



**Easy  
Read**



**CULTURE  
HEALTH &  
WELLBEING  
ALLIANCE**

# **Our plan for treating people fairly**



**An Easy Read version of  
our Equity Action Plan**

# Easy Read



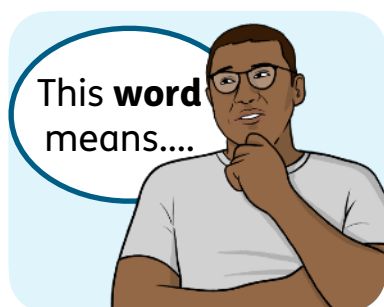
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



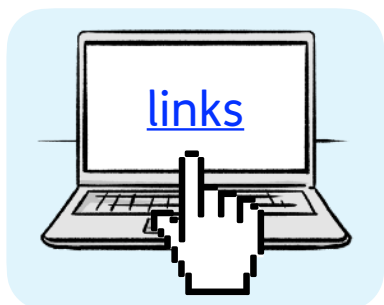
This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



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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You can fill in a quick survey to say what you think about this Easy Read booklet:  
[info.easy-read-online.co.uk/easy-read-feedback-survey](http://info.easy-read-online.co.uk/easy-read-feedback-survey)

# About this booklet



This booklet is from the Culture, Health and Wellbeing Alliance, we call it CHWA for short.



We support people who do creative activities to help everyone's health and happiness.



We want to make sure that we treat everyone we work with fairly.



We have written a plan for how to do this, called our **Equity Action Plan**.



This booklet will tell you more about this plan.

# About us



We are the organisation for **creative health** for England.

When we say **creative health**, we mean different fun activities that can help us to be healthy and happy.



This can be activities like art, crafts, movies, books, cooking, and gardening.



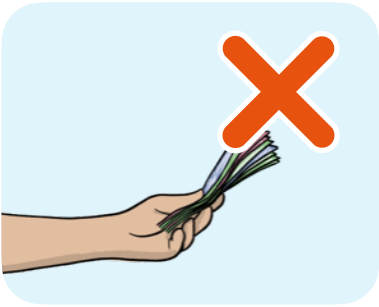
People can do these activities in different places, like at home, in groups in the local area, and in other places like museums and hospitals.



Creative health activities can help people to be healthy, or get better when they are ill.



We have about 7,000 members across England.



It is free to be a member.



Most of our members do creative work to help people stay healthy.



We are a small team, but we have big ideas.

# Our plan



There are 5 parts to our plan.

## Part 1



Part 1 is about working together.



It is also about speaking up for change in creative health work that is fair to everyone.

For this part, we want to:

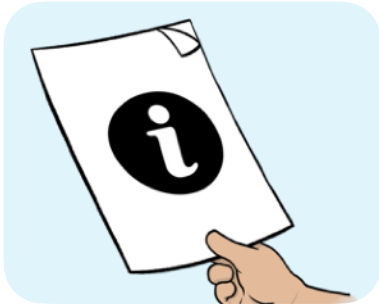


- Work with other organisations to make working in creative health fair for everyone.

To do this part, we will:



- Think about how we talk to other people about our work.



- Collect information about how we work with other people and organisations.



- Change how we work, if we find ways to make our work fairer.

To check how this part is going, we will:



- Collect information about different groups we work with, and how well we worked together.



## Part 2



Part 2 is about how we support and train people we work with to help them learn new skills.

For this part, we want to help our members:



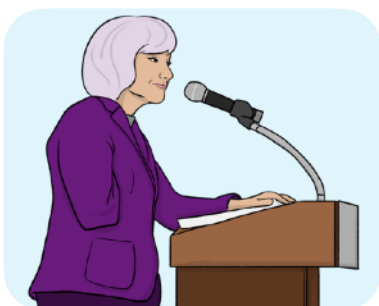
- Work to make life fair for everyone.



- Understand what stops people from being healthy.



- Work together to help everyone have good health.



- Speak up for groups of people who are treated badly, like people who are disabled or from different ethnic backgrounds.

To do this part, we will:



- Collect and share information about training courses for our members.



- We will help our members to tell other people about how they treat everyone fairly when they do their work.

To check how well this part is going, we will:



- Make sure people at our training sessions learn how to treat everyone fairly when they do their work.



- Check how many people are looking at the information on our website.

## Part 3



Part 3 is about making sure we include people from different backgrounds when we do our work.

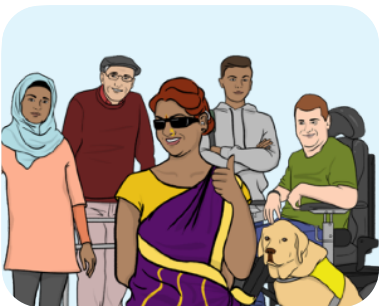


This is so that the people we work with can see people who look like them doing our work.

