

Easy Read



Llywodraeth Cymru
Welsh Government

Strategic Equality Plan 2024 to 2028

We want to know what you think



This document was written by the **Welsh Government**. It is an easy read version of 'Strategic Equality Plan 2024 to 2028: Proposed Principles of Approach and Objectives'.

November 2023

How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 28**.

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



Llywodraeth Cymru
Welsh Government

Website: www.gov.wales/consultations

E-mail: equalityandhumanrightsdivision@gov.wales

Phone: 0300 062 8274



Hawdd ei Ddeall Cymru
Easy Read Wales

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What this booklet is about



We are putting goals together about treating people equally and fairly.



We call them **National Equality Objectives**.



They are part of our plan called the **Strategic Equality Plan**.



We want to know what you think about the **National Equality Objectives**.



Please read through this booklet. Then answer the questions at the end of the document on **page 16**.

Why do we need this plan?



The plan is to do with a law in Wales called the **Equality Act 2010**.



It helps make sure public services treat people equally and fairly.



Public services means hospitals, councils and other services run for the public



The plan will also help people understand:

- more about inequality
- and why people are treated unfairly.

More about how people can be treated unfairly



The Equality Act 2010 says there are 9 groups of people who are often treated unfairly. They call these **protected characteristics**.



Protected characteristics are to do with a law about treating people equally and fairly. Some groups of people who may be treated unfairly because of things like:

- Disabled people
- Men and women
- People from different races or cultures
- People of different ages
- Straight, gay and lesbian people
- People from different religions or people who do not have a religion
- Women who are pregnant or have a new baby
- People who are married or who have a civil partner
- Transgender people



Another part of the **Equality Act 2010** talks about:



- life chances



- and how this affects equality.



For example, people have different amounts of money. Or people live in communities with fewer services than others.



The law says public services need to think about these things. And make sure people are treated fairly and do not lose out.

Report – Is Wales fairer?



A report came out in 2018 called **Is Wales Fairer**.



It found the quality of life for some groups of people had got worse.



A new report is being made this year.



We will look at what the report says to help make this plan.

Our plan



Our long-term aim is to make sure Wales is a fair place to live for all.



We want people to know about their **human rights** and have fair opportunities in life.



Human rights are rights that every person has. For example the right to be alive and the right to get an education.

These are our **National Equality Objectives**:

1. Everyone has the chance to do well.



To achieve this, we will help tackle **poverty**.

Poverty is when someone does not have enough money to live well. It also means people do not have the same opportunities. And access to services.

2. We will help to make sure everyone is aware of their human rights and has support to protect them.



We will make sure **human rights** are shown in all our plans. And encourage other public services to do the same.

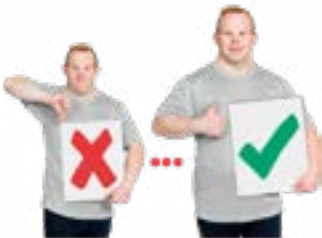
3. We will help to make sure everyone knows about and can use good public services.



We will help to make sure the views and needs of people come first in public services.



We will look at the experiences of people who use public services.



We will help to make sure public services are improved and people can use them easily.



We will help to make sure people are treated fairly.

4. We will aim to help to stop people from being treated badly or unfairly. For example, from bullying, abuse and violence.



We will help to make sure support services understand these issues.



We will help to make sure people get the advice and support they need about these issues.

5. We will aim to make sure people can get jobs and be treated fairly at work.



We will help to make sure people can use public transport.



We will help to make sure all people have a fair chance to become managers of public services.



We will help to make sure services are managed by people from different backgrounds.



We will support people with **protected characteristics** to run in elections.

6. We will aim to help to make workplaces fair and equal.



We will aim to make sure we employ people from different backgrounds.



We will help to make sure people are paid fairly.



We will help to make sure all staff get the same chances to do well.

7. We will aim to work to become net zero.
And help to make sure people are treated fairly while doing this.



Net zero means finding ways to lower the bad impact we have on the planet.



We will keep learning about **net zero** and how to look after the planet.



We will check people are treated fairly when achieving **net zero**. For example, people who have less than other people.



We will support communities across Wales to become **net zero**.

Checking the plan is working



We will check the plan every year and make changes to it when needed.



Our plan has the goals about treating people fairly and equally. We will make a report about them every year.

How we will achieve our goals



We have 3 other aims we call **principles**. These show **how** we will reach our goals.

They are:



1. Make sure we talk about equality in all our work and plans.



2. Make sure all our plans work well together to help achieve equality.



3. Make sure our plans work in real life and make a difference.

Questions



Name:



Who do you work for?



Phone number:



Email address:



Address:



1. Do you agree with our **long-term aim**?

Our **long-term aim** is to make sure Wales is a fair place to live for all.

Please tell us about any changes we need to make to our **long-term aim**.



2. Do you agree with our **7 National Equality Objectives** ?

Please tell us about any changes we need to make.



3. Do you think all people are treated in the same way in Wales?

Please tell us your experience.



4. Do you think the **principles** on **page 15** help this plan?



5. Do you agree with the **principles**?

Please tell us about any changes you would make.



6. Do you think our **7 National Equality Objectives** will help make sure people are treated fairly, however rich or poor they are?



7. Do you think our goals will help make sure people know about their **human rights**?



8. Is there anything else you would like to say about this plan?



Please post or email your answers to:

Strategic Equality and Mainstreaming
Equality and Human Rights Division
Welsh Government
Cathays Park
Cardiff
CF10 3NQ



Email: equalityandhumanrightsdivision@gov.wales

Please return your answers by 12 February 2024.

How we use your information



We use your information by following a law called **UK General Data Protection Regulation (UK GDPR)**.



Our staff will be able to see your answers.



Sometimes we ask other organisations to help us understand people's answers. So, they may see your information too.



We normally publish a report showing the kinds of things people said.



Sometimes this means people's personal details are included. Please tell us if you do not want your personal information included.



If you are in our report the information could be available for a long time.



But information that is not published is only kept for 3 years.

The data protection laws give you the right to:



- Know what information we have about you and how you can see it.
- Make us change any mistakes in the information about you.
- Ask us not to use the information in some cases.
- Ask us to delete the information we have about you in some cases.
- Move the information about you somewhere else in some cases.
- Complain to the Information Commissioner's Office.

If you would like to know more about how your information is kept and used please contact us at:



Data Protection Officer
Welsh Government
Cathays Park
CARDIFF
CF10 3NQ



Email: Data.ProtectionOfficer@gov.wales

You can also contact the **Information Commissioner's Office:**



Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF



Phone: 01625 545745 or 0303 123 1113



Website: <https://ico.org.uk>

Hard words

Human Rights

Human rights are rights that every person has. For example the right to be alive and the right to get an education.

Net zero

This means finding ways to lower the bad impact we have on the planet.

Poverty

Poverty is when someone does not have enough money to live well. It also means people do not have the same opportunities. And access to services.