

The Disabled People's Rights Plan, Wales

2025-2035



Llywodraeth Cymru
Welsh Government

A consultation for children and young people

i Note to practitioners, parents and carers.

There are some themes in this plan that children may find challenging. You may need to consider carefully how you convey some of the topics, particularly with younger children and how you manage their responses.



Hello

Wales is a great place to live, full of lots of different people, from different backgrounds with different things to offer.

The Welsh Government wants everyone living here to be valued, accepted and respected. Disabled people are equal members of society and should thrive here.

Many disabled people face daily challenges and discrimination too. We want that to stop.



This is our Disabled People's Rights Plan Wales (2025-2035)

It's a 10-year plan to make life better for disabled people and remove barriers.

We have clear **long-term outcomes** we want to achieve.

We also have **short-term actions** that we're taking now to reach those outcomes. We'll keep adding new actions over the next 10 years.

i Discrimination — being treated differently because of who you are.

Barriers — things that stop disabled people living like other people.

Justice system — is made up of the police, courts, prisons and probation services.

Representation — having someone who stands up for a group of people and speaks on their behalf.

About this plan

We want to remove the barriers that disabled people face across many areas of their life like:



We want to know what you think about this plan.

You can scan the QR code or click this link to answer the questions online.

gov.wales/draft-disabled-peoples-rights-plan



If you prefer you can fill in the questions as you go along and send in a saved copy of this PDF to the address at the end.





Our ambition

Wales is a place...

- that respects and promotes the rights of disabled people
- where disabled people feel welcomed, included, and able to take part in community life
- that's accessible, so disabled people can fully enjoy everything Wales has to offer
- where disabled people feel empowered to live full and meaningful lives
- that recognises and celebrates the many ways disabled people contribute to our communities.

i Accessible — easy to use or easy to understand.

The plan was built around disabled people's rights.

All disabled people have rights set out in the **United Nations Convention on the Rights of Persons with Disabilities (UNCPRD)**. In the plan we use the name - United Nations Convention on the Rights of Disabled People, to reflect the Social Model of Disability.

Disabled children and young people have extra rights in the **United Nations Convention on the Rights of the Child (UNCRC)**.



Our ambition:

- What do you think of our ambition?
- Will it improve disabled people's lives?
- What, if anything, could be added to or removed from this ambition?

A large, empty white rectangular box for user input or feedback.

Themes

This plan has 4 main areas.

- 1 Neighbourhoods and places
- 2 Employment, income and education
- 3 Independent living
- 4 Justice and supporting environments.

Each of these themes have topics we want to focus on.

- i** **Justice** — everyone is treated in a fair way
- Supporting environments** — healthy places that help people emotionally, physically, and socially.

? Themes:

- Are these the right themes for the plan?
- Do we need to add any other themes?
If so, what?



The topics

- Travel
- Affordable and accessible housing
- Employment and income
- Children and young people
- Access to services
- Well-being
- Independent living: social care
- Independent living: health
- Access to justice
- Helping people understand the Social Model of Disability.

- i** The Social Model of Disability focuses on the barriers disabled people face, not their impairment. It moves the responsibility for removing barriers, to all of us in society, not just disabled people.

? Topics:

- Do these topics cover the main issues or barriers that disabled people experience?
- Are there any topics that should be added?
If so, what?

Outcomes we want to see for **travel**

- 1: Disabled people have accessible transport services where they live that are connected and easy to use.
- 2: Staff at all levels have training and know how to support disabled people.
- 3: Decision makers involve disabled people in policy making and planning transport.
- 4: Travel information is easy to understand and available in different ways, including British Sign Language (BSL).
- 5: Leadership and systems work well, listen to disabled people and support their needs.

Countries need to make sure disabled people have access to transport and information.



Actions ➡ We will:

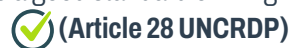
- get local authorities and transport services to know where disabled parking spaces are and show them on their websites
- improve how they involve disabled people in planning transport services
- make sure transport organisations listen to disabled children and young people
- develop training for staff across transport services.



