



**Cyfoeth
Naturiol
Cymru
Natural
Resources
Wales**

Easy Read

Our plans for treating everyone equally

April 2015 to March 2019



This is an Easy Read version of 'Strategic Equality Plan 2015-2019'
April 2015



How to use this document

This is an Easy Read version. The words and their meaning are easy to read and understand.



You may need help and support to read and understand this document. Ask someone you know to help you.

Some words may be difficult to understand. These are in **bold blue writing** and have been explained in a box beneath the word.

If any of the words are used later in the booklet they are shown in **normal blue writing**. If you see words in **normal blue writing**, you can look up what they mean in **Hard words** on page 20.



Where the document says 'we', this means Natural Resources Wales.

If you would like this document in a version to suit your needs, or would like to speak to us about our work please get in touch:



Phone: 0300 065 3000 (8am - 6pm Monday to Friday)

Minicom textphone: If you are hard of hearing we have a textphone service. Phone: 03702 422 549



Email: enquiries@naturalresources.wales

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Flooding

For information on flooding ring the Floodline.
Phone 0345 988 1188 (Open 24 hours)



This document was made into Easy Read by
Learning Disability Wales using Photosymbols 5.



Who we are

Natural Resources Wales is a new organisation. It was set up in April 2013 to look after the **environment** and **natural resources** in Wales.



The **environment** is where we live. It includes the land, the sea, the air, and everything that lives in and on it. For example: plants, animals and fish.



Natural resources are things in the environment we can use. For example: water to drink, food to eat, air to breathe, wind and water to make energy.



If we take care of the **environment**, we will be able to use its **natural resources** for many years to come.



Llywodraeth Cymru
Welsh Government

We are supported by Welsh Government, and advise them on how to look after the **environment** and our **natural resources**.



We want to make sure that **equality** is at the centre of everything that we do. This document is about what we are going to do to make sure we treat everyone equal.

Equality means treating people fairly and making sure they have the same opportunities.



The law on equality

The **Equality Act** (2010) is a law to make sure everyone has the same chances.



The **Equality Act** says everyone has the right to:

- be treated fairly
- have the same chances in life as others
- be free from **discrimination**.



Discrimination is when you are treated badly or unfairly.



The **Equality Act** protects people from discrimination. There are many groups of people who can be discriminated against, including:



- men and women



- disabled people



- **people with mental health problems** - who need support with their thoughts or emotions



- people of different ages - young people or older people



- people who come from other countries or cultures - who may live in a different way or have a different skin colour



- people of different religions - or who have no religious beliefs



- women who are pregnant or breastfeeding



- **lesbian women** - a woman fancying and loving other women



- **gay men** - a man fancying and loving other men



- **bisexual men and women** - fancying and loving both men and women



- **transgender people** - people who are born as one sex and want to live as the other sex. For example, a person who looks like a man may feel inside like a woman.

The law says we must:



- help people from all the groups that can be **discriminated** against to get along together



- try to employ people from the groups that can be **discriminated** against

Equality



- make sure our staff understand about **equality**



- not allow people to be **discriminated** against.





What Natural Resources Wales will do

Natural Resources Wales will:

- make sure everything we do includes **equality**. This will show how important we think **equality** is
- ask all our groups to think about their members. Do they include people from the groups that can be **discriminated** against? What can they do to include people from the groups that can be **discriminated** against?
- make sure our training can be used by everyone
- not put up with bullying.





Our equality plan

To make sure we always treat people equally we have made an **Equality Plan**.



An **Equality Plan** is a plan that says what we will do to make sure we do not discriminate against people.



We have asked people from the groups that can be **discriminated** against what they think of this plan. We listened to what people said. We tried to use their ideas for making this plan.



We have 5 aims we want everyone to think about. This will help us to be good at **equality**:



1. Good information

2. Good for the environment

3. Good for people

4. Good for business

5. Good place to work



1. Good information

We need to make sure we know who uses the **natural resources** in Wales. We will use this information to make decisions about what we do.



2. Good for the environment

We need to help everyone know about the benefits of having a good **environment**. We want everyone to get out and enjoy the **natural resources** we have in Wales.



