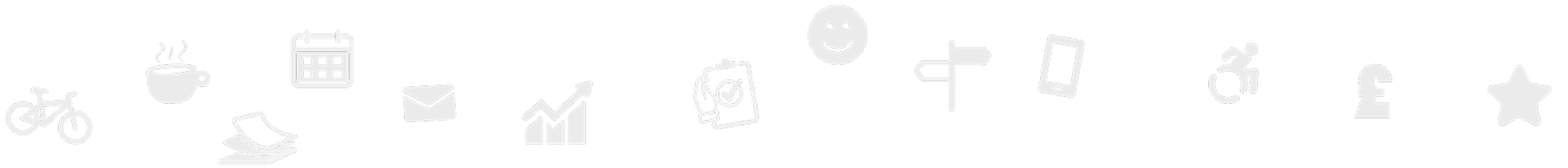


# LGBTQ+ Action Plan for Wales

Together in Pride – making Wales the most LGBTQ+ friendly nation in Europe



Llywodraeth Cymru  
Welsh Government



# Hello

The Welsh Government wants Wales to keep growing as a **LGBTQ+ friendly nation**.

We want Wales to be a place where everyone feels safe, everyone can be who they are, and everyone can be healthy and happy.

We've written a new **LGBTQ+ Action Plan for Wales**.

## UK Law

We want to help LGBTQ+ people have their rights and be treated fairly. But we only have the power to change the law in some things, the UK Government controls the rest.

This includes non-binary people who see themselves as neither male nor female.



Lesbian



Gay



Bisexual



Transgender



Queer and/or Questioning



Other sexual orientations and gender identities



## About the plan

Many things have improved for LGBTQ+ people. But some people still face barriers — in the workplace, education, healthcare, social care, and more.

Some LGBTQ+ people not only face discrimination for being LGBTQ+ but also because of their age, race, religion or disability. This makes their lives even more difficult.

We want to make sure all LGBTQ+ people have their rights and are safe, no matter who they are.

This plan will help to:

- **improve** the lives of LGBTQ+ people
- **challenge** discrimination and make life fairer
- **create** a society where LGBTQ+ people are safe to live and be themselves.



## Involving people in the plan

The LGBTQ+ Action Plan has been developed with communities and organisations across all parts of Wales.

Our consultation received over **1,300** responses.



**Discrimination** — is when someone is treated differently because of who they are.

**Rights** — are for everyone, no matter who they are, where they live or what they believe in. Adults have rights set out in **The Human Rights Act 1998**. Children's and young people's rights are in the **United Nations Convention on the Rights of the Child (UNCRC)**.

# Our vision for all LGBTQ+ people

We want to improve equality and strengthen human rights.



We want to make Wales a safer place.



We want to make Wales a Nation of Sanctuary.



We want to make sure everyone has the best healthcare outcomes.



We want to make sure everyone can take part in education and learn.



We want to make sure everyone can take part in all areas of life.



We want to listen to and work with LGBTQ+ communities.



We want to defend and promote the rights of trans and non-binary people.



# Human Rights

LGBTQ+ rights should be respected. We don't want anyone being hurt, bullied or treated badly because of who they are.

## Our actions:

- 1** We will make sure everyone knows about human rights and understands how important they are for LGBTQ+ people.
- 2** We will make sure everyone knows how to claim their human rights.
- 3** We will use our available powers to ban Conversion Practices.\*
- 4** We will make sure LGBTQ+ people are listened to and represented more on forums.
- 5** We will involve LGBTQ+ people to help us plan and improve services.
- 6** We will raise awareness and acceptance of non-binary and intersex people.
- 7** We will try to move decisions about Gender Recognition to the Senedd so we have the power to do what's right for Wales.
- 8** We will show the world how Wales values and supports LGBTQ+ communities.

**i** **\*Conversion Practices** — Some groups think it's possible to change or 'cure' someone from being LGBTQ+ and offer harmful practices. They can be violent and damaging.



## You should be able to say...

*My rights are respected.*

*Wales is a friendly, safe place.*

*I am free to be me, and no one tries to change me.*

*I am listened to and involved in decisions that affect my life.*

*I know about my rights and how to claim them.*

# Safety and freedom from discrimination

Lots of things have improved in Wales but some LGBTQ+ people still feel unsafe. Hate crimes have gone up. This needs to stop!