Outcomes we want to see for housing

- 1: Disabled people know their rights and have the correct information about housing.
- 2: Accessible, available, affordable housing that meets disabled people's needs.
- 3: Accessible housing services that are easy to use, connected and reduce barriers.
- 4: Disabled people are listened to and involved in housing plans and policies.
- 5: Leadership and systems work well, listen to disabled people and support their housing needs.
- 6: Staff at all levels support disabled people and understand the Social Model of Disability.

Disabled people have a right to a good standard of living and be safe.



Actions ➡ We will:

- work to increase the level of accessible housing
- review our Quality Requirements 2021 for housing
- make sure local authorities support disabled people to make their homes more accessible and give them the right equipment
- work with housing organisations to improve information for disabled people, including people who struggle to use online services
- deliver training to housing organisations
- work with disabled people's organisations to design and plan services
- listen to disabled people from Gypsy, Roma, Traveller communities to understand the barriers they face.





Outcomes we want to see for the Social Model of Disability

- 1: Disabled people have their rights and can enjoy all public places and services. They are involved in planning and designing their communities.
- 2: Disabled people can take part and get involved in community life because everything is accessible.

Actions ➡ We will:

- use the Social Model of Disability when we make decisions about the services and the products we buy
- review our work to make sure we're not creating barriers for disabled people.

Outcomes for neighbourhoods and places

Will these outcomes help reduce the barriers disabled people face?

☐ Yes ☐ No ☐ Don't know

Should anything be added or removed from these outcomes?

☐ Yes ☐ No ☐ Don't know

Why?

Actions:

Do you think these actions will help us reach our long-term outcomes?

☐ Yes ☐ No ☐ Don't know

Will they help reduce the barriers disabled people face?

☐ Yes ☐ No ☐ Don't know

How?

Employment, income and education

Outcomes we want to see for **employment and income**:

- 1: Disabled people have advice to help them get a job, volunteer or start a business.
- 2: Disabled people take part in planning systems that remove barriers and make work more accessible.
- 3: Employers are aware of their responsibilities so disabled people have their rights and are part of all levels of the Welsh workforce.
- 4: Disabled people understand their rights, can develop their skills and have opportunities for lifelong learning. There are no barriers to education, training, or recruitment support.
- 5: Barriers to income for disabled people are removed. The UK Government listens to them and takes their opinions on the benefit system seriously.
- 6: The impact of Socio-Economic Inequality on disabled people's lives is reduced.

i Socio-economic — how much money someone has, where they live, their education, and how these things affect their opportunities and life experiences.

Actions ➡ We will:

- make sure our Disabled People's Employment Champions give employers information, guidance and advice
- raise awareness of disabled people's employment rights and the benefits of employing them
- check support services for disabled adults wanting to go back to education or training
- improve support services for disabled people who are self-employed or own a business
- update the Inclusive Apprenticeships plan.



Outcomes we want to see for children and young people's education

- 1: Disabled learners enjoy their right to an education and have the support they need to learn.
- 2: Disabled learners are listened to and included in developing education policies and plans.
- 3: All schools, colleges and other education providers understand rights and the Social Model of Disability.
- 4: Disabled learners get an inclusive and accessible education. Having good systems of rules, inspection, and enforcement, along with ways to listen to the experiences of disabled learners.
- 5: All schools, colleges and other settings are accessible and easy to use so disabled learners can be with their peers in their local community.

Countries must make sure all disabled children can enjoy their human rights and freedoms like other children do.

✓ (Article 7 UNCRDP)

Disabled people have a right to an education.

