

WELSH GOVERNMENT

DRAFT INTEGRATED IMPACT ASSESSMENT

DISABLED PEOPLE'S RIGHTS PLAN

SECTION 1. WHAT ACTION IS THE WELSH GOVERNMENT CONSIDERING AND WHY?

The 'Locked Out: Liberating Disabled People's Lives and Rights in Wales beyond COVID-19' Report was published in July 2021. The report highlighted the inequalities that many disabled people face in Wales which were exacerbated by the pandemic and the Disability Rights Taskforce was established to address these inequalities.

In November 2021, the Disability Rights Taskforce formed a prioritisation group to determine the main areas for its programme. The priority workstreams identified were

- Embedding and Understanding of the Social Model of Disability (across Wales)
- Access to Services (including Communications and Technology)
- Independent Living: Social Care
- Independent Living: Health and Wellbeing
- Travel
- Access to Justice
- Employment and Income
- Affordable and Accessible Housing
- Children and Young People
- Wellbeing

Each of these working groups held typically 4 to 6 meetings, which were held virtually to ensure accessibility for all. These meetings provided BSL interpretation and captioning. All members of the Taskforce and working groups were offered training sessions on the Social Model of Disability and Coproduction skills.

Collaboration

The Taskforce collaborated with over 350 external members, including disabled people, Disabled People's Organisations, and other interested parties. Each working group considered a wide range of evidence, including presentations, lived experiences, and provided opportunities for debate. Every member was given the chance to express their views in their preferred format. The working groups a series of recommendations, which were agreed upon by all participating members and subsequently by the overarching Taskforce meetings.

Disabled people were active partners in the Taskforce's process, sharing insights and lived experiences, which have shaped actions to address disabled people's rights and dismantle existing barriers. The principle of "*nothing about us without us*" is essential for ensuring that disabled people are actively involved in matters that affect their lives.

Integration

Many of the recommendations put forward have the potential to transform the lives of disabled people, but we expect they will take a long time to achieve. The recommendations have shaped the development of the plan, and achieving the desired outcome is a long-term effort. This a 10-year plan complemented by immediate actions for this government to implement.

We have worked with disabled people to ensure the Plan is accessible and that the language used reflects the Social Model of Disability¹. Within this Disabled People's Rights Plan for Wales, there are four overarching areas for action:

- Neighbourhoods and Places;
- Employment, Income and Education;
- Independent Living; and
- Justice and Supporting Environments.

These four areas cover ten main themes, aligned with the working groups of the Disability Rights Taskforce. Within each chapter, the plan sets out the positive outcomes we want to achieve for disabled people over the next ten years.

Cost and Savings

The short-term actions will be funded through the overall budget of the Welsh Government, ensuring alignment with policy delivery priorities that span multiple departments. Each department will retain its own dedicated budget to deliver its specific priorities, with mechanisms in place to ensure cohesive implementation across intersecting areas.

Impact

Some disabled people face multiple forms of discrimination and disadvantage. The actions in the plan reflect the diverse needs and experiences of disabled people in Wales. We also acknowledge the specific rights and needs of deaf British Sign Language (BSL) signers in Wales, who have a distinct linguistic, history and cultural identity. We are committed to ensuring participation, equality and inclusion for all.

An External Advisory Board will be set up to provide advice and support on the implementation, delivery, and impact of the Disabled People's Rights Plan. The Welsh Government's Disability Disparity Evidence Unit has also set out how to monitor the outcomes of this plan, to introduce greater transparency about progress to achieving our

¹ The Welsh Government's Copilot scheme has been utilised to support the drafting of the Disabled People's Rights Plan. This initiative aims to enhance accessibility, inclusion, and the use of Social Model of Disability language. People have quality assured the content.

ambition, and to alert us at an early stage if gaps appear so we can act. This Plan is a living one, responding to what we learn over time. We will continue to work closely with disabled people and their organisations, as well as other partners, to monitor and review our implementation and impact.

The feedback and information from the external advisory board, the Disability Disparity Unit and the Disability Equality Forum will be the mechanism of support and advice of the Disabled People's Rights Plan. The Disability Equality Forum provides an opportunity for stakeholders to advise Welsh Government on the key issues affecting disabled people. The Disabled People's Rights Plan will help advance the rights and opportunities of disabled people in Wales. The Plan is guided by the principles of the Social Model of Disability, aligns with the UN Convention on the Rights of Disabled People (UNCPRD), the National Equality Objectives which aims at promoting fairness and inclusion for all, and the Equality Act 2010 which ensures that disabled individuals have equal access to services, employment, and public functions. Failure to make these adjustments may be considered unlawful discrimination.

