

Easy Read



Llywodraeth Cymru  
Welsh Government

# Equal Wales

What should we do to make Wales a fairer place to live and work?

2020 – 2024



Please tell us what you think by 19 November 2019

This is an easy read version of Consultation Document: 'Welsh Government Strategic Equality Objectives 2020 – 2024'

September 2019

# How to use this document



This is an easy read version. The words and their meaning are easy to read and understand.

You may need support to read and understand this document. Ask someone you know to help you.

Some words may be hard to understand. These are in **bold blue writing** and have been explained in a box beneath the word. If the hard word is used again it is in **normal blue writing**. You can check what it means on page 19.



Llywodraeth Cymru  
Welsh Government

Where the document says **we**, this means **Welsh Government**. For more information contact:

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This document was made into easy read by **Easy Read Wales** using **Photosymbols**.

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# What the Minister Jane Hutt says



We want Wales to be a place where life is fair for everyone. Where:



- everyone has the chance to take part



- everyone can use services easily



- everyone feels safe



- no one experiences **discrimination**.

**Discrimination** is when someone treats you badly or unfairly because they think you are different.



These goals are not new. But they are more important than ever.



Right now people are being treated unfairly because of cuts to services and benefits.



And there have been more problems with **discrimination**.



We need to support the people who are most likely to be treated unfairly. These include:



- Disabled people.



- People who come from other countries or cultures - who may live in a different way or have a different skin colour.



- People who have come to the UK from other countries to get away from war or poverty.



- People in the **LGBT** community.

**LGBT** means **lesbians**, **gay men**, **bisexual people** and **transgender people**.



**Lesbians** are women who are attracted to other women.



**Gay men** are men are attracted to other men.



**Bisexual people** are people who are attracted to both men and women.



**Transgender people** people who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.



- Men and women.



- People of different ages - young people or older people.



- People of different religions - or who have no religious beliefs.



- Women who are pregnant or breastfeeding.



- People who are married or in a civil partnership.



Sometimes people are in more than one of these groups. For example, you could be **gay and** disabled.





We should give these people extra support. Because they might experience even more **discrimination**.



Our **Equality Objectives** are the things we plan to do to make things fairer.



We want to make sure our ideas are right. Please tell us what you think by reading this document. And then filling in the response form.



**Jane Hutt AM**



# What this consultation is about



The **Equality Act (2010)** is a law to make sure that people are treated fairly.



The law says we must check our plans for making Wales fairer every 4 years.



And listen to the views of people who are most likely to be treated unfairly.



This year we spoke to groups who represent these people.



They told us about the **barriers** that people face because of who they are.



**Barriers** are things that stop you from doing something. For example not having enough money. Or living somewhere with poor transport.



We also checked to see how fair Wales is.



We used information from lots of different organisations to do this.



We used everything we learned to update our [Equality Objectives](#).



Now we want to know what you think about our ideas for making Wales a fairer place to live and work.

# What has happened since 2016?



We wrote our last **Equality Objectives** in 2016. Since then lots of things have happened:



- The UK has been planning to leave the **European Union**

The **European Union** is a group of countries whose governments work together.



- More people have become very poor because of cuts to benefits and social services.



- These cuts have also made things very difficult for disabled people. We wrote a plan called **Action on Disability – The Right to Independent Living**. It is about supporting disabled people live the lives they want.



- There have been more **hate crimes**.

**Hate crimes** are when people hurt or bully someone else because they think they are different.



- The **Gender Equality Review** said what they think needs to happen to make things fair for men, women and **non-binary people**.



**Non-binary people** are people who do not think of themselves as being a man or a woman.



- We have helped people who have come here to get away from war.



- We have carried on helping people to use the Welsh language.



- We have worked with older people to find out how we can support them to live well.

# What people told us



We asked people what they thought we could do to make our **Equality Objectives** better.

People said:



- When we are planning services we should make sure they are **accessible**. Like health care and transport.



If something is **accessible** it means everybody can use it easily.



- We should help people who are very poor.



- We should talk more about human rights. Because it is a human right to be treated fairly.



- We need all different types of people in politics. Welsh Government should employ different types of people.



- We should make sure that Welsh human rights laws are protected if the UK leaves the [European Union](#).

# What we learned



We looked at information from lots of different organisations. We learned that:



- Women are treated unfairly in a lot of areas.



- Cuts to benefits and services have made life harder for disabled people.



- There have been more [hate crimes](#) in communities, schools and workplaces.



- There will be more old people in Wales in the future. We need to make sure old people have enough money to live well.





- Children and young people from poor families are not getting their human rights. Like food and a safe place to live. This sometimes means they miss school. And do not have the same chances as everyone else.



- Many mothers said that their employers treated them badly when they were pregnant. They were not allowed to work different hours to go to appointments. Some mothers felt like they had to leave their jobs.



- We have good laws to protect the rights of people who believe in different religions. But we need to make sure that everybody knows their rights. And that employers and service providers know what they must do.



# Our Equality Objectives

These are the things we want to do by 2024.



1. We will make things fairer for people who are poor. And make sure they have more chances in life.



2. We will look into ways to make sure everyone's human rights are protected.



3. We will think about how to make things fairer in everything we do. And get other **public bodies** to do the same thing.



**Public bodies** are organisations that give services to the public. They have money from Welsh Government to run. But they are not part of Welsh Government.



4. We will think about the **Gender Equality Review** when we make decisions. This will make things fair for men, women and **non-binary people**.



5. We will make sure we support people who experience **hate crime**.



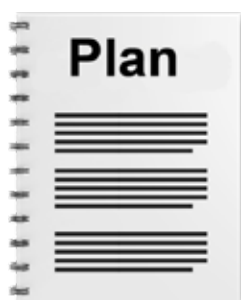
6. We will find out how to check if different groups in the same community are getting on well.



7. We will make sure there are different types of people in politics making decisions.



8. We will remove **barriers** for all different people to work for Welsh Government. We will support staff from different backgrounds so everyone can reach their goals.



There will be more information about what we will do to achieve our **Equality Objectives** in the finished plan.

# Hard words

## Accessible

If something is accessible it means everybody can use it easily.

## Barriers

Barriers are things that make it hard for people to take part.

## Bisexual people

Bisexual people are people who are attracted to both men and women.

## Discrimination

Discrimination is when someone treats you badly or unfairly because they think you are different.

## European Union

The European Union is a group of countries whose governments work together.

## Gay men

Gay men are men who are attracted to other men.

## Hate crimes

Hate crimes are when people hurt or bully someone else because they think they are different.

## Lesbians

Lesbians are women women who are attracted to other women.

## LGBT

LGBT means lesbians, gay men, bisexual people and transgender people.

## **Non-binary**

Non-binary people are people who do not think of themselves as being a man or a woman.

## **Public bodies**

Public bodies are organisations that give services to the public. They have money from Welsh Government to run. But they are not part of Welsh Government.

## **Transgender people**

Transgender people are people who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.