

Easy Read



Llywodraeth Cymru
Welsh Government

LGBTQ+ Action Plan for Wales

Making Wales the most LGBTQ+ friendly country
in Europe



This document was written by the **Welsh Government**. It is an easy read version of 'LGBTQ+ Action Plan for Wales - Making Wales the most LGBTQ+ friendly nation in Europe'.

June 2023

How to use this document



This is an easy read document. But you may still need support to read it. Ask someone you know to help you.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 36**.



Llywodraeth Cymru
Welsh Government

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

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Introduction



LGBTQ+ stands for **Lesbian, Gay, Bisexual, Transgender, Queer or Questioning** and others. This is a community of people who have things in common because of who they are and who they love:



- **Lesbians** are women who are attracted to other women.



- **Gay men** are men attracted to other men.



- **Bisexual** people are attracted to both men and women.



- A **transgender** or **trans** person is someone whose gender is not the same as the sex they were thought to be when they were born.



- **Queer** has been used as a bad word against LGBTQ+ people, but some people have started to use it in a positive way. For example, when they feel that words like straight, gay and lesbian do not describe them.



- **Questioning** is for people who are figuring out who they are and how they identify.



- The “+” symbol means all other sexual orientations and gender identities.



We want to make Wales the most **LGBTQ+** friendly country in Europe.



This plan shows the actions we will take to make sure things are equal and fair for **LGBTQ+** people in Wales.



We want to create a society where **LGBTQ+** people are safe to live and love openly and freely as themselves.



This plan is a set of goals that will help us and other organisations improve things for **LGBTQ+** people like:

- Human rights
- Education
- Safety
- Housing
- Health and social care
- Being and feeling included in their communities



We want to make sure that we promote the rights and dignity of **transgender** and **non-binary** people.



Non-binary is a person whose gender does not match usual ideas of what is male and what is female. A non-binary person may feel or know that they are neither a man nor a woman.



We believe we should work together in Wales to make long-term changes to support **LGBTQ+** communities.

Our goals for all LGBTQ+ people

Our main goals are to:



- Improve **equality and human rights**.

Equality and Human Rights are about everyone in Wales being treated fairly and having the same chances, especially groups of people protected in law.



- Make Wales a safer place.



- Make Wales a **Nation of Sanctuary** for **LGBTQ+** migrants.

Nation of Sanctuary means a place where people can come from other countries when they are in danger because of being LGBTQ+, or to feel safer in Wales as LGBTQ+ Asylum Seekers.



- Improve healthcare, so we see people's health getting better.



- Make sure education in Wales is **inclusive**.



- Improve **inclusion** and joining in with all areas of life.

Inclusion or **inclusive** means people get involved, have a say and are treated equally and fairly.



- Listen to, and work with, our **LGBTQ+** communities.



- Promote the rights of **transgender** and **non-binary** people.

The way things are now



We have done a lot in Wales to improve the rights of **LGBTQ+** people. For example, schools and public services do more work to promote rights.



Also, the views of the public have improved a lot.



Many people still face barriers to being treated equally and fairly in Wales.



They have fewer chances to get involved in many aspects of life in Wales.



Many **LGBTQ+** people do not feel they can be honest about who they are. Because they feel they will be treated badly or unfairly.

We know that some **LGBTQ+** people are still experiencing:



- Being less happy with their lives.



- Having less access to healthcare services.



- Bullying and **hate crime**.

Hate crime is when someone commits a crime towards someone because of who they are, for example, LGBTQ+.



- Worse mental health including loneliness, depression, and suicide.



- More homelessness when young, compared to other young people.

We know that some **LGBTQ+** people's lives can be worse if they are:



- Disabled or have a health issue.



- From another race or religious background.



This plan is about helping to change these issues and helping **LGBTQ+** people to get better life chances, outcomes, and satisfaction.



In 2021, we published a draft version of this plan and asked people what they thought.



We had over 1,300 responses.



Some of the replies we received told us that our actions were too broad.



People wanted more details about how we would achieve our goals.



People asked us to provide a **Glossary of Terms**. This is like the **Hard Words** list we use in Easy Read.



It is a list of words used a lot when talking about **LGBTQ+** issues.



There is an Easy Read version of the **Glossary of Terms** on **page 32**. Some of these words are also in the **Hard Words** section of this booklet on **page 36**.



We did an **Impact Assessment** to check whether this Plan will have a positive or negative impact on people. In future, we will do an **Evaluation Assessment** to check if this plan has helped people or changed anything.



We aim to give an update every year on how this Action Plan is going.



We will set up an **LGBTQ+** Advisory Panel for advice on our work.

Our Actions



We have split our actions into different sections.