As part of our duties under the Equality Act, the Welsh Government has 7 National Equality Objectives², these are:

- **National Equality Objective 1:** We will create a Wales where everyone has opportunities to prosper in line with our organisational goal to reduce poverty.
- **National Equality Objective 2:** We will create a Wales where everyone can be aware of their human rights, and where those rights are protected, promoted, and underpin all public policy.
- **National Equality Objective 3:** We will create a Wales where everyone can be aware of and has equitable access to high quality public services.
- **National Equality Objective 4:** We will create a Wales free from discrimination, victimisation, harassment, abuse, hate crime and/or bullying against all people.
- **National Equality Objective 5:** We will create a Wales where everyone from the full diversity of backgrounds can participate in public life, have their voices heard and see themselves reflected in leadership positions.
- **National Equality Objective 6:** We will create a Wales with fair and equal opportunities to gain employment and for fair and equal treatment in the workplace, including fair pay and conditions.
- **National Equality Objective 7:** We will create an environmentally sustainable Wales with the capacity to both ensure our journey to net zero is fair and to respond to the inequitable impacts of climate change.

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental and cultural well-being of Wales. The Act gives a legally-binding common purpose – the seven well-being goals – for national government, local government, local health boards and other specified public bodies. It details the ways in which specified public bodies must work and work together to improve the well-being of

² Written Statement: Achieving an equitable Wales: The National Equality Objectives 2024-28 | GOV.WALES

Wales. This plan will support the **Well-being goals** a prosperous Wales, resilient Wales, healthier Wales, more equal Wales and a Wales of cohesive communities³.

Impact

Our aim is for the Plan to help us to advance the rights and opportunities of disabled people in Wales, remove barriers and challenge the prejudice and discrimination they face. Life for disabled people is often difficult, fraught with daily challenges and systemic barriers that impede their ability to participate in and contribute to society fully. These challenges limit disabled people's opportunities and can erode their sense of belonging and inclusion.

This plan sets out our ambition for a Wales where disabled people can enjoy equitable rights, inclusion and participation. At the heart of our approach is the Social Model of Disability, which helps us to understand how disabled people can be held back by the world around them, and how we can make the world easier for everyone to be part of. We are also guided by the principles and obligations of the United Nations Convention on the Rights of Disabled People. The barriers disabled people face can range from inaccessible buildings and services that aren't adjusted to meet their needs through to some people's attitudes towards them. We are committed to continuing to remove these barriers to create an inclusive and accessible society for all.

Section 2. What will be the effect on social well-being?

People and Communities

The Disabled People's Rights plan will have a positive impact for all disabled people. It sets out our cross-Government 10-year framework which expresses our ambition and the outcomes we are trying to achieve, to ensure disabled people can flourish as equal members of Welsh society, and to challenge discrimination and prejudice. All organisations across Wales, and people themselves need to work together to realise this ambition. This plan is supported by two further documents. The first outlines the progress we have made so far. The second contains the short-term actions that will be delivered in this government term.

The plan has been structured against four overarching areas for action, which are aligned to one of the 7 National Well-being Goals of the Well-being of Future Generations (Wales) Act:

- Neighbourhoods and Places;
- Employment, Income and Education;
- Independent Living; and
- Justice and Supporting Environments.

For each of these areas for action, this plan sets out our overarching ambitions and outcomes we want to see over the next 10 years. It will be for future governments to consider the outcomes and how best they are achieved over this period.

³ Well-being of Future Generations (Wales) Act 2015: The Essentials | GOV.WALES

The Welsh Government is already making significant progress to deliver the overarching ambitions. This progress and our ongoing work are described in 'The Disabled People's Rights Plan, Wales: Our progress to support our ambition'. The short-term actions Welsh Government will take towards achieving the long-term outcomes set out in the plan are outlined in 'The Disabled People's Rights Plan, Wales: Our short-term actions'. Future Governments will set the medium to long-term actions they will take to achieve the ambition and outcomes for disabled people set out in this 10-year plan.