✓ (Article 24 UNCRDP)

Actions ➡ We will:

- check vocational training, apprenticeships, and other paths into employment
- spot gaps in the workforce
- update our guidance and codes of practice so disabled children and young people get the support they need for their healthcare, attendance and more.
- fund the new National Professional Learning and Leadership Support Body to develop training for the workforce
- update our Anti-bullying and Safeguarding Guidance
- work with ticketing agencies and event organisers so there are fair costs and discounts for disabled children and adults.

i Inclusive — open and welcoming to everyone and doesn't leave anyone out.

Enforcement — making sure people follow the law or rules

Vocational training — getting skills for work.

Outcomes for employment, income and education

Will these outcomes help reduce the barriers disabled people face?

☐ Yes ☐ No ☐ Don't know

Should anything be added or removed from these outcomes?

☐ Yes ☐ No ☐ Don't know

Why?

Actions:

Do you think these actions will help us reach our long-term outcomes?

☐ Yes ☐ No ☐ Don't know

Will they help reduce the barriers disabled people face?

☐ Yes ☐ No ☐ Don't know

How?

Talking about... Independent living

Outcomes we want to see for well-being

- 1: Disabled people have opportunities to take part in lots of different well-being experiences — arts, sport, heritage and culture.
- 2: Disabled people can enjoy play, recreation and leisure activities just like their peers.
- 3: Disabled people can use local services and express themselves in the language they choose including BSL and Welsh.

Disabled people's right to independent living and take part in community life.

✓ (Article 19 UNCRDP)

Disabled people have the right to participate in cultural life, recreation, leisure, and sport on an equal basis with others.

✓ (Article 30 UNCRDP)

Children have the right to meet and join groups.

✓ (Article 15 UNCRC)

Children have the right to play.

✓ (Article 31 UNCRC)


Actions ➡ We will:

- add the Social Model of Disability to information for grant applications
- work with organisations to have more opportunities for disabled people
- check the Childcare and Early Years Capital Programme supports accessible childcare and play services
- make sure there's training about supporting disabled children for childcare and play workers
- set up an advisory board of people who can give advice and support this plan.



Outcomes we want to see for health, care and support

- 1: Disabled people have care and support at the right time without any gaps, including as they move from child to adult services.
- 2: All care settings are accessible, equipped and meet's disabled people's needs.
- 3: All care and support puts disabled people first and promotes their rights. Disabled people are involved in shaping policies so there are less barriers.
- 4: Health and social care services are well equipped and give the right support, at the right time. Staff understand rights and the Social Model of Disability.
- 5: Disabled people are involved in running health and social care, and there is a focus on ending discrimination and improving service standards so everything is fairer.
- 6: Disabled people understand their rights and get support to communicate clearly with care services. This includes BSL and Welsh language.

Disabled people have equal rights to the highest standard of health without discrimination.  (Article 25 UNCRDP)

Disabled people's right to independent living and take part in community life  (Article 19 UNCRDP)

Actions ➡ We will:

- work with organisations to plan funding for disabled people's social care
- listen to disabled people on how we should promote their rights
- use information from research and studies to make decisions
- develop health and social care training about the Social Model of Disability
- make sure disabled people can live independently for as long as possible
- develop a policy for better BSL support
- make the Social Model of Disability part of guidance for inspection teams
- set up a group to check how NHS funding measures and resources are used and how decisions impact disabled people.

Outcomes for independent living

Will these outcomes help reduce the barriers disabled people face?

☐ Yes ☐ No ☐ Don't know

Should anything be added or removed from these outcomes?

☐ Yes ☐ No ☐ Don't know

Why?

Actions:

Do you think these actions will help us reach our long-term outcomes?

☐ Yes ☐ No ☐ Don't know

Will they help reduce the barriers disabled people face?


☐ Yes ☐ No ☐ Don't know

How?