Human rights

We will:



- Improve understanding of the human rights of **LGBTQ+** people and protect those rights.



- Ban **LGBTQ+ Conversion Practices**.

Conversion Practices means methods that try to stop **LGBTQ+** people from feeling or living as an **LGBTQ+** person. The Welsh Government is trying to ban these practices.



- Increase the number of **LGBTQ+** people in groups or in projects to do with equality.



- Involve **LGBTQ+** groups more when planning public services.



- Ask the UK Government to have a law in Wales about **Gender Recognition**. This means Wales could make laws so that it would be easier for **trans** people to have their gender legally recognised in all aspects of their lives.



- Show our **LGBTQ+** values outside of Wales and around the world.

Safety and freedom

We will:



- Make it easier for **LGBTQ+** people reporting **hate crime**.



- Do more to stop **hate crimes** happening across Wales.



- Improve the relationship of **LGBTQ+** communities with the police in Wales.



- Target violence against women, and among **LGBTQ+** communities.



- Make sure homelessness services support the needs of **LGBTQ+** people.

Wales being a Nation of Sanctuary



We want to make Wales is a **Nation of Sanctuary** for **LGBTQ+ Asylum Seekers** and **Refugees**.



Asylum seeker is someone who leaves their country to escape danger. They ask to live in another country.



Refugee means someone who is protected by the Refugee Convention.



We will:

- Support **LGBTQ+** people in claiming **asylum**.



- Encourage the development of **LGBTQ+** only **asylum** properties in Wales.

Healthcare, social care and welfare

We will:



- Improve the experience of **LGBTQ+** people in the health and social care sectors. This includes **LGBTQ+** patients and **LGBTQ+** staff.



- Make services for having a baby easy to use for **LGBTQ+** people.



- Make sure our new plans for mental health include **LGBTQ+** people.



- Improve access to sexual health services.



- Look at how best to give healthcare to trans children and young people in Wales.



- Continue to develop the **Wales Gender Service**. This is a service for **transgender** people who want or need help from doctors with their gender.

Inclusive education

We will:



- Give guidance for schools and local authorities about **transgender** children and young people.



- Support **LGBTQ+** young people and tackle the bullying they face.



- Make plans so that schools treat **LGBTQ+** students equally and fairly.



- Make sure that colleges and universities in Wales treat **LGBTQ+** learners, students, and staff fairly.

Community, private and family life

We will:



- Support the family lives of **LGBTQ+** people.



- Help the **LGBTQ+** youth work sector.



- Support talks between faith groups and **LGBTQ+** people.



- Make sure **LGBTQ+** Welsh speakers have access to Welsh language support services.



- Give support to **LGBTQ+** people standing for elected positions in Welsh councils and the Senedd.



- Support Pride organisations across Wales.



- Have **LGBTQ+** awareness events to make sure **LGBTQ+** voices are heard.



- Support **LGBTQ+ veterans** of the Armed Services.

Veteran is a person who served in military, naval or air force.

Welsh life

We will:



- Make sure sports include **LGBTQ+** people.



- Improve the access and involvement of **transgender** people in sport.



- Celebrate and improve the representation of **LGBTQ+** communities in the **heritage** and **culture** of Wales.

Heritage is to do with the history of a place or society. **Culture** is to do with things like the beliefs, arts and practices of a place or society.



- Involve more **LGBTQ+** people and organisations in the design of events and activities.

Inclusive workplaces

We will:



- Keep people's personal information private, when needed, for example when we recruit people.



- Provide training about **LGBTQ+** people **inclusion** to all public sector organisations.



- Encourage businesses to be **LGBTQ+** **inclusive**.

The impact of COVID-19

We will:



- Think about the experiences of **LGBTQ+** people during the recovery response to COVID-19.

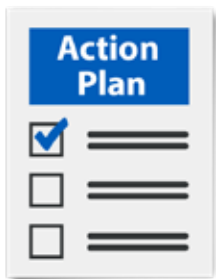


- Look into how COVID-19 has affected **LGBTQ+** people.

The way we will check our progress



We need to be clear about how we will achieve our actions.



To do this we have made a plan of what we will do and when.



We want to check if things have changed.



When we achieve **results** we know things have changed.

Results

These are some of the main **results** we will be looking for, to show we have achieved our actions.



- More people will understand the rights of **LGBTQ+** people.



- **LGBTQ+** people will have support to use their rights.



- There will be better support services for people who have experienced **conversion practices**.



- **LGBTQ+** people will feel more included in public life.



- We will see more support for **transgender** people.



- **LGBTQ+** people will feel more able to report **hate crime**. More people will understand what **hate crime** is.



- **LGBTQ+** people feel they can trust the police.