Welsh Ministers have a duty under the Public Sector Equality Duty ("PSED") in section 149 of the Equality Act 2010 ("the 2010 Act") to consider how their policies affect those who have a relevant protected characteristic. Disability is one of the protected characteristics. Successful implementation of the plan helps Welsh Government to deliver duties laid down in the Equality Act and within the National Equality Objectives.

The actions within the Disabled People's Rights Plan identifies all disabled people in Wales regardless of their disability, race, ethnicity, gender, sexual orientation, socioeconomic status, age, religion, language, immigration status or geographic location. The actions which ensure accessible advocacy and information services are particularly beneficial to disabled people in communities such as Gypsies and Travellers and Migrants, Asylum seekers and Refugees.

The Disability Rights Taskforce has co-produced the actions outlined in the Disabled People's Rights Plan, collaborating closely with Welsh Government policy officials specialising in Gypsy, Roma and Traveller communities.

The Disability Rights Taskforce has engaged with disabled people from all corners of Wales, including rural communities. Taskforce working groups have addressed housing issues, Welsh language, and transport issues across various communities of Wales, including rural areas. The Disabled People's Rights Plan aims to bring significant positive change for disabled people throughout Wales.

Equality

Understanding how a person's identity aspects, like disability, gender and race, combine to create unique discrimination experiences improves policy development. It enables policymakers to recognise and address the complex and interconnected nature of individuals' identities and personal experiences.

The Equality Act 2010 requires employers and service providers to make reasonable adjustments to remove disadvantages faced by disabled people. This duty ensures that disabled individuals have equal access to services, employment, and public functions. Failure to make these adjustments may be considered unlawful discrimination. As part of our duties under the Equality Act, the Welsh Government has 7 National Equality Objectives, these are:

- **National Equality Objective 1:** We will create a Wales where everyone has opportunities to prosper in line with our organisational goal to reduce poverty.
- **National Equality Objective 2:** We will create a Wales where everyone can be aware of their human rights, and where those rights are protected, promoted, and underpin all public policy.

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- **National Equality Objective 4:** We will create a Wales free from discrimination, victimisation, harassment, abuse, hate crime and/or bullying against all people.
- **National Equality Objective 5:** We will create a Wales where everyone from the full diversity of backgrounds can participate in public life, have their voices heard and see themselves reflected in leadership positions.
- **National Equality Objective 6:** We will create a Wales with fair and equal opportunities to gain employment and for fair and equal treatment in the workplace, including fair pay and conditions.
- **National Equality Objective 7:** We will create an environmentally sustainable Wales with the capacity to both ensure our journey to net zero is fair and to respond to the inequitable impacts of climate change.

Rural Proofing

The Disability Rights Taskforce has worked with disabled people from across Wales, including rural areas. Working groups have discussed housing issues, Welsh language and transport issues within different areas of Wales, including rural areas. The Disabled People's Rights Plan will have a significant positive impact on disabled people in all areas of Wales.

A Rural Proofing Impact Assessment is conducted- see annex A.

Health

The Disability Rights Taskforce considered a thematic workstream on Independent Living Social Care, where disabled people's lifestyle, health and mental wellbeing was discussed, amplifying that health has a significant impact on disabled people's lives. The Disabled People's Rights Plan has actions focusing on disabled people's health which has been co-produced with health colleagues across Welsh Government and disabled people.

Section 3. What will be the effect on cultural well-being and the Welsh language?

Cultural Well-being

The Well-being of Future Generations (Wales) Act 2015's goal for culture is 'A society that promotes and protects culture, heritage and the Welsh language and which encourages people to participate in the arts and sports and recreation'. Culture includes museums, archives, libraries and the arts; heritage includes the built historic environment as well as intangible heritage such as traditions; arts encompasses performance and creative sectors including music, literature, theatre and art, whilst sports and recreation include both elite and community sports as well as opportunities to participate in wider outdoor recreation.

Within the ten thematic working groups within the Taskforce, recurring well-being concerns were raised by working group members, so a dedicated well-being workshop focusing on sport, arts and culture was arranged. Over one hundred participants participated which resulted in several recommendations focusing on wellbeing being included in the Disabled People's Rights Plan.

