



Waltham Forest

The Equality, Diversity and Inclusion plan



Easy read booklet
July 2022

Who we are



We are **Waltham Forest Council**. We help look after where you live and your community.



Many people who live in Waltham Forest have problems that make them more likely to deal with **discrimination**.



Discrimination is when you are treated unfairly because of things like disability, age and religion.



Waltham Forest needs a different way to work so everyone can **make a good living**. **Make a good living** means you have a good job and earn enough money to live well.

What this booklet is about



This booklet is about a plan called **EDI Making a Living Strategy**.



EDI stands for **Equality, Diversity and Inclusion**. **Equality, Diversity and Inclusion** is important and means that everyone has a fair chance to make a good living.



The plan will make Waltham Forest a place where

- it is fairer to work.
- you can make a good living.
- you can get training and help when you need it.



Volunteers and people who live in Waltham Forest helped us make this plan. **Volunteers** are people who help us and aren't paid.

What has already been done



550 people who live in Waltham Forest were spoken to as part of the plan.



The jobs in Waltham Forest and the rules companies have to follow were looked at.



There was a meeting where people who live in Waltham Forest said their ideas.



these ideas were paid to be tested.



The 4 ideas used in the plan are called the **4 key themes**.



Key Theme 1 **Fairer places to work**

This means jobs that are made fair for everyone.



Key Theme 2 **Good jobs for everyone**

This means jobs that pay well and give everyone the chance to do well.



Key Theme 3 **Learning, advice and help with skills for those who need it most**

This means jobs where everyone can learn and get the help they need.



Key Theme 4 **A community that cares and is fair**

This means everyone should make a good living even if they can't work.

Key Theme 1

Fairer places to work



When people can't find work this can cause difficulties in their lives and their **community**.



Community means where you live and the people you know.



If you don't have a job it can be difficult to meet new people or earn money.



If you don't have a job for a long time you're more likely to have problems with your health.

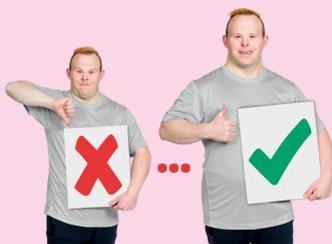


People who live in Waltham Forest said some problems they have.



Some people said they

- find applying for jobs confusing.
- don't get interviews because their name doesn't sound white. This means people have not heard their name before.
- are bullied or discriminated at work and don't get help.
- don't work with people from the same background as them.
- have no help if they care for someone at home.



People who live in Waltham Forest said what they want improved. The next page will tell you what changes will be made.

How places will be made fairer to work



Reasonable adjustment passports

This is a document that tells your work what you need because of your health or disability.



Flexible working

This is when you start and finish work at times that are better for you. You could work from home.



More people want to work for companies with flexible working.



Online and paper job adverts

Online and paper job adverts means that everyone can find out about jobs.



Talk about inclusion

This means your work should talk to you about what you need like prayer rooms or wheelchair access.

Key Theme 2

Good jobs for everyone



Everyone should be able to find a good job that pays well.



A good job makes sure everyone is safe at work.



A good job means you have enough time at home and at work.



It's important that everyone has the chance to get better at their job and to feel proud of their work.



People who live in Waltham Forest said some problems they have.



Some people said they

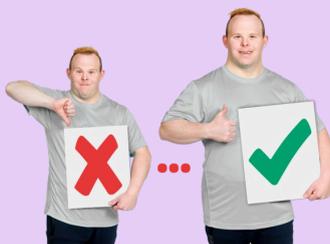
- can't set up local businesses that would create good jobs.



- can't find jobs that pay well or get full time work after an **apprenticeship**.



An **apprenticeship** is when someone learns how to do a job often for lower pay.



People who live in Waltham Forest said what they want improved. The next page will tell you what changes will be made.

How everyone will get a good job



Transport for everyone

There will be transport that everyone can pay for and use.



Apprenticeships for marginalised groups

People who are **marginalised** aren't treated fairly such as women, **LGBTQIA+**, disabled or **ethnic minority** groups.



LGBTQIA+ is short for lesbian, gay, bisexual, transgender, queer, intersex and asexual.

Ethnic minority means someone from a different background.



Help for everyone's different needs

People need different types of help at work. There will be help for you to find work that pays more.



Mental health training

We will help companies to learn how to support your **mental health**. Your **mental health** is how you think and feel about life.

Key Theme 3

Learning, advice and help with skills for those who need it most



When you learn new skills, you get better at your job and make better choices.



An **education** lets you do the things you want to do. An **education** is when you learn new things.



You should always be able to learn and get advice about how to make a living.



Local businesses make more money when the people who work for them have more skills.



People who live in Waltham Forest said some problems they have.



Some people said they

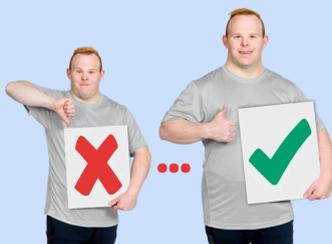
- want more advice about work at school or college. Some students are not given the chance to find work.



- don't know how to get advice about work and money. Especially if they can't use a computer easily.



- find it hard to meet new people. Good relationships make it easier to find a job and do well at work.



People who live in Waltham Forest said what they want improved. The next page will tell you what changes will be made.

How people will learn, get advice and new skills



A local building to help people

A safe place where everyone in the community can get support and feel included.



This will be a place where you can find services to help you find work and learn new skills.



Buildings to help young people

A safe place where young people can easily find work experience that pays well.



This will be a place where young people can learn new skills not taught in schools.



Help marginalised groups

You will be told about organisations that can help you. These organisations will be checked to make sure they are doing a good job.

Key Theme 4

A community that cares and is fair



Making a good living is about more than just having a job.



You might not be able to work because of your health, a disability, or if you care for someone.



You might have a **pension** that doesn't give you enough money. A **pension** is money you get when you are too old to work.



People who work don't always make a good living. Almost half the people who live in Waltham Forest earn less than they should.



People who live in Waltham Forest said some problems they have.



Some people said they

- can't get help to apply for benefits or make a good living from their benefits.



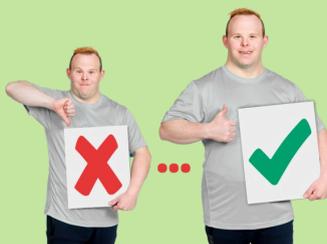
- aren't included because they can't use a computer easily.

- can't pay for housing.



- work but still can't pay for them or their family to live good lives.

- can't pay for childcare so they can work.



People who live in Waltham Forest said what they want improved. The next page will tell you what changes will be made.

How the community will be fairer



Help for marginalised groups

There will be a place where you can find services and information about jobs.



Improve how we give information

People who can't use a computer or leave their home easily will be spoken to better.



Better work conditions

Work conditions are what it is like at your work. This is the hours you work, what you are paid and the building you work in.



It needs to be easy for you to say if you are not happy with your work conditions.



Help for people at home

If you find it hard or can't leave your home, we will visit you.



It will be hard to make Waltham Forest a fair place to live for everyone, but the plan will help.



This plan is not all that will be done. You will be told the rest of the plans in autumn.



Next year we will look to see how well the plan went.



Together we must listen, learn and act.



Thank you to A2i for the words www.a2i.co.uk (reference 35335)

The full version of this document is called **Equality, Diversity and Inclusion (EDI) Making a Living Strategy: Summary July 2022**