



NORWICH
City Council



**Easy
Read**

The Equality, Diversity and Inclusion Strategy

Our plan to make sure everyone
in Norwich is treated fairly



Easy Read



This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



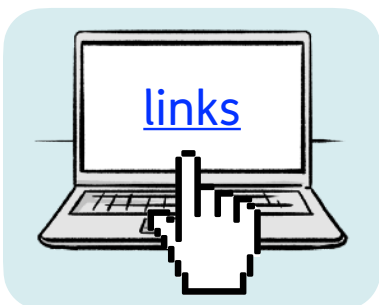
This Easy Read booklet uses easier words and pictures. You may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

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About this booklet



This booklet is from Norwich City Council. We want to help make Norwich a city that is fair for everyone.



This is why we have written the **Equality, Diversity and Inclusion Strategy**.

The **Equality, Diversity and Inclusion Strategy** is our plan to make sure everyone is treated fairly.



Equality means treating people fairly and making sure they have the same chances in life.

Diversity means people are not all the same. For example people come from different backgrounds, make different choices or are good at different things.

Inclusion means that everybody feels welcome and respected.



This strategy is for 2024 to 2027.

In this booklet, we will explain:



- What we want to do and how we will make it work.



- How we will work with organisations to make sure everyone is treated fairly.



- How we make sure everyone is welcome when working for the council.

About Norwich



Lots of different people who come from different backgrounds live in Norwich.



We want Norwich to be a fair and kind place.



We know that some people in Norwich are not treated fairly.

People may not get treated fairly because of:

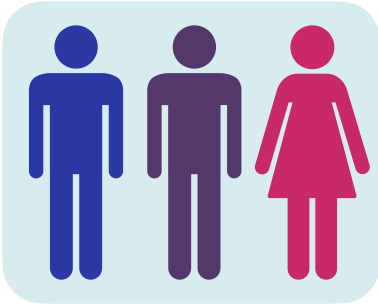


- Their age.



- If they have a disability.

They also do not get treated fairly because of:



- Their **gender**.

Gender is whether you are a man, a woman or use a different word to describe your gender.



- Their race.



- Their religion.



- Who they love.



We will follow the law when making sure that everyone is treated fairly.

We want to help people who:



- Are **refugees**.

Refugees are people who have come to live in this country because it is not safe to stay in their own country.



- Are serving or have served in the Armed Forces.



- Do not have a lot of money.



- Have health problems.

About our strategy



Norwich City Council wants to work with organisations to make Norwich a great place for everyone.

We want Norwich to be a place where different people, with different needs can:



- Feel like they belong and are respected.



- Talk about what is important to them.



- Have a chance to do well and be happy.

What we want to do

We want to be an organisation that helps the people of Norwich by:



- Giving help to those who need it most.



- Learning and making our service better.



- Working on how to stop people from being treated unfairly.

Our Equality, Diversity and Inclusion Strategy

We have 3 goals and important work that we need to do to help us reach these goals.

1. Making Norwich a good place to work where everyone is included

We will make sure that:



- People who work for the council have a similar background to people who live in the city.



- We keep finding good ways of working to include people of different backgrounds



- We help our colleagues to get better at thinking about equality in work.

2. Making our services easy to use, and fair for everyone

We will make sure that:



- The way we share information is more **accessible**.

Accessible means it is easy to use and suitable for people with different needs.



- We help people who do not have technology of their own.



- We check each service to make sure it treats people fairly.

We will also make sure that:



- We use what we know about different groups of people we work with to plan our services.



- Make sure everyone is listened to.

3. Norwich is a fair city where everyone can help the city to do well

We will make sure that:



- Equality, diversity and inclusion are part of all council plans.



- We use the information we have to help parts of the city where they face the most unfairness.

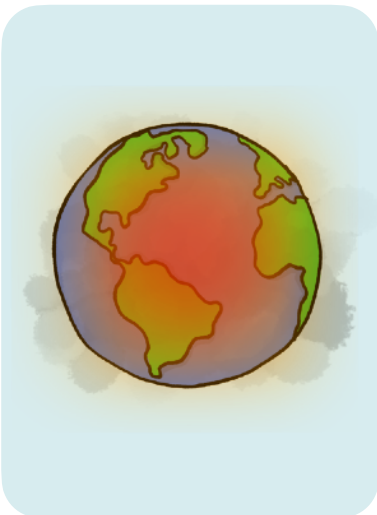
We will also make sure that:



- Our leaders understand equality better.



- We keep working with organisations to get money and support for the city.



- **Climate change** does not affect people from certain backgrounds more than others.

Climate change is all about big changes in the weather. For example, storms getting worse than they used to be. Or having less rain in some places.



Everyone who works for Norwich City Council follows the law when making sure everyone is treated fairly.



Every year, the council will share a report about our progress towards the strategy's three goals.

Every year the report is about:



- The people who work for us.



- Our customers.



- People who live in the city.



It is also about the differences in the city, like how much money people have and how healthy they are.



This will help us see if people are being treated fairly.