The plan was informed by the recommendations of this engagement. The plan contains actions on accessible transport and venues, as well as improving access to tourism venues. These actions will encourage disabled people to fully engage in the cultural life of Wales. Within the Disabled People's Rights Plan, one Wellbeing Outcome states,

“Disabled people have equitable opportunity and rights to participate in the delivery and enjoyment of enriching experiences across arts, sport, heritage and culture. They are supported to do so by workforces and organisations that value the contribution of disabled people and understand their role in protecting disabled people's right to participation in cultural and sporting life”.

The well-being and inclusion of disabled people in culture, heritage, arts, sport, and leisure are key to a lively and inclusive society. By removing barriers and promoting accessibility, we make the lives of disabled people better and create communities where everyone can take part and contribute to.

Welsh Language

Disabled Welsh speakers face additional barriers in accessing services, education, and employment. The 'Cymraeg 2050' strategy, referenced within the Disabled People's Rights Plan identifies the expansion of the Equality, Diversity and Inclusion Sub-group of the Welsh Language Partnership Council focus, in relation to the Welsh language and disabled people.

The Welsh Government is working to ensure that appropriate Welsh language assistive software, including bilingual speech recognition and synthesis is easily available to improve the well-being of disabled people. Through its Welsh Language Technology Action Plan, Welsh Government has financed a technical innovation to support Welsh speakers at risk of losing their voice due to health conditions such as Motor Neurone Disease or throat cancer. The 'Lleisiwr Programme' allows individuals to 'bank' their voice and create a personal synthetic voice.

During the consultation period, we aim to engage with Welsh speaking young people with learning disabilities living in rural areas, alongside people who are digitally excluded to gather their insights on the Disabled People's Rights Plan.

SECTION 4. WHAT WILL BE THE EFFECT ON ECONOMIC WELL-BEING?

Business, the general public and individuals

Disabled workers often find themselves in lower-paying positions. The Wellbeing of Wales Report 2024⁴ indicates the pay disparity between disabled and non-disabled people in Wales was £1.75 (12.2%) in 2023. National Milestones sets the long-term target to eliminate the pay gap for gender, disability and ethnicity by 2050.

Many disabled people who want work cannot access it; barriers include a lack of accessible workplaces and support when in work, which prevents them from earning a fair wage and achieving job fulfilment. Despite legal requirements set out in the Equality Act, many employers still fail to understand the necessary accommodations required to support disabled people into employment

The Disabled People's Rights Plan sets out the short-term actions and long-term outcomes to be delivered over the next 10 years to improve disabled people's access to employment.

Public Sector including local government and other public bodies

Through the Disabled People's Rights Plan and other initiatives, the Welsh Government is committed to increasing the number of employers in Wales achieving Disability Confident leader status. The Welsh Government's Disabled People's Employment Champions are engaging with employers, particularly 'anchor' employers in the public sector to drive up the number of Disability Confident Leaders in Wales.

The Disability Rights Taskforce have worked with over 350 external members, including disabled people, Disabled People's Organisations, and other interested parties including:

Abergavenny Town Council

Aberystwyth University

Acorn

Action for Children Hawthorne Project

Advocate

Alabare

All Wales Advisory Forum

All Wales continuing care group

All Wales Deaf Mental Health and Wellbeing group

All Wales Forum

⁴ [Wellbeing of Wales: 2024](#) | [GOV.WALES](#)

All Wales Forum of Parents and Carers
All Wales People First
Alzheimers Cymru
Alzheimer's Society Cymru
Aneurin Bevan University Health Board (UHB)
Association of Transport Coordinating Officers (ATCO) Cymru
Autism Hidden Voices
Autism Parents Cymru (AP Cymru)
Bevan Foundation
Bristol University
British Deaf Association (BDA)
Bron Afon Housing Association
Bus Users UK
CaBAC
Cardiff Airport
Cardiff Business School
Cardiff Community Housing Association (CCHA)
Cardiff Cool Deaf Youth Club
Cardiff Council
Cardiff Law School
Cardiff Pedal Power
Cardiff University
Care and Repair Cymru
Carers and Parents North Wales
Ceredigion Council
Chartered Institute of Housing Wales

Child and Adolescent Mental Health Services (CAMHS)

Clinks

Community Housing Cymru (CHC)

Community Transport Association

Confederation of Passenger Transport (CPT) Wales

Co-production Network

Cornerstone

Crisis UK

Crown Prosecution Service (CPS)

Cymorth Cymru

Cymru Additional Learning Needs (ALN)

Dad's Group Gwent

Department for Work and Pensions (DWP)

