young people to learn about the outdoors and the park.



- Review our work on health and well-being.



- Work with other organisations to develop projects together.



- Through our **Local Development Plan** help more affordable homes to be built.

Local Development Plan sets out rules about what can be built in the Park.

2. Our Services – are accessible and inclusive



Our main goal: We want our services and projects to be **accessible** and **inclusive**.



We want our staff and others to be trained to deliver **accessible** and **inclusive** services.

These are some of the things we will do to achieve these goals:



- Make sure all staff and others are trained in being **accessible** and **inclusive**. Get the right training for them.



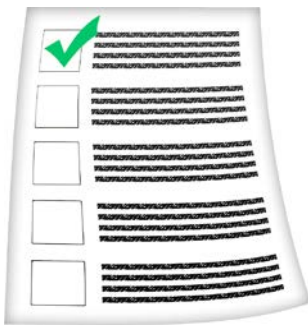
- Make sure the businesses who supply services to us work in fair and equal ways too.



- Put a plan in place about the real living wage for those who supply services to us. This means paying people enough money to live on.



- Follow rules about making sure our online services are **accessible**.



- Make a checklist for projects about being **accessible** and **inclusive**.



- Sign up to the policy by **Zero Racism Wales**. It is about taking a stand against racism.

3. Our staff - are diverse and inclusive



Our main goal: We want our staff to be **diverse. And we want our staff to want to work for us and feel supported.**

Other goals:



- Improve access to jobs for groups of people who get left out.



- We will improve our workplace so it is more supportive and **inclusive**.



- We will check how we pay staff. And take steps to make sure it is fair, if needed.

These are some of the things we will do to achieve these goals:



- Continue to be a **disability confident** organisation. This is a scheme for employers supporting disabled staff.



- Review how we recruit staff and make sure it is fair. Look at issues that stop any groups from applying.



- Look into ways to support people into work. For example, through training.



- Review how we work with students and improve chances to do research and placements.



- Make a workforce plan to help make sure more groups of people are part of our workforce.



- Review and improve our well-being work for staff.



- Make sure our staff policies are **inclusive**.



- Give a range of training to managers about **diversity** and **inclusion**.



- Carry out equality monitoring to check on how we are doing to make our workforce **diverse**.



- Look at the results of our review into how different jobs are paid. We will make a plan if we find women and men with same or similar jobs are paid differently.

4. Governance and Engagement - everyone can be involved in the decisions we make



Our main goal: We want a **diverse** range of people to have a say about our work and the park.

Other goals:



- There will be more chances for groups who are often left out to get involved.



- **Members** and staff will have the skills to understand equality better.



Members are people who make decisions about the park and our work. They can be local councillors or appointed by the Welsh Government.



- We will be speaking to more groups of people about the park and getting their views.

These are some of the things we will do to achieve these goals:



- Work with others to help people from different backgrounds to become **Members** of the Park Authority.



- Run **Next Generation** and **Youth Committee** programmes. These are about making sure young people have a say and are involved.



- Run a volunteer forum.



- Give **Members** training about equality and **inclusion**.



- Check the impact of our work on equality.



- Support people living in the park to get involved in the winter.



- We want to get more views from different groups of people on our work to help nature.

Hard words

Accessible

Accessible means easy for people to use, whatever needs they have.

Diverse

Diverse means people are not all the same. People come from many backgrounds, have different needs and make different choices.

Inclusive

Inclusive means everyone is included, whoever they are.

Protected characteristics

Protected characteristics are groups of people who are often left out in society or treated unfairly. The groups are to do with:

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Sustainable

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Local Development Plan

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