Easy Read

Llywodraeth Cymru
Welsh Government

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Equal Wales

Making Wales a fairer place to live and work

Equality Objectives April 2016 – March 2020

This is an easy read version of Welsh Government's **'Equality Objectives 2016 -2020'**

April 2016

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 difficult to understand. These are in **bold blue writing** and have been explained in a box beneath the word.

If any of the words are used later in the guide they are shown in normal blue writing. If you see words in normal blue writing you can look up what they mean in **Hard words** on **page 24**.

Llywodraeth Cymru
Welsh Government

Where the document says ‘we’, this means the Welsh Government.

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What the Minister says

Being equal is making sure that life is fair for everyone. We want Wales to be a place where:

- people are not **discriminated** against

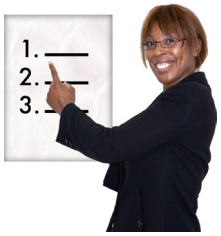
Discriminate means someone treats you badly or unfairly because they think you are different.

- everyone has the same chances

- everyone can take part in what they want

- everyone feels safe.

In 2012 we said what we needed to do to make Wales more equal. These are called our **equality objectives**.



Equality objectives are the important things to make Wales a fairer place to live.

We have done many good things over the last 4 years. But we need to carry on and do more.

To help us write these new equality objectives we:

- looked at a report called **'Is Wales Fairer?'**. This shows us where we have done well in Wales. And what we need to do better.

- got views from a lot of people about what they think we need to do to make Wales more equal.

We now have 8 equality objectives for the next four years.

By 2020 we hope Wales will be a fairer and more equal place to live.

Lesley Griffiths AM, Minister for Communities and Tackling Poverty.

What the law says about equality

The **Equality Act (2010)** is a law to make sure everyone has the same chances.

The **Equality Act (2010)** makes sure that people in the UK:

- are treated fairly

- are not discriminated against

- have the same chances in life.

The Equality Act protects people from discrimination. There are some groups who are treated less fairly than most. These groups need special thought to make life more fair:

- men and women

- disabled people - including **people with mental health problems**

People with **mental health problems** need support with their thoughts or emotions.

- people of different ages - young people or older people

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

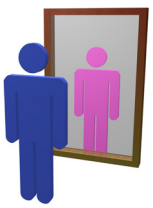
- people of different religions - or who have no religious beliefs

- women who are pregnant or breastfeeding

- **lesbian women** - women who are attracted to other women

- **gay men** - men who are attracted to other men

- **bisexual men and women** - people who are attracted to both men and women

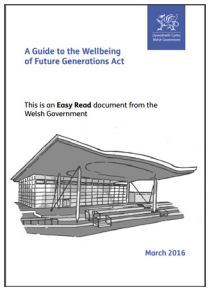


- **transgender people** - people who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.

What this plan is about

We already have a plan to make life fairer for April 2012 to March 2016.

We asked you what you thought we need to do next. Your ideas helped us to write the new set of equality objectives.



From 2015 we have a new law called the '**Well-being of Future Generations (Wales) Act**'.

This law looks at what we want Wales to be like in the future. Being equal is an important part of how we want Wales to be.

The law says we must:

1. Look at how the things we do now will affect people in many years time.

2. Make sure public bodies work together to use this law when writing plans.

3. Make sure people from different groups help to make decisions about Wales.

4. Everyone to work together and share how they do things.

5. Understand what causes the problems for people in Wales.

Then we can look at how to stop the problems happening.

These 5 ways of working will help us to make sure our equality objectives work.

By making Wales fairer we aim to have:

- strong communities where people respect each other

- the education and training people need

- people living healthy lives

- everyone taking part in the things that make Welsh life.

The law says we must write a plan to make life fairer. These equality objectives are the beginning of the plan. We will write the rest of the plan this year.

Thank you to everyone who helped us to think about this. You have helped to make a difference to life in Wales.

Objective 1

Groups who need special thought must be at the heart of planning and providing public services.

In particular:

- **health and mental health services**

- **education - schools and colleges**

- **housing**

- **social services**

- **transport.**

Disabled people must be supported with their right to an independent life and to have choice and control.

Why we have this objective

You told us it is important to keep this equality objective. We were told to include all the people from groups who need special thought when we are making or changing public services. Disabled people have their own particular rights and needs.

You told us that people with mental health problems need to be included.

Is Wales Fairer? - Report

The report looked at the lives of the people from groups who need special thought. It says:

- it is hard to get help for people with mental health problems

- older people have problems getting care

- children and older people are abused in hospitals and care homes. We need to stop this.

This equality objective will help with these problems.

Objective 2

Make sure there is enough information, advice and advocacy services.

These help you to understand your rights and make choices.

Why we have this objective

You wanted us to keep this equality objective. Good information and advice helps you to make your own decisions about your life.

We need to make sure everyone knows about these services. This will help you to know your rights and what support you can get.

Advice services need to work together.

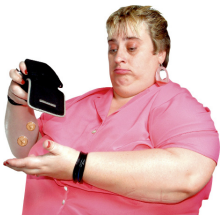
Is Wales Fairer? - Report

The report says we need to help people to get legal advice. So we will make sure it is easier to use advice and information services.