Dewis Centre for Independent Living

Disability Arts Cymru

Disability Sport Wales

Disability Wales

Disabled Motoring UK (DMUK)

Diverse Cymru

Elite Supported Employment

Ending Youth Homelessness Cymru

Engage to Change

Equality and Human Rights Commission (EHRC)

Estyn

Ethnic Youth Support Team (EYST)

Federation of Museums and Art Galleries of Wales

For The Women UK
Glamorgan Archives
Greenfield School
Guide Dogs Cymru
Guide Dogs UK
Gwent Carers Hub
Gwent Police
Hate Crime Partnership Project
Healthcare Inspectorate Wales (HIW)
Hijinx Theatre
His Majesty's Courts and Tribunals Service (HMCTS) Wales
Law Society
Learning Disability Wales
Leonard Cheshire
Living Streets
Llamau Cymru
MenCap Cymru
Mirus
Museum Wales
National Health Service (NHS) Wales
NHS Wales Confederation
North Wales Betsi Cadwaladr University Health Board (BCUHB)
North Wales Police National Police Autism Association (NPAA)
Office of the Children's Commissioner for Wales
Office of the Future Generations Commissioner for Wales
Office of the Older People's Commissioner for Wales

Ombudsman Wales

Parents Federation

Parents in Wales (PIWS) North Wales

Parents Voices in Wales

Pembrokeshire Coast National Park

Play Wales

Powys Council

Prison Advice and Care Trust (PACT)

Pro Bono Committee for Wales

Rent Smart Wales

Royal College of Occupational Therapy

Royal College of Paediatrics and Child Health

Royal National Institute of Blind People (RNIB)

Royal National Institute of Blind People (RNIB) Cymru

Sense Cymru

Shelter Cymru

Sign School

Sinclair Law

Social Care Wales

South Wales Police

Sparkle

Sport Wales

St Cyres School

STAND North Wales

Stori Cymru

Stroke Association

Sustrans

Swansea Parent Carer Forum

Swansea University

Taf Torfaen

Tai Pawb

TFW Active Travel Advisory Forum

The Autistic Women's Empowerment Project

The Flintshire Disability Forum (FDF)

The National Deaf Children's Society

The Poppy Factory

The Royal National Institute for Deaf People (RNID)

Torfaen Access Forum

Transport for Wales (TfW)

University of South Wales

Vale of Glamorgan Council

Victim Support

Wales Council for the Blind

Wales Council for the Deaf

Wales Third Sector Additional Needs Alliance

Wales Trades Union Congress (TUC)

Welsh Ambulance Service NHS Trust

Welsh Local Government Association (WLGA)

Welsh Parliament

Welsh Women's Aid

Where I Want to Live

Whizz-Kidz

Women's Equality Network (WEN) Wales

Wrexham Council

Ysgol Bryn Castell

Ysgol Crug Glas

Ysgol Ty Coch School Council

Ysgol Y Deri

Third Sector

We are proud to have Third sector organisations at the heart of this work. Many of our working group Chairs are part of Third Sector organisations. Third sector organisations and members have been present in the Disability Rights Taskforce working groups and co-produced the recommendations to support the development of the Disabled People's Rights Plan. There are many actions that will impact the third sector.

There are a number of outcomes and actions within the plan that include ensuring Welsh Government work with disabled people, many of which we will engage through third sector organisations.

The proposal will greatly impact disabled people, as third-party organisations have actively contributed to the Disabled People's Rights Plan.

SECTION 5. WHAT WILL BE THE EFFECT ON ENVIRONMENTAL WELL-BEING?

There are no impacts on environmental well-being

SECTION 6. SOCIO-ECONOMIC DUTY WHAT WILL BE IMPACT ON SOCIO-ECONOMIC DISADVANTAGE?

The Socio-economic Duty.

The socio-economic duty requires relevant public bodies, including Welsh Ministers to have due regard to the need to reduce inequality of outcome that results from socio-economic disadvantage. This duty applies only to decisions which are of a strategic nature.

SECTION 7. RECORD OF FULL IMPACT ASSESSMENTS REQUIRED

You have now decided which areas need a more detailed impact assessment. Please list them below.

