



Llywodraeth Cymru
Welsh Government

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Funding for a Fairer Future

The Welsh Government's Equality and Inclusion
Programme for 2017 - 2020

A consultation for children and young people



Wales has lots of different people, from different cultures and backgrounds.

Everyone should enjoy equality, which means being respected, having the same opportunities and being treated fairly.

The Welsh Government doesn't want anyone to be held back or treated badly because of who they are.

We know that some groups of people in Wales are **discriminated** against more than others. The law protects them because they have one or more of these characteristics. These are known as **protected characteristics**.



Marriage & Civil Partnership

Disability

Age

Race

Religion

Gender

Pregnancy & Maternity

Gay

Transgender

Discrimination is when someone is treated differently because of who they are.

Protected characteristics are things covered by law to stop discrimination and people being treated unfairly.

Equality Act 2010

To make sure everyone can be included and enjoy equality there is a law called the Equality Act 2010.

This means we:

- stop discrimination so people are treated fairly;
- make sure everyone is treated equally including people with protected characteristics;
- encourage understanding and healthy relationships between people with protected characteristics and those who don't so Wales is a great place to live for everyone.

To help us reach these goals we have many different policies including the Strategic Equality Plan.



The **Equality and Inclusion Grant 2014–2017** helps organisations support equality across Wales making a difference in people's lives.



How the Equality and Inclusion Grant 2014–2017 works?

We can't do everything alone so we give grant money to some organisations that already work with and know the needs of people with protected characteristics.

The grant has £1.64 million each year for 3 years.

In 2014 we chose 16 from the 191 organisations who applied for money from across Wales.

This grant runs until 31st March 2017 and we want to know if you think we should change the way it is given out for 2017–2020.



Why change things?

We have questions like:

- Is a grant the best way to make sure we reach our goals?
- Should projects and organisations work together more?
- Is the way we give out the grant fair?
- Is the application process for the grant the right one or does it stop smaller organisations applying?



On the next pages are the four things we want to do.



1. We want to keep the Equality and Inclusion Grant 2017–2020 but we want to look at funding things in different ways.

Core funding - some organisations who support people with protected characteristics want grant money to keep running. This helps with costs like staff wages, rent, and other core business expenses.

Project funding - some organisations want grant money to cover the costs of a particular project or activity that targets an area of inequality or supports people.

We want to make sure that no matter what the funding is being used for it makes a real difference to people's lives across Wales.

There are also times when organisations apply for grant money for both.



What do you think we should give grant money to?

Core business expenses	Project funding	Both
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Why?



2. We want to make sure all funding helps reach our goals for equality.

The Strategic Equality Plan sets out what we want to see happen for people with protected characteristics.

The grant helps us do this, but it can't cover everything. We need to make sure it goes where it is needed the most. This can mean that some groups of people with protected characteristics get more than others. It can also mean that the grant money helps support people in one area of Wales more than another.

Some groups of people take more money to support than others and it's important that they don't face inequality because of lack of money.



Instead of choosing where funding is needed, should the grant be divided up equally across all protected characteristics?

Yes No

Why?



Should the grant look at where activities take place so we can make sure funding is shared equally across Wales?

Yes No

Why?



3. We want to make sure how we give out funding meets the themes of the future Strategic Equality Plan.

It's important that we support people across Wales so before we write our new Strategic Equality Plan for 2016–2020 we are asking people where they face discrimination or inequality. This will help us set new goals and target where we need to make a difference in people's lives.

We can then allocate (give out) grant money to make sure that it supports people where it is needed the most.

We will consider if there are particular priorities which we need to fund. For example, in the 2014–2017 grant we found there was a need to help disabled people live independent lives so we allocated money to Centres for Independent Living.

We think the grant for 2017–2020 should be available for organisations that support the policy themes of the Strategic Equality Plan.



Should the grant only be available to organisations that support the themes and goals of the Strategic Equality Plan for 2016–2020?

Yes No

Why?

Should the grant be available to particular priorities which the Welsh Government thinks it should support?

Yes No

Why?



4. We want everyone to work together more in partnership and this should be part of the grant application for 2017–2020.

A real difference can be made when organisations work together to support people.

Smaller organisations can often have skills and new ways of working that make a difference to people’s lives but they miss out on funding or taking part because they find applying for grants too difficult.

We think organisations should have to work together to get funding.

Next steps

Thank you for reading this
Please send your answers to

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Should organisations have to work together to apply for the new grant?

Yes No

Why?

Do you think we have left anything important out of these plans?

Yes No

What?