For this part, we want to:

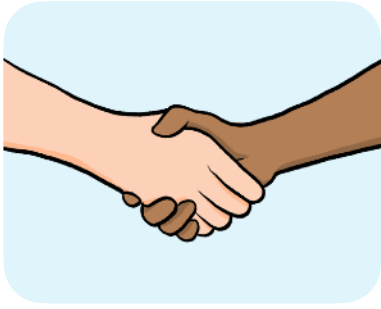


- Make sure everyone can take part by removing problems that stop them from joining in.



- Work to make sure people from different backgrounds have the same chances to do creative health activities.

To do this part, we will:

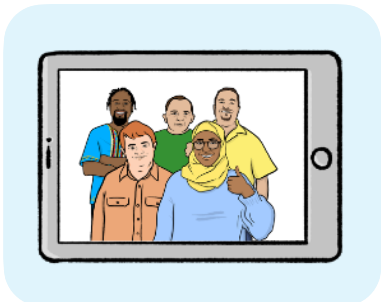


- Work with other people to make sure people from different backgrounds are included in creative health activities.



- Look at what other organisations are doing to include more people from different backgrounds.

To check how we are doing at this part, we will:



- Check that we are telling stories from people from different backgrounds on our website.



- Check how many people are reading the stories we put on our website.



- Check how many people from different backgrounds are working with us.

## Part 4



Part 4 is about how we are being fair towards the people who are in our organisation.

For this part, we want to:



- Make plans to find and support people from different backgrounds to be a part of our organisation.

This will include the Board, staff, and **volunteers**.

**Volunteers** are people who give their time to help without getting paid for it.



- Make sure we have information about the backgrounds of the different people we work with.



- Find out what is stopping people being part of our organisation and change it.

To do this part, we will:



- Make sure that treating people fairly is part of all our work.



- Make sure everyone who works with us knows about this plan.



- Ask staff to think about how they make sure they treat people fairly.



- Make sure everyone who works with us is paid fairly.

To check how this part is going, we will:



- Ask people we work with if we treat them fairly.



- Ask people how we could get better at treating people fairly.



- Collect information about people's background to make sure we are working with all different groups of people.

## Part 5



Part 5 is about including different groups when we speak and listen to other people.

For this part, we want to:



- Help lots of different people and groups working in creative health to share their ideas and stories.



- Tell more people about the different groups working in creative health.



To do this part, we will:



- Tell more stories about what people from different backgrounds are saying.



- Work with other organisations to tell more people about our work.

To check how this part is going, we will:



- Check how many people from different backgrounds write for us.

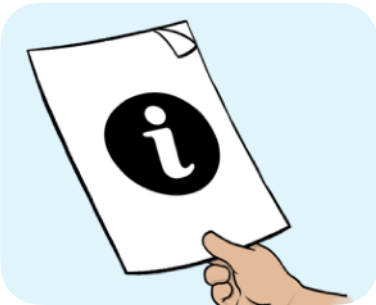


- Ask other people if they think we treat people fairly.

# What we are already doing



We have decided to spend some of our money each year on making sure we treat people fairly.



We are getting better information about how fair our work is.



We have changed how we work to make sure we are including people from different groups.



We are working together with other staff in our organisation on different plans for making our work fair.



We are making sure that our website and all our plans talk about making our work fair.



We are doing more to get people from different backgrounds on our staff and into our **Board**.

A **Board** is a group of people who meet to make decisions.



We are paying everyone we work with fairly.



We are changing how we work to help people's **wellbeing**.

**Wellbeing** means feeling happy and healthy in your body and mind.



We are working with other groups to talk about health and wellbeing.

# Checking we are following our plan



Making sure we are doing what we say in the plan is very important.

To check if we are following our plan, we will:



- Write reports to our Board, to make sure they know we are still working hard on treating people fairly.



- Ask people we work with how they think we are doing.



- Report on our work and ask for feedback from a group of people outside our organisation.



We will also write a report for everyone to read each year, to make sure everyone knows we are still working on treating people fairly.

# Find out more



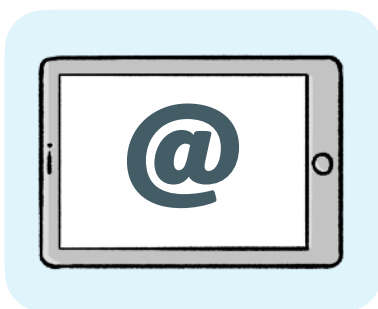
You can look at our website here:

[www.culturehealthandwellbeing.org.uk](http://www.culturehealthandwellbeing.org.uk)

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