Impact Assessment	Yes/No	If yes, you should
Children's rights	Yes	Complete the Children's Rights Impact Assessment below
Equality	Yes	Complete the Error! Reference source not found. below
Socio-economic Duty	Yes	Complete the Socio-economic Duty Assessment below
Rural Proofing	Yes	Complete the A. Rural Proofing Impact Assessment below
Health	Yes	Refer to the Integrated Impact Assessment Guidance
Privacy	No	Complete the Error! Reference source not found. below
Welsh Language	Yes	Complete the Welsh Language Impact Assessment below
Economic / RIA	No	Refer to the Integrated Impact Assessment Guidance
Justice		Complete the Justice System Impact Identification form on the intranet
Biodiversity		Complete the Error! Reference source not found. below
Climate Change		Refer to the Integrated Impact Assessment Guidance
Strategic Environmental Assessment		Refer to the Integrated Impact Assessment Guidance

Habitat Regulations Assessment		Refer to the Integrated Impact Assessment Guidance
Environmental Impact Assessment		Refer to the Integrated Impact Assessment Guidance

SECTION 8. CONCLUSION

How have people most likely to be affected by the proposal been involved in developing it?

The COVID-19 pandemic impacted the lives of people across the globe, intensifying inequalities and socio-economic disadvantage. In Wales, Covid disproportionately impacted some communities.

In July 2021, the 'Locked Out: Liberating Disabled People's Lives and Rights in Wales beyond COVID-19' report⁵ highlighted the inequalities experienced by disabled people in society. One of the responses to the report was to set up the Disability Rights Taskforce, a partnership between Welsh Government and stakeholders and co-chaired by the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip, Jane Hutt MS, and Professor Debbie Foster, Cardiff University and co-author of the 'Locked Out' report.

The Taskforce formed ten thematic working groups, to recommend action that would improve disabled people's lives, these were:

- embedding and understanding of the Social Model of Disability (across Wales)
- access to services (including communications and technology)
- independent living: social care
- independent living: health
- travel
- employment and income
- affordable and accessible housing
- children and young people
- access to justice
- well-being (as a workshop)

The Taskforce operated on the principle of co-production, with more than 200 Welsh Government policy officials and 350 external stakeholders working together to develop recommendations aimed at improving outcomes and ensuring the rights of which disabled people in Wales are fully realised. Disabled people were active partners in the Taskforce's process, sharing insights and lived experiences, which have shaped actions to address disabled people's rights and dismantle existing barriers. The principle of "*nothing about us without us*" is essential for ensuring that disabled people are actively involved in matters that affect their lives.

⁵ 'Locked Out: Liberating Disabled People's Lives and Rights in Wales beyond COVID-19' report

The Taskforce's recommendations have been used to inform the actions and outcomes of this important plan. These recommendations will continue to be an important resource that Welsh Government can return to in the future, to set out its medium to long-term actions to deliver the ambition and outcomes for disabled people set out in this 10-year plan.

We recognised the importance of engaging with disabled children and adults to learn from their experiences and develop solutions to address the barriers they face in accessing the Welsh language, its culture and spaces.

The Disability Rights Taskforce team engaged with schools; Ysgol Ty Coch - Special school for ages 3-19 in Pontypridd, Ysgol y Deri - Special school for ages 3-19 in Penarth, Greenfields school - Special school for ages 3-19 in Merthyr Tydfil. The Taskforce also ran an event working with Children in Wales' Young Wales Forum to capture the perspectives of children and young people on disability. Additionally, the Children and Young People working group held a Parent / Carer discussion to hear lived experiences from parents and carers of children who would be unable to participate, to advocate on their behalf and to hear lived experience on their caring role.

A workshop was held focussing on disabled people's wellbeing. This included topics such as access to culture and sport. Over 100 members attended the Wellbeing workshop.

Disabled Welsh speakers face additional barriers in accessing services, education, and employment. The 'Cymraeg 2050' strategy identifies the expansion of the Equality, Diversity and Inclusion Sub-group of the Welsh Language Partnership Council focus, in relation to the Welsh language and disabled people. As part of the consultation work, we will be talking to Welsh speaking organisations and Welsh speaking young people with learning disabilities to gather feedback on our Disabled People's Rights Plan.

What are the most significant impacts, positive and negative?

The framework and outcomes within the Disabled People's Rights Plan will support tackling disability discrimination, increasing equality of opportunity and fostering good relations.

