



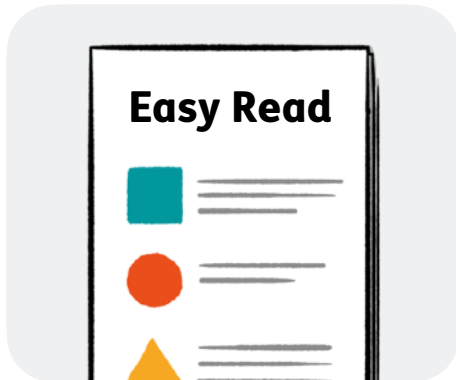
Being fair to everyone

Our plan from 2026 to 2030



**This is an Easy Read version of our
Draft Equality Action Plan 2026 to 2030**

Easy Read

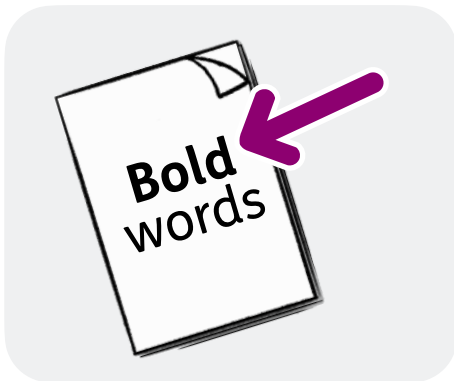


This is an Easy Read version of some information.

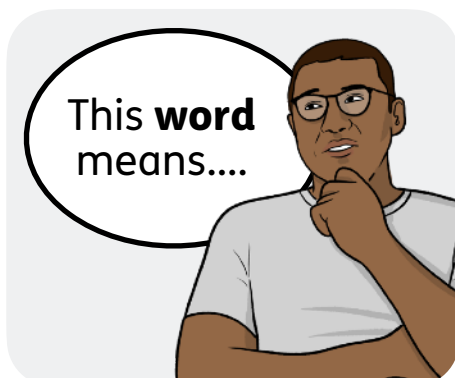
It uses easier words and pictures.



Some people may still want help to read it.



Some words are **bold** to show they are important.



We explain bold words if they are hard to understand.

What is in this booklet

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About this booklet



We are Lisburn and Castlereagh City Council.



We are writing a new plan to make sure we are fair to everyone.

It is called an **Equality Action Plan**.



This booklet is our draft plan.

This means that it is not finished yet.



You will have a chance to tell us what you think of our draft plan.

We will think about your ideas when we write the final plan.

About us

We run services for local people.

These services include:



- Looking after our local area, like collecting bins and looking after parks.



- Supporting our local communities and local companies.



- Planning new buildings.

Equality



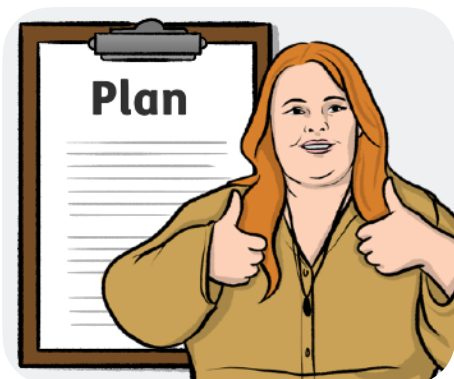
Equality means treating everyone fairly.

The law says that we must think about equality when we:

- Make choices that affect people's lives.



- Run services for local people.



This plan will help us to make sure that we follow the law.

Themes



Themes are the main ideas that we will work on.



We have 5 themes.

We will explain our themes over the next 7 pages.



For each theme, we have:

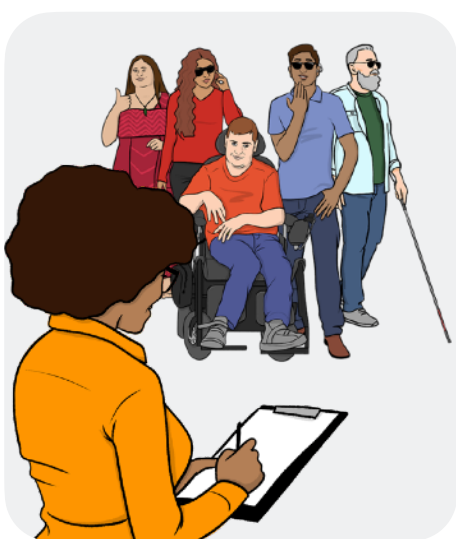
- Plans for what we will do.
- Aims that we want to achieve.



Thinking about equality in all our work



We will make sure that all parts of the Council will think about equality when they make choices.



We will use more **Equality Impact Assessments.**

Equality Impact Assessments are when we check how our choices will affect different groups of people.

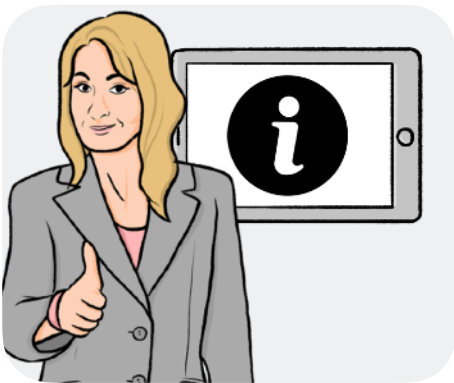


This will help to make sure that equality is a part of all of the Council's plans.

Learning about local people



We will collect more information about how local people use our services.



This will help us to learn more about people's lives and what support they need.



We can use this information when we make choices that affect our services.



This will help to make our services better for the people who use them.



We will also learn more about the people who work for us.



We will look closely at information about our staff to make sure our workplace is fair for everyone.



This will help us to get better at supporting all of our staff.

Being accessible



Being accessible means making sure everyone can take part, no matter if they are disabled.



When we share information with people, we will make sure that everyone can understand it.



We will:

- Work to make it easier to get around our buildings.



- Make our services easier for everyone to use.

If we are more accessible, this will mean that:



- It is easier for everyone to get help from our services.



- More people can get involved in their local communities.

Our staff



We will make our training about including everyone and treating them fairly even better.



We will check this training to make sure that it is useful.



We will make sure that all of our staff teams understand what they need to do to be fair to everyone.



This will help them to make better choices and treat everyone fairly.

Working together



We will work with many different organisations.



We will learn from their ideas about the best ways to make sure we are being fair.



We will try new ways to include everyone.

Checking our work



We will follow this plan until 2030.



Every year, we will check how we are following the plan.



This will help us to learn about:

- What is working well.



- Whether we need new ideas.

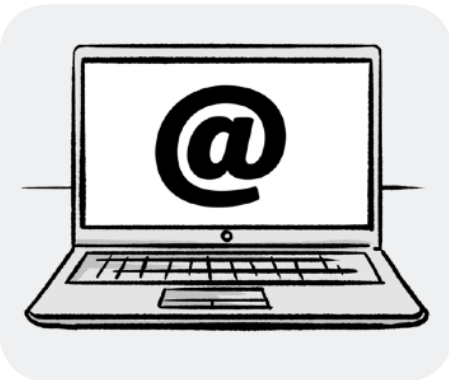
What do you think?



We will ask people what they think of our plan.



We will use their ideas to make the plan even better.



You can tell us what you think by filling in our survey, or you can contact us by:

- Email:
equality@lisburncastlereagh.gov.uk



- Telephone: 02892 447485

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