

Action Plan



Hello

Wales is a great place to live. We have people from different ethnic groups, backgrounds, cultures, and religions. This makes Wales a more interesting, lively, and healthy place to live.

Some people in Wales experience **racism**. Sometimes it's at school, at work, doing activities or using services.

i **Racism** is when someone treats another person differently or bullies them because of their background, culture, or religious beliefs. This includes:

- Black, Asian, and minority ethnic groups
- Gypsies and Traveller communities
- Muslim, Jewish or other faiths
- refugees or asylum seekers.

The Welsh Government has worked hard to make sure everyone is treated equally and respected. But we want to do more. We want Wales to be a place where everyone is safe and feels valued.

So, we have been working with people across Wales to write a new Anti-racist Wales Action Plan.



Being **anti-racist** isn't just being **not racist** — it means doing something about racism and **standing against it**. It means changing our laws, policies, practices and the way we work across services, so people's lives are better.

This tells you about some of the things we are doing in this Action Plan.



Why this plan is important

Lots of people have told us what life is like in Wales for them and what matters to them most. Some told us about the racism they've experienced.

There are no excuses for racism. It's wrong and unless something is done about it and we challenge it, people can carry on being racist all of their life.



We are taking action to make Wales anti-racist.

Being anti-racist is about:

- calling out racism and not letting it continue
- challenging negative views of ethnic minorities
- people in power taking action
- changing the way we work, so we respect differences
- making communities and society fairer for everyone.

Being anti-racist is not about:




- being colour blind and ignoring differences
- trying to make ethnic minority people fit into society
- replacing one kind of inequality or unfairness with another.

Our vision

By **2030** we want a Wales which is **anti-racist**.



Our Values

-  We will be open and clear about what we do.
-  We will respect your rights.
-  We will learn from your experience and put it at the heart of what we do.

Our focus

This plan focuses on 6 priority areas that mattered most to people. These are where we will take action.

i You have rights, whatever your background, faith or age.

Human Rights Act 1998 says you have:

- the right to not be treated differently or unfairly for any reason, including gender, age, race, religion or beliefs, sexual orientation, disability (Article 14).

The Convention on the Rights of the Child (UNCRC) says you have:

- the same rights as children born in that country if you are a refugee. (Article 22)
- the right to follow your family's way of life (Article 30).



1

Dealing with your experience... of racism in everyday life.

Lots of people told us they experienced racism in their daily lives. Sometimes it's at school, at work, playing sport, doing activities or using services.

We want this to stop.

Some actions

- ➔ We will work with ethnic minority groups, faith groups and community leaders to stop racism and make Wales a welcoming, safer and healthier place for everyone to live.
- ➔ We will make sure there are enough safe, good quality sites that can be used by Gypsy and Traveller families.



Life experience...

"One time I was on the bus... I was looking down at my phone and didn't notice an old man... This woman told me to get up and let him sit down. Then she started saying; "These people are so rude... these immigrants don't have any manners... I bet you don't even have a passport... you have bad manners. Then the woman was bad mouthing Muslims. I wanted to defend myself, but my mum didn't want to make a fuss. No one else got involved, everyone stayed quiet."

Women Connect First,
Hayaat Women's Trust and Henna Foundation



2

Dealing with your experience... of racism when using services.

Everyone needs support from services at some time in life — education, health, social services, housing and more.

Some people said they struggled to get the help they needed and weren't listened to when they made a complaint. Some young people said they experienced racism in school. This isn't right. We want everyone to have the same high-quality care and support in Wales.

Some actions



- ➔ We will make sure healthcare services are safer and fairer for everyone.
- ➔ We will include ethnic minority groups in designing how services are planned and delivered so we can improve outcomes for families.
- ➔ We will make sure the experiences of Black, Asian, and Minority Ethnic learners and teachers improve.



Life experience...

"Thanks to my parents, I went into education as a confident child. When I came out (of education), I'd lost that confidence and my parents' work had been undone."

Women Connect First, Hayaat Women's Trust and Henna Foundation



3

Dealing with your experience... of racism in the workplace.

There are lots of different people from different ethnic minority groups and cultural backgrounds that work in Wales. They're an important part of our economy and have the skills we need for businesses to grow.

Some people said they experienced racism from their managers, other staff members, clients, or customers. Some also said they didn't get the same opportunities as other staff.

Some actions

- ➔ We will collect information about people's experience of working in the health workforce and use it to write new standards.
- ➔ We will make sure that everyone in our workforce is respected and valued.



Life experience...

"I got some aggression at work and was treated differently to my colleagues... They said I was too confident and asked too many questions. But it was clearly because I was Black."

National Black, Asian and Minority
Ethnic Youth Forum



4

Dealing with your experience... of racism when finding a job or training.

Some people said they experienced racism when applying for jobs or apprenticeships. They were also paid less.

We want everyone to have opportunities and be treated fairly.

Some actions



- ➔ We will make sure employment programs, apprenticeships and other schemes are a safe and positive experience for everyone.
- ➔ We will work with businesses, organisations and others to make sure wages are fair for everyone.



Life experience...

"Good-paying jobs are very hard to get if you are Black Asian and Minority Ethnic, lack of opportunities. I've been treated fairly, but salaries don't always balance with the job I do."

National Black, Asian and Minority Ethnic Youth Forum



5

Dealing with your experience... of not having role models in positions of power.

Having positive role models is an important part of setting goals and deciding your future.

Some people said they didn't see enough Black Asian and Minority Ethnic role models or leaders that looked like them in positions of power.

