



**Easy
Read**

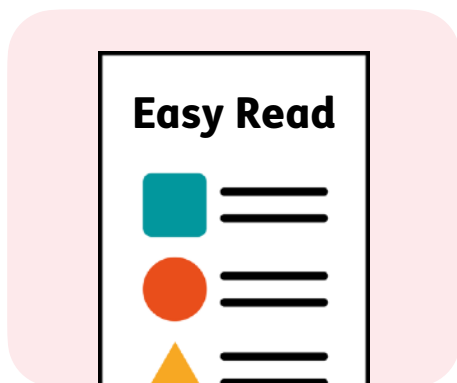


Our plan to support Disabled people

Disability Equity Action Plan 2025 to 2028



Easy Read

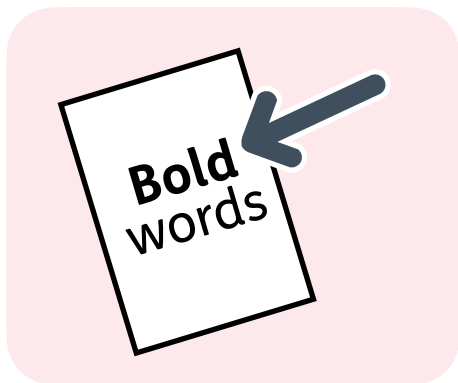


This is an Easy Read version of some information.

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.

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About this plan



This plan is from Bristol City Council.



It is about how we will make our services fairer for Disabled people to use.



The law says we have to make changes to help Disabled people to take part and use our services.



We will tell you about the work we plan to do in our services to support Disabled people.

Policy, plans and digital services



Policy is the rules that we follow when we do our work.



Digital services are online services you can use on a computer or phone.



To include Disabled people more in these services, we will make our digital services easier to use so more people can use them.

To include Disabled people more, we will also:



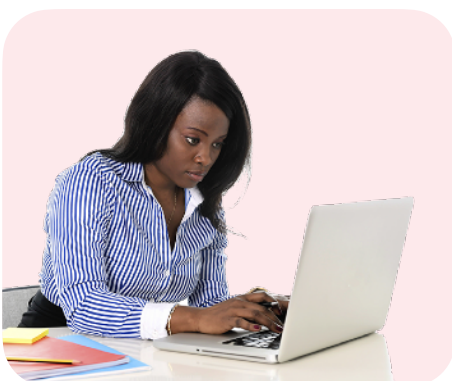
- Use more technology that supports people to use digital services, like programs that read out information to people.



- Look at how we set up new digital services to make sure they are as accessible as possible.



- Make sure all of the information we share online is accessible for people who cannot see very well.



- Look at the old information we have shared online to make it as accessible as possible.

We will also:



- Work with Bristol Disabled People Organisation Network so that Disabled people can have a say when we make new plans or policies.



- Look at how we can tell more of our staff about talking to people in an accessible way.



- Make more Easy Read booklets to support people with learning disabilities.



- Support more staff to use British Sign Language.



We will also check how we are doing with our plans by talking to organisations that are led by Disabled people.

Legal services and city councillors



City councillors are people who make decisions about how to run the council. People vote to choose who their city councillors are.

City councillors will:



- Make decisions that support Disabled people to be more included in the council's services.



- Talk to organisations that are led by Disabled people about what issues are affecting them.



All of the council's policy groups will work with Bristol Disabled People Organisation Network to find out how Disabled people can work with the council to write new policies.

The Leader of the council



The Leader of the council meets with organisations that are led by Disabled people every 3 months.

The Leader will:



- Make sure they listen to lots of different views before making decisions.



- Think about how the needs of Disabled people can be met.

Housing services



Housing services are looking for people to join a new group called the **Resident and Community Panel**.



This group will help to manage homes that Bristol City Council owns.



We will make sure that we have Disabled people in this group.



We will support people to be part of the group, including giving them money for their time and travel costs.



We will work with members of the group to find out if there is anything that would stop them taking part.



We are also aiming to work with **Bristol Older People's Forum** and **Bristol Disability Equality Forum** to find out what matters most to these groups.



There are issues with storage of mobility scooters in high-rise blocks.



We will work with Disabled people to find out the best way to store these safely.

The housing service will:



- Improve training for staff about hidden disabilities that people cannot always see.



- Share the training about making changes to help more Disabled people use the service.



- Look at our policies to see how they support our services to be accessible.



- Work on new policies which help our services to be accessible.



The council wants to make more homes accessible by building new homes and making changes to homes.



We have a plan called the Supported Housing Delivery Plan to do this.

Transport and local businesses

Transport



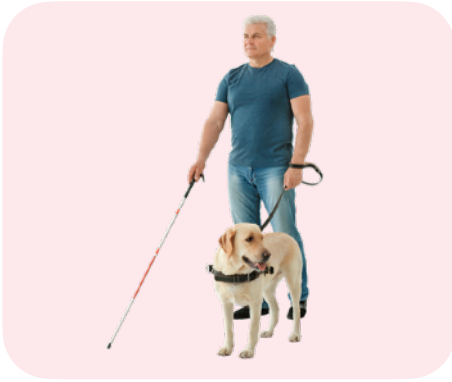
The City Transport service will carry on working with Disabled people to make the transport system more accessible.



There is a group called the **Disabled People Strategic Transport Forum** where Disabled people can share their views.



We will look at how people who have blue badges can tell us what they think about driving in the city.



We will update signs in the city to include signs that blind people can read by touching them.

Local businesses



We will support local businesses to work with Disabled people to find out what support they need.



We will work with Disabled people to find out how they can get into work.

Our buildings



The law says that buildings must be **accessible** for Disabled people.

Accessible means easy to use and suitable for people with different needs.



We will make sure that each of our services has a plan to make their buildings accessible and follow the law.

Children and education services

Staff training



We will make sure that our new online staff training will focus on the needs of Disabled people.



We will work with the Disabled People's Network to help us do this.



We will also work with the Centre for Deaf to give us learning materials for young people.



We will aim to have the online training ready by September 2026.

Finding new staff



We will carry on aiming to hire people from lots of different backgrounds to work at the council.



We will make sure we understand challenges that Disabled people might have and make changes to support them.

Listening to Disabled people

We will:



- Listen to Disabled people about what they go through in their life.



- Find out about the difficulties Disabled people face in education.



- Work with the Bristol Disabled People's Network to understand how they can help us make decisions about education.

Adult social care services



Adult social care services help people to do their daily activities, like getting washed or cooking.

Finding work



We will support young people to think about what jobs they might want to get.



We will find new services in Bristol that can support people to find a job.

Collecting information



We will improve the information we collect about the people who use our adult social care services.

This will help us to:



- Understand people's needs.



- Change or set up new services that can support people better.

Working with Disabled people



We will set up a new policy that says we will work with Disabled people when we make decisions about adult social care.

Our staff and the way the council works



We will look at how we plan new projects to see if we can include Disabled people in them more.



We will improve what staff understand about Disabled people and how to support them.



This includes **Disability Equity** training for all staff at the council. This is how everyone can help Disabled people to be treated fairly.

Supporting Disabled staff

To support our Disabled staff, we will:



- Make sure that we make changes that are needed to support staff quickly.



- Improve our buildings so they are more accessible.



- Work on becoming a Level 3 Disability Confident Employer. We are Level 2 at the moment.

To support our Disabled staff, we will:



- Work with groups of Disabled staff to find out how we can improve their time at work.



- Work with managers to increase the number of Disabled people working for Bristol council.

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