Justice and supporting environments

Outcomes we want to see for justice

- 1: Disabled people are listened to by the Government, have their rights and can shape legal and justice systems.
- 2: Disabled people understand their rights and get better support from the Civil and Criminal Justice systems. This includes local legal advice and ways for them to complain if something goes wrong.
- 3: Disabled people who experience Violence, Sexual Abuse and Domestic Violence get all the support they need.
- 4: Disabled people's rights and the Social Model of Disability are part of policies, plans and laws.
- 5: The legal and justice systems collect and use information to improve their work and the support they give to disabled people.

Everyone is equal before the law and have an equal right to protection, without discrimination.  (Article 5 UNCRDP)

Actions ➡ We will:

- continue to fund Hate Hurts Wales
- check the International Committee of Rights of Disabled People (2024) report to see what actions we need to take
- make sure disabled survivors and victims have high quality support
- make sure disabled people understand what 'hate/mate crime' is, how to report it, and get support
- get better information about Welsh disabled prisoners from the UK Government to make sure they get support
- make sure staff in prisons have the right training
- make sure disabled rights are included in decisions the UK Government makes on justice matters
- make sure prisoners get the right education assessments so they get support
- develop a Preventing and Responding to Child Sexual Abuse Strategy that puts disabled children's needs first.

 **Civil Justice systems** — focuses on sorting out non-criminal issues like family issues or work contract issues.

Criminal Justice systems — is a legal system that involves police, courts and people can go to jail.



Outcomes we want to see for supporting environments

- 1: A discrimination free society where disabled people aren't bullied or face negative attitudes. They have their rights and can enjoy all areas of life.
- 2: Disabled People's Organisations across Wales promote rights and have funding and resources to support disabled people. Their expertise is respected, and they're involved in developing plans and policies.
- 3: Services across Wales have the resources to support disabled people in the right ways. They're accessible and understand the Social Model of Disability.
- 4: Disabled people can take part in politics and public life.
- 5: Disabled people are represented by a government that values, understands, and respects them. Their rights are included in plans, policies and laws.

Actions ➡ We will:

- educate Press teams, Legal Services and Staff on the Social Model of Disability
- educate Cabinet Secretaries, Ministers, and their staff on the Social Model of Disability
- develop a campaign that promotes positive attitudes to disabled people and their rights
- encourage organisations and employers to appoint a Disabled People's Champion and share good practice.

Outcomes for justice and supporting environments

Will these outcomes help reduce the barriers disabled people face?

☐ Yes ☐ No ☐ Don't know

Should anything be added or removed from these outcomes?

☐ Yes ☐ No ☐ Don't know

Why?

Actions:

Do you think these actions will help us reach our long-term outcomes?

☐ Yes ☐ No ☐ Don't know

Will they help reduce the barriers disabled people face?

☐ Yes ☐ No ☐ Don't know

How?

Now that you've read the plan...

- What positive changes might it make?
- Are there any unhelpful or negative impacts it might have?
- How will the plan work for different groups of people like children and young people?

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

Do you think the plan will help disabled people get their rights and promote disabled people's rights?

☒ Yes ☐ No ☐ Don't know

How?

Checking it works

We want to make sure this plan is making a difference so the Disabled People's Inclusion team will work with the Welsh Government's Disability Disparity Evidence Unit (DDEU) to collect evidence that we're reaching our ambitions and outcomes.

We will involve the Disability Equality Forum and the Disabled People's Employment Champions.

We will set up an External Advisory Board of professionals who will:

- give us advice and support
- talk to disabled children and adults and make sure their views are listened to
- gather evidence from different employment, education, and healthcare settings
- promote best practice so services learn from each other
- check disabled people are getting opportunities and resources.

Checking it works

Are there other ways we can check this plan is working?

? BSL

- How do you think this Plan will affect BSL signers?
- How will the plan help to promote and strengthen the use of BSL in Wales?

? Welsh Language

How do you think this plan will affect the Welsh Language?

? Further Comments

Is there anything else you'd like to say about this plan?

Thanks for reading

Please send your answers to:

✉ DisabledPeoplesRightsPlanConsultation@gov.wales

📅 By: 7 August 2025

For more information contact:

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