Some actions

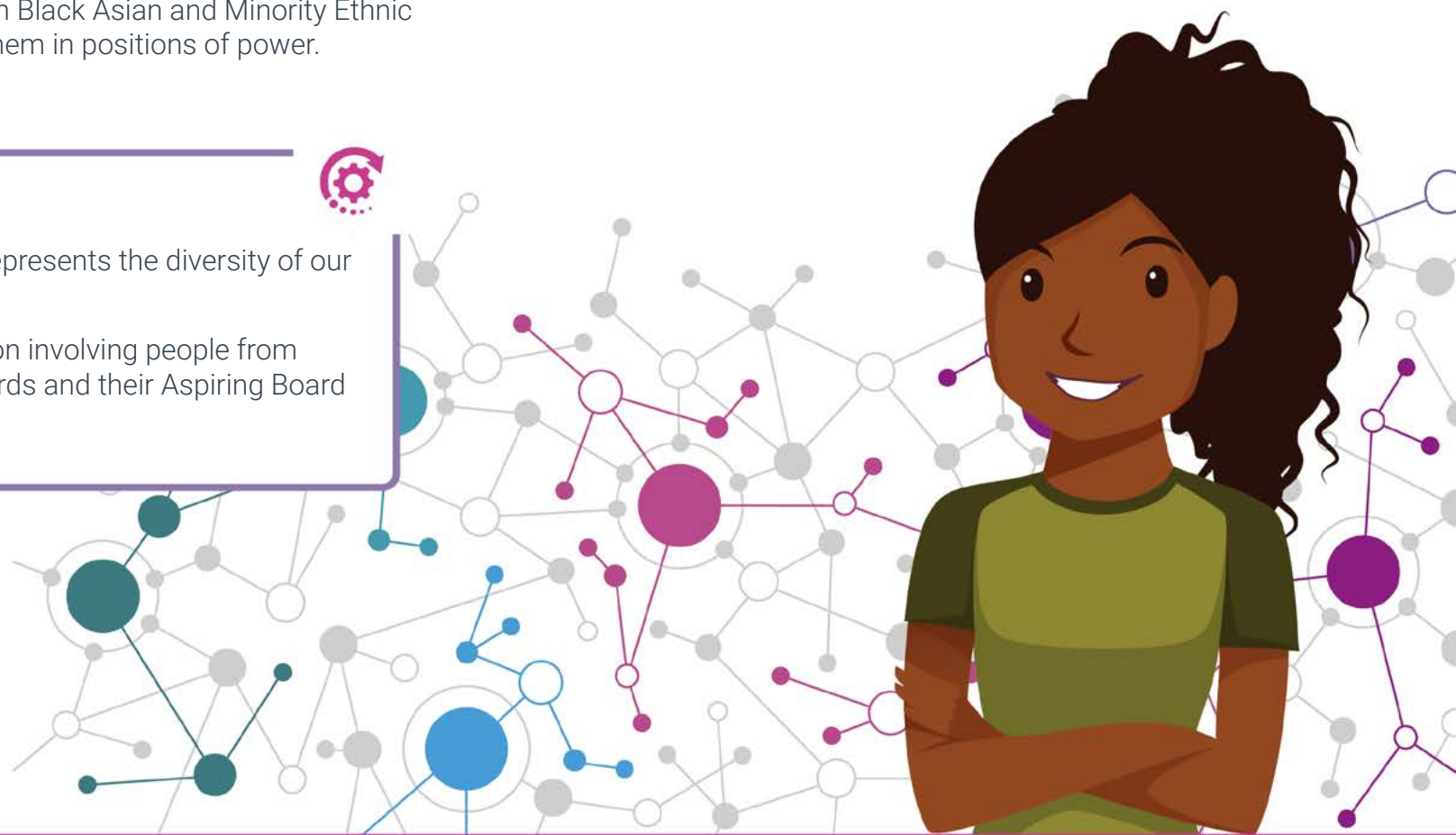
- We will make sure our workforce represents the diversity of our population.
- We will make sure the NHS keeps on involving people from different backgrounds on their Boards and their Aspiring Board Members Programme.



Life experience...

"I believe there should be more Black, Asian and Minority Ethnic people in power and politics. These people really understand us and have experienced what we have."

Race Council Cymru, NYF



6

Dealing with your experience... of racism as a refugee or asylum seeker.

We want people who come here to live to be safe and have the support they need.

Some refugees and asylum seekers said:

- they felt they weren't always welcome
- they didn't feel supported
- systems to get help took too long
- they experienced racism.

Some actions

- ➔ Wales will continue to be an open and safe place for people to come to and get support when they need.
- ➔ We will make sure refugee and asylum seekers have opportunities to use their skills, have training and get a job.



Life experience...

"I think the immigration system in the UK is very discriminatory. It is slow and difficult to find out what is happening. When you are seeking protection, having to wait for four years or longer for some people to find out if you can stay is very stressful, and (it) doesn't seem to be a fair system."

Travelling Ahead TGP Cymru



Making sure this plan works

We have worked with ethnic minority communities to develop:

- **'outcomes'** to show what Wales will look like when we reach our goal of being anti-racist
- **'measurements'** to show us how we are improving.

These will help us see if the plan is making a difference or if we need to change what we focus on.

Involving people.

We want to continue involving people as the plan goes forward.

We've set up an independent 'Accountability Group' of people from across all communities involved. They will check our work and feedback on what we're doing.



Thanks for reading this

If you want to know more about the **Anti-racist Wales Action Plan**, you can read the full plan here:

gov.wales/anti-racist-wales-action-plan

