

Our Plan for Equality in Wales

Principles and Goals for 2024-2028



Llywodraeth Cymru
Welsh Government



Hello

The Welsh Government wants Wales to be more equal.

We want to be a fair place for everyone who lives here. We want to:

- **stop discrimination** — so people aren't treated differently because of who they are, their culture, a disability or anything.
- **stop disadvantage** — so people don't miss out on opportunities in life because of where they live, or poverty.
 - i Poverty** — when someone can't afford all their basic needs. Living in poverty makes life more difficult and stops people having opportunities. That's not equal.

This tells you about our Equality Plan.

It sets out our aims and goals for a more equal Wales. **We want to know what you think so we don't leave anything out.**



Equality and Equity?



Equality is about everyone:

- having equal opportunities to make the most of life
- getting the support they need
- being treated fairly.

Equity is understanding we don't all start from the same place. Some people need more support to reach the same outcome, like:

- older people
- children and young people
- women and girls
- disabled people
- Black, Asian and Minority Ethnic people
- refugees and asylum seekers
- LGBTQ+
- people who live in poverty.

We have plans in Wales that improve equality and people's lives. This Equality Plan adds to them.

For example: not everyone wears a size 9 brown work boot!

People need all kinds of different shoes and boots that fit their feet and help them in their lives.



↔ About this plan

Involving people

To help us write this plan, we worked with groups of professionals and equality groups. We also:

➔ researched options to strengthen equality and human rights

➔ sent out questionnaires to find out about inequality in Wales

➔ worked with the Human Rights Advisory Group and the Legislative Options Working Group

➔ ran a consultation with communities across Wales

➔ studied evidence and reports

➔ ran a focus group workshop with over 30 professionals

Laws and plans

This plan is built on the laws and plans we already have in Wales, including:

- **The Equality Act 2010**
- **The Public Sector Equality Duty**
- **Wales Specific Equality Duty**
- **The Well-being of Future Generations (Wales) Act 2015**
- **The Socio-economic Duty** — everyone working together to reduce the effect poverty has on people's lives
- **Community Cohesion Programme** — this programme supports people from different backgrounds live, work, feel safe, and take part in their community.



↔ Making the most difference

We want this plan to work and make a real difference to people's lives. This plan aims to reduce inequalities in these 7 areas of life:

- **education** – enjoying lifelong learning
- **work** – opportunities in employment, apprenticeships, and volunteering
- **living standards** – taking part in community life and reducing poverty
- **health** – getting support and services to improve health
- **participation** – getting involved and having a say
- **justice and personal safety** - finding help and making Wales a safer place
- **the environment** – protecting the environment in ways that are fair for everyone and don't cause more inequalities.

Rights

We are committed to making sure people have their Human Rights in Wales. That includes Children's Rights. All children have rights set out in the United Nations Convention on the Rights of the Child.

- **Article 2** – all children have the rights set out in the **UNCRC**.
- **Article 12** – all children have the right to be listened to and taken seriously.

This plan is built on people's right to not be discriminated against and to be treated fairly.



↔ Our long-term aim

Aim: Wales is a nation based on equity, non-discrimination, and inclusion.

This means Wales will be a place where:

- everyone is treated fairly
- no-one is treated differently because of who they are
- everyone can take part in their communities
- everyone can get involved in decisions that affect their lives
- everyone has their rights
- everyone has opportunities in all areas of their lives
- everyone feels respected and valued.



Do you agree with this aim?

Yes No Don't know

Why?



Our goals

Goal 1: We want to create a Wales where everyone can prosper and we reduce poverty.

i Prosper — to grow, do well, and be successful.

We will:

- create opportunities and support people to get out of poverty
- find ways to step in quickly and support people before they fall into poverty
- improve the outcomes for low-income families.

We want to help as much as possible, but some things can only be changed by the UK Government like benefits and taxes.

