

APPENDIX

This Appendix contains comments and notes from in-person and online engagement activities around the Let's Talk Equalities project, and an emailed response from People First.

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Equality Clinic SEP Comments

Backing from Senior Leadership Team is great

Balanced

Diverse

Participants planning more training and has taking notes as can ensure it falls in line

Thinking about their own work

Complaints being centralised and ensuring they are followed through correctly and not forgotten

Everyone gets listened to

Removing the Bias

Aligning and embedding throughout the council will help within our communities

Culture change

Allowing everyone to be made aware that Equality is for everyone and benefits everyone

Young people

More positive and visual training for young trans people and the organisation and communities

intergeneration work

Breaking down the perception of young and old

Inclusive communities

Safe Place

Survey feedback seems to be the same that they give views but the nothing comes from it so ensuring we are showing we are doing what staff are asking.

engaging with staff

how we communicate with our staff

SEP taking on board our comments and feeding back into this

effective communicating

Veterans Consultation**Taf Ely Veterans 31/1/2024****Present 22**

General agreement that all three priorities were appropriate, especially agreeing on ensuring training for Council staff. Issues raised included Disabled access, Parking, scheduling of events, and clarity of responsibility.

Comments:

“Can we make sure that Armed forces days do not coincide with other events like Pride.”

“Disabled access with transport in RCT is shocking at the moment. Particularly in Ponty.”

“How will we know if you are doing what you say?”

“Pavement Parking is getting worse.”

“Sometimes it feels like we are getting a runaround, Council say speak to the police and the police tell us to talk to the Council.” Related to pavement parking.

Valley Veterans 1/02/2024**Present 45**

General agreement on all three priorities from all concerned. Issues raised included Reliance on IT systems, training on neurodiverse matters, funding for charity groups, Race, recycling.

Comments:

“The Council do amazing work supporting us, especially Councillor Webber, we are very lucky to have her fighting our corner.”

“The funding strategy for RCT needs reviewing, for support groups, this first come first served doesn’t work, the causes should be assessed.”

“More training on autism and ADHD should be given to people in education, some of them have no idea how to deal with children with autism, they just assume and treat them like naughty kids.”

“More awareness for veterans please.”

“Training for Council staff is needed, along with awareness of what support is out there for people, I had to explain to one of the Council resettlement staff on the phone that the Council has an Armed Forces Liaison Officer.”

“Race is still a big issue in the valleys, but it’s just how people speak sometimes.”

“For me it’s all this digital stuff, I don’t have a mobile phone, I don’t want one, but if I need to do anything I have to rely on people here to help me as I don’t do computers.”

“Disability hasn’t really been looked at, especially hidden disabilities, lots of people make assumptions, and there isn’t enough information out there.”

“Recycling is too confusing, I’m sure most peoples rubbish must end up in the landfills because they get it wrong, and now I have to take some of my rubbish to supermarkets. How am I supposed to do that?”

People First Feedback

Here is some feedback on the Equality plan 2024 - 2027 from People First members:

The plan is a good plan to make it better there could be:

- * More paid employment and voluntary opportunities for people with a learning disability within the council.
- * More reasonable adjustments need to be made for people to access apprenticeships with the support they need
- * the council should produce easy read information in all departments
- * all council staff should have learning disability equality awareness training

Valleys Ethnic Support Group Feedback

Valleys Ethnic Support Group (VEMS)
Attendance at Coffee Morning – 7 February 2024
5 members present
Consultation on SEP

Recruitment/Working for the Council

You can't access the Council- it's like an institution. Not just a problem for the Council but also the police and NHS. We don't know where to find out about the jobs.

We need some support on the recruitment process and help with applications

Specific sessions on sponsorship would be helpful.

An individual shared they had had a difficult experience whilst working for the Council.

There was possible racism involved. They felt isolated and there was a lack of understanding from colleagues. One of their friends also works for the Council and they too are having a difficult experience.

There needs to be a safe place to report concerns without having to worry about consequences from colleagues.

Awareness

Raising awareness of issues with the workforce is importance.

Someone needs to go to all schools and talk about Anti-Racism.

It's difficult to find out about Council services – there should be a newsletter or leaflets.

Support

Clarification is needed on peoples' role in the Council, for example, community cohesion and equality. How do these roles support us?

Other

Council libraries are really important to members of the group. The ESOL classes are run there. Pontypridd Library is attractive and inclusive. It's used as a community space more than a library – to do jigsaws and read papers.

Need to be more creative with foster care – ethnic minority families have a lot to offer.