3. Good for people

We need to make sure everyone can easily use the **natural resources** in Wales. We need to keep talking with people to make sure what we offer is easy to use.



4. Good for business

We will make sure everyone we work with understands how important **equality** is to us. We will make sure that **equality** is part of everything we do.



5. Good place to work

We want our staff to be from all the groups that can be **discriminated** against. We want all our staff to feel safe and happy here.

Keeping a check on how we are doing



We must make sure that we are keeping to this plan. We will have 4 meetings a year to check how well we are doing.



Once a year we will look at our 5 aims. We will check they are still what we need to do.



Our action plan will be checked every year. Our information may show us we need to do more. Then we will add this to the action plan.



We will write a report every year to show what we have done for [equality](#).



We will put all the information about our [Equality Plan](#) on our website. We can put this information in a version to suit your needs. Please get in touch and tell us how you would like to have the information.





Natural Resources Wales equality plan 2015 - 2019

This is how we will get to our 5 aims.



1. Good information

We need to make sure we know who uses the **natural resources** in Wales. We will use this information to make decisions about what we do.



To do this we will:

- collect information about our staff and the people who use the **natural resources** in Wales



- use the information to think about how to be better at treating people **equally**



- find out how many people from the groups that can be **discriminated** against use the **natural resources** in Wales



- check how well we have done for people from the groups that can be **discriminated** against



- ask people from the groups that can be **discriminated** against what they think about new projects.



2. Good for the environment

We need to help everyone know about the benefits of having a good **environment**. We want everyone to get out and enjoy the **natural resources** we have in Wales.



To do this we will:

- get to know local and all-Wales groups for people in the groups that can be **discriminated** against

Questions

1. What do you think about it?

Good

Bad

Not sure

- find out what stops some people using the **natural resources** in Wales. Then try to do something about it



- make sure our staff have training about **equality**.





3. Good for people

We need to make sure everyone can easily use the **natural resources** in Wales. We need to keep talking with people to make sure what we offer is easy to use.

To do this we will:



- work with people in the groups that can be **discriminated** against to make the **natural resources** in Wales easy to use



- make sure people who speak for us in public are from groups that can be **discriminated** against



- do something on important dates for the groups that can be **discriminated** against



- make sure all our **policies** are fair.

Policies are rules that Natural Resources Wales has to follow. It is something that we must do.





4. Good for business

We need to make sure everyone we work with understands how important **equality** is to us. We must make sure that **equality** is part of everything we do.

To do this we will:



- make sure there are aims for **equality** in our business plan



- ask organisations we work with about their **equality** plans



- look at what other places we buy from are doing about **equality**. This will help us decide if we will buy from them.



5. Good place to work

We want our staff to be from all the groups that can be **discriminated** against. We want all our staff to feel safe and happy here.

To do this we will:



- make sure our managers have good training about **equality**



- check how many people from the groups that can be **discriminated** against are applying for jobs with us



- look at what stops people from the groups that can be **discriminated** against applying for jobs with us



- support staff from the groups that can be **discriminated** against to have their own meetings at work



- listen to what the staff meetings tell us.

Hard words

Bisexual men and women

Fancying and loving both men and women.

Discrimination

Discrimination is when you are treated badly or unfairly.

Environment

The environment is where we live. It includes the land, the sea, the air, and everything that lives in and on it. For example: plants, animals and fish.

Equality

Equality means treating people fairly and making sure they have the same opportunities.

Equality Act

The Equality Act says everyone has the right to:

- be treated fairly
- have the same chances in life as others
- be free from discrimination.

Equality Plan

An Equality Plan is a plan that says what we will do to make sure we do not discriminate against people.

Gay men

A man fancying and loving other men.

Lesbian women

A woman fancying and loving other women.

Mental health problems

People who need support with their thoughts or emotions.

Natural resources

Natural resources are things in the environment we can use. For example: water to drink, food to eat, air to breathe, wind and water to make energy.

Policies

Policies are rules that Natural Resources Wales has to follow. It is something that we must do.

Transgender people

People who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.





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