Goal 2: We want to create a Wales where:

- everyone knows about rights
- rights are protected and promoted
- rights are included in all our policies and plans.

We will:

- protect and strengthen equality and rights in Wales
- make sure everyone knows about rights
- make sure everyone knows where to get advice and support for their rights
- make sure rights are included in all our policies and planning
- encourage local authorities and organisations to include rights in their work.



Our goals

Goal 3: We want to create a Wales where:

- everyone knows about services and can use them
- everyone has the same high-quality support.

We will:

- make sure everyone has a say in how services are designed and provided
- measure how services help people reach their outcomes then use that information to improve services
- remove barriers that stop people from using and getting the most from services
- work to stop discrimination and make sure staff working across services don't treat some people differently because of who they are.

Goal 4: We want to create a Wales that's safe for everyone and take action to stop discrimination, victimisation, harassment, abuse, hate-crime, bullying, violence against women, domestic abuse and sexual violence.

We will:

- make sure services understand how these issues can affect people so they help them in the right ways
- make sure people can get the right help and support to live without fear and improve their health and wellbeing
- develop Welsh National Indicators for violence against women, domestic abuse, and sexual violence, so we can support people better and improve our work.



Our goals

Goal 5: We want to create a Wales where:

- everyone can participate and succeed in work
- everyone can use public transport
- leaders are from different backgrounds and look like the people in our communities.

We will:

- give people opportunities to get involved, be elected and represent their communities, including people with protected characteristics
- make sure systems are fair and reduce inequality
- increase the number of people from different backgrounds in leadership in government and other areas of life
- promote the success of leaders and entrepreneurs from all communities so people have role models
- support disabled people to get involved, be elected and represent their communities
- support people in poverty to get involved, be elected and represent their communities.

i **Protected characteristics** — some people face more discrimination because of their age, gender, race, ethnic background, religion and other reasons.

Goal 6: We want to create a Wales where:

- everyone has fair and equal opportunities for employment
- everyone is treated fairly at work.

We will:

- be an example of a fair employer as a government
- make sure we employ people from lots of different backgrounds
- make sure there's no pay gaps and give people who do the same job equal pay
- remove barriers that stop staff reaching their goals.



Our goals

Goal 7: We want to create an environmentally sustainable Wales in ways that are fair for everyone.

We will:

- keep learning about the challenges and risks of moving to net-zero and dealing with our quickly changing climate
- make sure our actions to reduce carbon are fair and don't cause inequality
- help villages, towns and cities make the right decisions to deal with climate change in fair ways
- make sure environmental changes don't make life worse for people living in poverty.

i Net-zero — is when we don't add any more carbon to the atmosphere than we remove.

Do you agree with these 7 goals?

Yes No Don't know

Why?



Principles

This plan is built on 3 principles:

1 Everything we do as a government must help remove barriers and support equality. This includes all our plans and policies from now on.

2 Everything we do must link together and involve listening to people across Wales. This will help us understand how different plans and policies work, spot gaps and find the best ways to help people. This is a complex change so we will review our work regularly and listen to feedback.

3 Everything must be checked to make sure there are no gaps between what we want to do and what's happening. This will help us spot where we need to change our work or do more. Equality Impact Assessments will help make sure this happens.



Do you think these are the right principles?

Yes No Don't know

Why?

Do you think these principles will make the plan better? Yes No Don't know



Next steps

Wales is growing and changing. This plan will be checked and updated regularly.

We will report how we are meeting our goals each year.

Some last questions

Are there any other issues about equality and community life that you think we should deal with?

Yes No Don't know

If yes, what?

Do you think these goals will help to promote and support human rights in Wales?

Yes No Don't know

Why?

Do you think these goals will help us deal with poverty?

Yes No Don't know

Why?

Is there anything else you want to say about this plan?



Thanks for reading this

Please send your answers to:

✉ Strategic Equality and Mainstreaming
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✉ equalityandhumanrightsddivision@gov.wales

📅 by: 12th February 2024