United Nations Convention on the Rights of Disabled People (UNCRPD)

The UK ratified the UNCRPD in 2009, to uphold and promote the rights of disabled people. Throughout the Disabled People's Rights Plan we refer to the convention as the 'Convention on the Rights of Disabled People' or UNCRPD rather than the given name - Convention on the Rights of People with Disabilities – this is to reflect our commitment to the Social Model of Disability.

In each of the four key areas, this long-term plan outlines how its actions and outcomes support the principles outlined in the relevant articles of the UNCRPD. By aligning our actions and outcomes with these principles, we aim to ensure that our plan promotes the access to rights and inclusion intended by the convention for all disabled people in Wales.

UN Convention on the Rights of the Child

Article 23 provides that disabled children should have care and support so that they can lead full and independent lives (this article is replicated by article 7 of the United Nations Convention on the Rights of Persons with Disabilities).

There are no negative impacts as a result of the framework and action plan. A Children's Rights Impact Assessment has been carried out as part of the Integrated Impact Assessment.

Welsh Language

No discernible negative impact on the Welsh Language has been identified. The consultation document will be published in English and Welsh. A Welsh Language Impact Assessment has also been completed as part of the Integrated Impact Assessment.

Promoting Economic Opportunity for All (tackling poverty)

The action plan contains actions that directly support the Welsh Government priorities for tackling poverty. Evidence shows people with particular protected characteristics, such as disabled people are more likely to be living in poverty - 50% of the unemployed are disabled people who are actively looking for work. The Disability Rights Taskforce Employment and Income working group was set up to discuss issues around tackling poverty and hearing lived experience of disabled people in this space. Actions within the Disabled People's Rights Plan have been co-produced following these meetings.

Locked out Report

The Minister-led Disability Rights Taskforce was set up following *The Locked Out: Liberating Disabled People's Lives and Rights in Wales beyond COVID-19* report. The Taskforce brought together people with lived experience, Welsh Government Officials and representative organisations to identify the issues and barriers affecting the lives of many disabled people in Wales.

Social Model of Disability

The Social Model of Disability focuses on societal barriers rather than impairments, advocating for the same rights for disabled people as their peers. The Social Model of Disability shifts responsibility to society, calling for the removal of barriers - structural, cultural, and discriminatory, which hold back disabled people's participation. Structural barriers include inaccessible buildings. Cultural barriers arise from attitudes, beliefs, and practices within a society that lead to exclusion, discrimination, and prejudices favouring non-disabled people. By challenging these views, society can demonstrate that being disabled is not negative, and society and communities are stronger and more cohesive with a diversity of people, including disabled people. This model empowers disabled people to claim their rights and celebrates their diversity and contributions.

The Social Model of Disability was embedded into all of the work of the Taskforce and is embedded in the Disabled People's Rights Plan.

Disability Equality Forum

The Disability Equality Forum provides an opportunity for stakeholders to advise Welsh Government on the key issues affecting disabled people.

The purpose of the Disability Equality Forum is to inform Welsh Government of emerging issues and provide insight into lived experiences of disabled people,

In light of the impacts identified, how will the proposal:

- **maximise contribution to our well-being objectives and the seven well-being goals; and/or,**
- **avoid, reduce or mitigate any negative impacts?**

Wellbeing of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act is about improving the social, economic, environmental and cultural well-being of Wales. The Act gives a legally-binding common purpose – the seven well-being goals – for national government, local government, local health boards and other specified public bodies. It details the ways in which specified public bodies must work and work together to improve the well-being of Wales. This plan will support the **Well-being goals** a prosperous Wales, resilient Wales, healthier Wales, more equal Wales and a Wales of cohesive communities.

No negative impacts have been identified following this impact assessment.

How will the impact of the proposal be monitored and evaluated as it progresses and when it concludes?

There will be a 12-week consultation for the Disabled People's Rights Plan for Wales. We will be encouraging all members of the public, in particular disabled people and stakeholders, to take part as feedback from disabled people is essential to improving the disabled people's community. The final version of the plan will be published following the consultation.

The consultation on the Disabled People's Rights Plan will be made available in British Sign Language, Braille, Audio, Easy Read, Child Friendly and Welsh versions.

An External Advisory Board will be set up to provide advice and support on the implementation, delivery, and impact of the Disabled People's Rights Plan. The Welsh Government's Disability Disparity Evidence Unit has also set out how to monitor the outcomes of this plan, to introduce greater transparency about progress to achieving our ambition, and to alert us at an early stage if gaps appear so we can act. This Plan is a ten-year vision, responding to what we learn over time. We will continue to work closely with disabled people and their organisations, as well as other partners, to monitor and review our implementation and impact.