- **LGBTQ+** people will be more visible and represented in the police.



- There will be better understanding of the needs of disabled **LGBTQ+** people and those from different races or backgrounds.



- There will be better support for homeless **LGBTQ+** people.



- **LGBTQ+** people will feel safe, respected and understood when they use health and social care services.



- Single-sex families will have equal access to fertility treatment.



- **Transgender** children and young people will be able to access the services they need closer to home.



- **LGBTQ+** children know how to get support if they are bullied



- Schools will have the resources they need to make sure **LGBTQ+** learners are included and supported.



- **LGBTQ+** students will feel able to fulfil their potential.



- Families will feel able to support their **LGBTQ+** family members.



- **LGBTQ+** people of faith will feel accepted by their faith community.



- **LGBTQ+** Welsh speakers will be able to access services in Welsh.



- **LGBTQ+** people will feel more accepted and represented in Welsh life. For example, in sports.



- There will be fewer barriers for **LGBTQ+** people when they apply for jobs.



- There will be more workplaces that are **inclusive**.



- **LGBTQ+** people will feel more supported with the effects of the COVID-19 pandemic.

Glossary of terms

Asexual/Aromantic or Ace/Aro

These are people who have low or no attraction to other people.

Ace is a term sometimes used for Asexual.

Aro is term sometimes used for Aromantic.

Conversion Practices

Conversion practices means methods that try to stop LGBTQ+ people from feeling or living as an LGBTQ+ person.

The Welsh Government is trying to ban these practices.

Gender

Gender is if someone is, for example, female, male, or non-binary.

Gender Diverse

This is when a person's gender is different to what society sees as standard.

Gender Expression

This is how someone chooses to present themselves. Society can have ideas about how people should dress or look. But some people want to express themselves in different ways.

Gender Identity

This term means the same as gender. Some people do not like this term and prefer to use gender.

Gender Reassignment

This is about transgender people. It is when someone is on a journey to explore, understand or affirm their own gender when it is not the same as the sex they were thought to be when they were born.

Intersectionality

This is treating people unfairly because of more than 1 **protected characteristics**.

Protected characteristics are things like age, disability, gender, race, and religion.

For example, someone might be treated unfairly because they are LGBTQ+ and they have a disability. These are at least 2 types of protected characteristics.

Intersex and Variations of Sex Characteristics (VSC)

An intersex or VSC person has differences in the sexual or reproductive parts of their body compared to most people. These differences may not be visible on the outside.

LGBTQ+

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This is a community of people who have things in common because of who they are and who they love:

- **Lesbians** are women who are attracted to other women.
- **Gay men** are men attracted to other men.
- **Bisexual** people are attracted to both men and women.
- A **transgender** or **trans** person is someone whose gender is not the same as the sex they were thought to be when they were born.
- **Queer** has been used as a bad word against LGBTQ+ people, but some people have started to use it in a positive way. For example, when they feel that words like straight, gay and lesbian do not describe them.
- **Questioning** is for people who are figuring out who they are and how they identify.

Non-binary

This is a person whose gender does not match usual ideas of what is male and what is female. A non-binary person may feel or know that they are not a man or a woman.

Protected Characteristics

This is to do with a law called The Equality Act 2010. This law talks about how some people are treated unfairly because other people see them as different. For example, age, disability, gender, race, religion or belief, sex, and sexual orientation. These are protected characteristics.

Sex

People are a particular sex because of physical things like sex organs and hormones. However, some people's gender does not match the sex they were born with.

Sexual orientation

This is how a person feels, sexually, about other people. It is about attraction between people.

Hard words

Asylum seeker

Asylum seeker is someone who leaves their country to escape danger. They ask to live in another country.

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The Welsh Government is trying to ban these practices.

Equality and Human Rights

Equality and Human Rights are about everyone in Wales being treated fairly and having the same chances, especially groups of people protected in law.

Hate crime

This is when someone commits a crime towards someone because of who they are, for example, LGBTQ+.

Heritage and Culture

Heritage is to do with the history of a place or society. Culture is to do with things like the beliefs, arts and practices of a place or society.

Inclusion or inclusive

Inclusion means people get involved, have a say and are treated equally and fairly.

Nation of Sanctuary

Nation of Sanctuary means a place where people can come from other countries when they are in danger because of being LGBTQ+, or to feel safer in Wales as LGBTQ+ Asylum Seekers.

Non-binary

This is a person whose gender does not match usual ideas of what is male and what is female. A non-binary person may feel or know that they are neither a man nor a woman.

Refugee

Someone who has been forced to leave their country. This may be because of a war or they have had their life threatened.

Veteran

Veteran is a person who served in military, naval or air force.