



Representing Wales

Our plan to help different types of people take part in public organisations



This document was written by the **Welsh Government**. It is an Easy Read version of ‘**Reflecting Wales in Running Wales: Diversity and Inclusion Strategy for Public Appointments in Wales (2020 – 2023)**’.

February 2020

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.



Words in **bold blue writing** may be hard to understand. They have been explained in a box beneath the word.

If the hard word is used again it is in **normal blue writing**. You can check what the words in blue mean on **page 18**.



Llywodraeth Cymru
Welsh Government

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



Website: www.gov.wales/public-appointments

E-mail: publicappointments@gov.wales



This document was made into easy read by **Easy Read Wales** using **Photosymbols**.

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Public Bodies

Public Bodies are organisations set up by the Welsh Government to help run Wales well.



There are lots of **Public Bodies** in Wales like:

- Health Boards that run our hospitals and health care.



- The Arts Council for Wales gives money to arts projects.



- The National Museum of Wales runs some museums.



- The Children's Commissioner for Wales makes sure children are treated well.



- Natural Resources Wales makes sure our **environment** is clean and safe.



The **environment** is where we live. It includes the land, the sea, the air, and everything that lives in and on it. For example: plants, animals and fish.



- Sports Council for Wales gives money to sports organisations.



Every **Public Body** is run by a group of people called a **Board**.

A **Board** is a group of people who tell an organisation how to work well and make sure that they are doing a good job.



When a **Public Body** wants to find people to be a **Board** member they put an advert on the Welsh Government website.



Every year about 100 people become a member of a **Board** of a **Public Body**.



If you want to be a member of a **Board** of a **Public Body** you have to fill out an application form and have an interview.



Some members of a **Board** of a **Public Body** get paid to do it.



Others do not get paid, but they get money to travel to meetings.



We want to make sure that the **Boards** of **Public Bodies** include lots of different types of people. And that everybody has a fair chance to become a member of a **Board** and take part.



We think this is important because:

- It is right that everyone is treated fairly.



- The law says we should treat everyone fairly.



- The **Boards** of **Public Bodies** will do a better job if their members have lots of different experiences and skills.

Our plan

1. Find out more about members of Boards now



We want to find out what types of people are members of **Boards**.



We also want to find out what types of people want to be members of **Boards**.



We want to know about these people's experiences.



This will mean finding out things like:



- How many men and women are members of **Boards**.



- How many disabled people are on **Boards**.



- How many young people are on **Boards**.



- How many **Black and Minority Ethnic** people are on **Boards**.



Black and Minority Ethnic people means people who are black, Asian or have different cultures and traditions from most people in their community.



- How many **Lesbian, Gay, Bisexual** and **Transgender** people are on **Boards**.



Lesbian means a woman who is attracted to women.



Gay means a man who is attracted to men.



Bisexual means a person who is attracted to men and women.



Transgender means someone who was born as one sex and wants to live as the other sex. For example a person who was born a boy may feel inside like a woman.



We will find out how these people feel about being on **Boards** and how they became a member of a **Board**.

2. Help make more people interested and ready to be a member of a Board



We want to make sure that more people know about [Public Body Boards](#).



We want to help more people become members of these [Boards](#). Even if they have never done it before.



We will set up ways for people to learn the things they need to become members of [Boards](#).



We will help charities and [Public Bodies](#) find new [Board](#) members in a way that includes more people.

3. Make sure that we are fair when we decide who gets to be a member of a Board



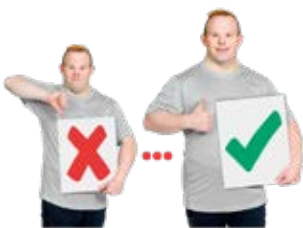
We will set up new ways to find people to be on **Boards**.



We will teach the people who choose **Board** members how to be fair and include people.



We will work in different ways to meet different people's needs. This way they have the best chance of becoming a **Board** member.



When someone applies to be a member of a **Board** we will tell them what they are good at and what they could improve.



We will consider setting targets of how many disabled and **Black and Minority Ethnic** people we want to be on **Boards**.



We will set targets for how many people from other **protected groups** we want to be on **Boards**.



A **protected group** is a group of people who we need to think carefully about, to make sure they are not treated unfairly. They may be treated unfairly because of things like their age, disability or because they are **black or an ethnic minority**.

4. Make sure that the Boards of Public Bodies work with us to make things better



We want **Board** members to know how to work in a way that will include more people.



We will train all **Board** members to work in a fair way.



We will also make sure that every **Board** has a plan for working fairly in the future.



Welsh Government Ministers will help **Boards** to make their plan.



A **Welsh Government Minister** is a member of the Welsh Government who is in charge of something. Like health or education.



Every **Board** can also get help from someone who will tell them how well their plan is working.



We will help people set up ways for **Board** members who are in a **protected group** to support each other.

5. Improve Leadership



We want **leaders** to really believe in fairness when they think about who should be on a **Board**.



Leaders are people who guide other people to get things done.



Leaders can include:

- **Board** members.



- The people who are in charge of **Boards**.



- **Welsh Government Ministers**.



- The people who work in Welsh Government.



We will train **leaders** about fairness and how important it is to include people.



And we will ask that everyone who works for Welsh Government treat others with **respect**.



Respect means accepting someone for who they are and valuing them.

How we will make sure our plan works



We want to make sure that everything we have said in this plan happens so **Boards** include more people.



There are lots of people already working for the Welsh Government and other organisations who will help.



We will set up a new group called the **Diversity and Inclusion in Public Appointments Governance Group**.



This group will check that the plan is being used and is working.



The group will write a report every year on how well the plan is working and say if we need to change it.



We have set up the **Public Appointments Team**. They help **Welsh Government Ministers** to decide who should get a job as a **Board** member.



They will help with lots of the things we have said we will do in this plan.



Board members from **protected groups** will be invited to join a group called the **Board Diversity and Inclusion Network**.



Members of this group will support other people from **protected groups** to learn new things. And they will share their own experiences with them.

Hard Words

Board

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