SECTION 9. DECLARATION

Declaration

I am satisfied that the impact of the proposed action has been adequately assessed and recorded.

Name of Senior Responsible Officer / Deputy Director:

Lorna Hall / DD Equality and Human Rights

Department:

Communities and Tackling Poverty

Date: 29 April 2025

FULL IMPACT ASSESSMENTS

A. RURAL PROOFING IMPACT ASSESSMENT

There are no significant or moderate impacts on rural individuals or communities identified. There might be minimal but beneficial impacts if disabled people living in rural areas are enabled to more easily access services in their areas. This can only improve the vibrancy and diversity of rural communities.

Rural communities will have the opportunity to engage on consultation and disabled people from rural communities have participated in the working groups.

As no discernible negative impacts have been identified and as we will continue our engagement with communities, a full Rural Proofing Impact Assessment has not been completed.

B. SOCIO-ECONOMIC DUTY ASSESSMENT

Undertaking the impact assessment

Examples of inequalities of outcome are described in the Socio-economic Duty as Poorer health and mental health, Lower healthy life expectancy, Poorer skills and educational attainment, lower paid work, greater chance of being a victim of crime and not feeling safe, poorer participation in public life, greater chance of living in less than adequate housing and poorer access to transport and public services.

The following evidence has been considered in understanding opportunity to reduce such inequality through the National Equality Objectives Each, which will be delivered through actions being taken forward in the Disabled People's Rights Plan.

[Evidence review: socio-economic disadvantage and inequalities of outcome | GOV.WALES](#)

[Socio-economic Duty: examples of inequalities of outcome | GOV.WALES](#)

The below National Equality Objectives fed into the work of the Disability Rights Taskforce and the forthcoming Disabled People's Rights Plan:

NEO 1: We will create a Wales where everyone has opportunities to prosper in line with our organisational goal to reduce poverty. Disadvantageous socio-economic circumstances have long-lasting impacts on all areas of someone's life, from birth through to adulthood. This is because differences in wealth or opportunity, i.e., socio-

economic deprivation, restrict people's opportunities and options in life. Thus, poverty is linked to poorer educational and work or health-related outcomes.

NEO 2: We will create a Wales where everyone can be aware of their human rights, and where those rights are protected, promoted, and underpin all public policy. Ensuring that people are aware of their human rights has the potential to empower people to challenge for their rights, this could impact on reducing inequality associated with socio-economic disadvantage.

NEO 3: We will create a Wales where everyone can be aware of and has equitable access to high quality public services. Access to services can be limited by many factors, from the adequate provision of services to difficulty fully participating in cultural life due to discrimination, with full participation in social and cultural life in Wales being linked to race, gender identity and disability. This NEO will provide a framework for Equality plans to focus attention where it is needed most. Research suggests there are several areas that could be addressed to ensure that Wales continues to embody the values of an open, fair country where everyone can access and participate in the aspects of community life that they desire (FGC, 2020)

NEO 4: We will create a Wales free from discrimination, victimisation, harassment, abuse, hate crime and/or bullying against all people. Socio-economic disadvantage disproportionately affects certain groups, including women, lone parents, racial and ethnic minorities, children, disabled people, and those living in rural areas (Alston, 2018)

NEO 5: We will create a Wales where everyone from the full diversity of backgrounds can participate in public life, have their voices heard and see themselves reflected in leadership positions. Participation in public life and the ability are affected by intersectional qualities.

NEO 6: We will create a Wales with fair and equal opportunities to gain employment and for fair and equal treatment in the workplace, including fair pay and conditions. Pay gaps and in-work poverty affect certain groups much more than others. The risk of in-work poverty is greater for disabled and Minority Ethnic workers. Black, Asian and Minority Ethnic workers are more likely to be in relative income poverty and households including someone who is disabled are more likely to struggle financially (EHRC, 2018).

Disabled people are less likely to work in high-pay occupations, compared to nondisabled people, and disabled people are twice as likely to be unemployed as those without an impairment (EHRC, 2018). The Well-being of Wales 2020 report shows that pay gaps exist for women, disabled people, and Minority Ethnic in Wales.