Objective 3

Look at why some groups of people get:

- **fewer chances to have good jobs**



- **less pay for the same sort of work.**

When we understand why this happens we will do something about it. To help change this we will support people from groups who need special thought.

We will support them to have the same chance to:

- do well in school, and

- go to college, so they can learn skills and find work.

Why we have this objective

Many things affect what sort of job you can go for and how much you get paid. To help change this we will support:

- giving children the best start in life

- good education for everyone

- not assuming women do ‘this’ and men do ‘that’

- getting more people to learn new skills.

Is Wales Fairer? - Report

The report says these children need good support in school:

- children who have free school meals

- children with special educational needs (SEN)

- children in care

- Gypsy and Traveller children.

The report also says that everyone must have a fair chance of getting a job. We need to be better at supporting these people into work:

- young people

- disabled people

- people who are Muslim

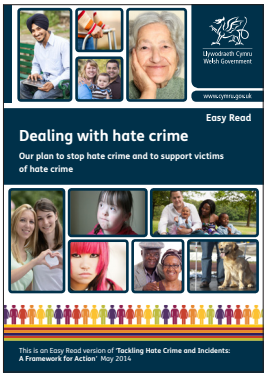
- people from some **ethnic minority** groups.

Ethnic minority - a particular race of people. There are less of them than other people. For example, Indian people are an ethnic minority group in Wales.

Objective 4

Stop abuse and hate crime so Wales is a safer place to live.

Hate crime is when a victim thinks a crime happened to them because of who they are.



Why we have this objective

No one should be afraid of abuse and hate crime happening to them. We started work on this with our plan **Dealing with hate crime**. And in 2015 we had a new law to stop Violence against women.

You told us this equality objective is very important.

We want more people to feel they can report these crimes. We also want to look at how to stop them happening.

Is Wales Fairer? - Report

The report says it is very important to stop abuse and hate crime. But it is carrying on just the same.

They found out that more people are telling the police when it happens. And more people are found guilty in court.

Objective 5

Make sure people from different backgrounds join our public bodies.

Public bodies run services for the Welsh Government but are not part of government.

Why we have this objective

Different people bring new ideas and ways of looking at things. It means we can make better decisions.

You said this is very important.

We have spent time trying to get more women to join public bodies. We have made a start with this but we need to do more.

We need to get more people from the groups that need special thought. Especially people from ethnic minority groups and disabled people.

Is Wales Fairer? - Report

The report says not enough has changed. There are not enough people from different backgrounds taking part in our public bodies and politics.

Objective 6

Make our communities stronger by making sure:

- **everyone has respect for everyone else**

- **everyone is included in what goes on.**

Why we have this objective

This is a new equality objective. The cuts to services and benefits have had a bad effect on our communities. When times are hard, people can see those who are different to themselves in a bad way.

Strong communities value and welcome people from different backgrounds.

This equality objective will work to help people understand those from the groups that need special thought. We will focus specially on:

- gypsies and travellers

- asylum seekers - people who leave their country to escape from danger, and ask to live in another country

- refugees - people who had to leave their country because of war or disaster like an earthquake

- migrants - people who move from one country to another.

Is Wales Fairer? - Report

This equality objective links to stopping abuse and violence to people living in a community. A strong community will not have people being hurt because they are different.

Objective 7

Bring down the number of people who are poor. Make life better for people who do not have much money.

In particular:

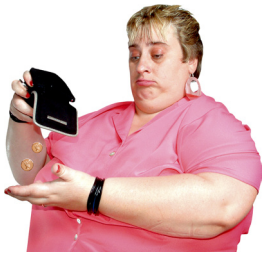
- **disabled people**

- **a parent bringing up children alone. These parents are mostly women**

- **some ethnic minority groups**

- **families with disabled children.**

Why we have this objective



This is a new equality objective. You told us that being poor makes it harder to be equal. And people in the groups that need special thought are more likely to be poor.

Is Wales Fairer? - Report

The report says that some groups are still more likely to be poor.

Although there are less homeless people, some groups of people are more likely to be homeless.

Objective 8

The Welsh Government will be the best at employing people from different groups.

Why we have this objective

For Welsh Government to be a fair place to work so all people have the same chance to do well.

Is Wales Fairer? - Report

The report says it is important to be fair about giving people jobs.

Hard words

Bisexual men and women

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

Discriminate

Discriminate means someone treats you badly or unfairly because they think you are different.

Equality Act (2010)

The Equality Act (2010) is a law to make sure that people in the UK:

- are treated fairly
- are not discriminated against
- have the same chances in life.

Equality objectives

Equality objectives are the important things to make Wales a fairer place to live.

Ethnic minority

Ethnic minority is a particular race of people. There are less of them than other people. Such as Indian people are an ethnic minority group.

Gay men

Gay men are men who are attracted to other men.

Hate crime

Hate crime is when a victim thinks a crime happened to them because of who they are.

Lesbian women

Lesbian women are women who are attracted to other women.

Mental health problems

People who need support with their thoughts or emotions.

Public bodies

Public bodies run services for the Welsh Government but are not part of government.

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.