## Our actions:

**9** We will make it easier for LGBTQ+ people to report hate crimes.

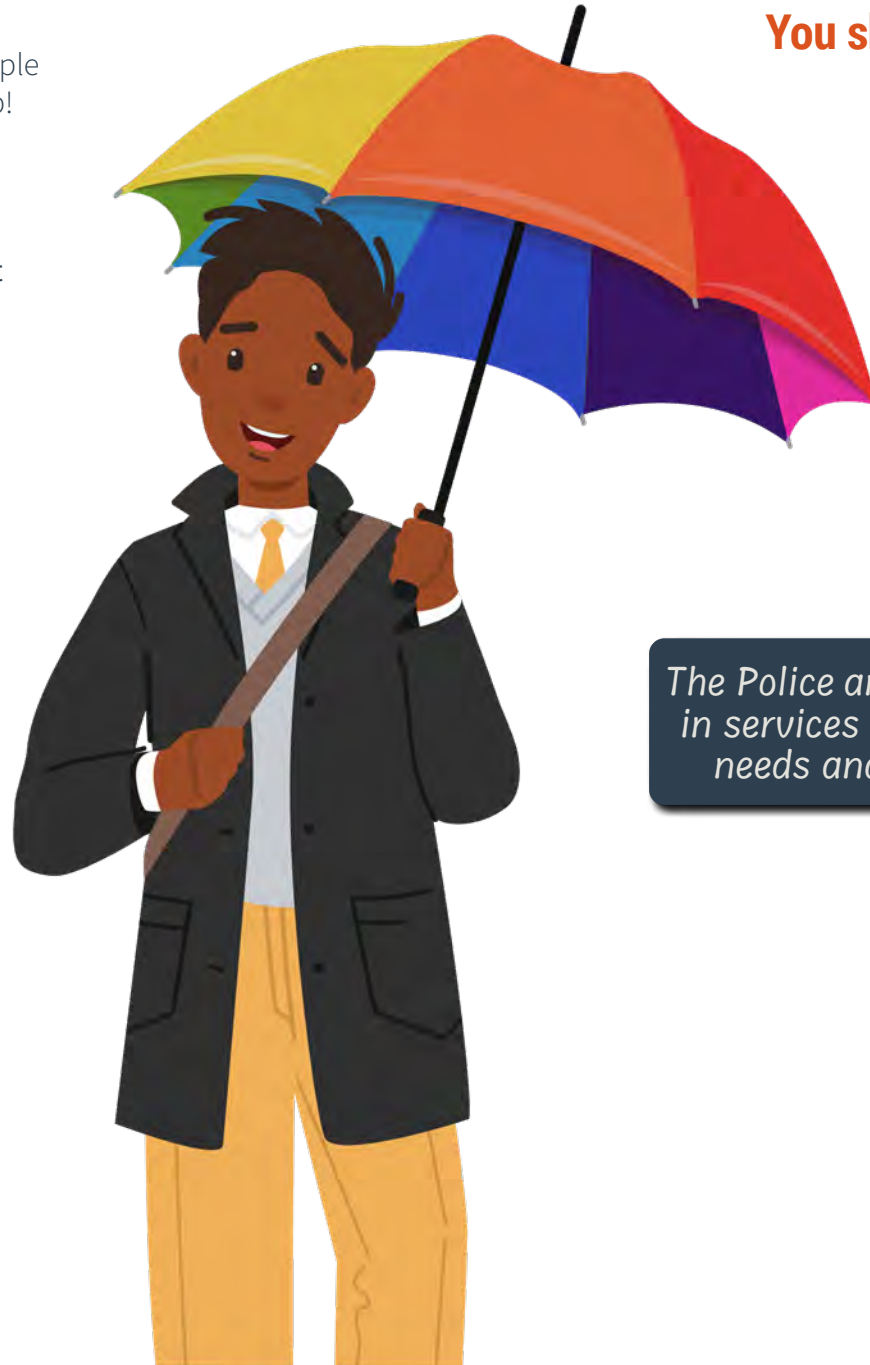
**10** We will continue to invest in projects that stop hate crime across Wales.

**11** We will do whatever we can to deal LGBTQ+ bullying and hate crimes.

**12** We will work with the Police to improve relationships with LGBTQ+ communities.

**13** We will deal with violence against women, domestic abuse and sexual violence (VAWDASV) among LGBTQ+ communities.

**14** We will make sure homelessness services are easy to use and meet the needs of LGBTQ+ people.



## You should be able to say...

*I know what hate crime is and know how to report it.*

*I am listened to and respected.*

*The Police and staff working in services understand my needs and support me.*

*If I face violence at home, I can report it and get support.*

# A Nation of Sanctuary

Wales is a Nation of Sanctuary for everyone, no matter where they come from. We don't have the power over decisions about asylum seekers or refugees, the UK Government does. We disagree with many of the UK Government's policies because we think they put LGBTQ+ refugees and asylum at risk of harm and abuse. We'll continue to work to improve how LGBTQ+ asylum seekers or refugees are treated.

## Our actions:

**15** We will make sure LGBTQ+ people claiming asylum are identified, kept safe and given support.

**16** We will encourage and support LGBTQ+ asylum housing in Wales.

**17** We will make sure Wales is a Nation of Sanctuary for LGBTQ+ people.



## You should be able to say...

*I feel safe to be me.*

*I feel welcome in my community and people are friendly.*

*I'm safe from harm and can build a new life.*

*I don't have to hide my relationships or who I am.*

# Healthcare, social care, and welfare

Some LGBTQ+ people find it difficult to get health and social care support. Some feel unsafe or frightened to talk about their needs. This includes LGBTQ+ disabled people and LGBTQ+ older people in care homes.

## Our actions:

- 18** We will improve health and social care services so they meet the needs of LGBTQ+ people better. This includes LGBTQ+ patients and LGBTQ+ staff.
- 19** We will make sure maternity and fertility services are available and easy to use for LGBTQ+ people.
- 20** We will make sure our new Mental Health Strategy includes the needs of LGBTQ+ people.
- 21** We will publish and deliver a new HIV Action Plan.
- 22** We will reduce barriers for LGBTQ+ people using sexual health services.
- 23** We will review the Gender Identity Development Pathway for young people in Wales.
- 24** We will keep developing the Wales Gender Service.
- 25** We will improve how information is recorded for trans, non-binary and intersex people's medical records.



## You should be able to say...

*Services treat me with respect.*

*Doctors and other NHS staff are well trained and know how to meet my needs.*

*I can get fertility support to start a family.*

*I have support for my mental health!*



# Education

Schools, colleges and universities are good places to build respect and understanding. The new curriculum in Wales gives more opportunities to talk more about respect, LGBTQ+ identities, sexuality and gender.

## Our actions:

**26** We will give schools and local authorities new transgender guidance.

**27** We will support LGBTQ+ people and deal with bullying.

**28** We will make sure schools are safe and welcoming for LGBTQ+ learners and staff.

**29** We will make sure colleges and universities in Wales are safe and welcoming for LGBTQ+ learners and staff.



## You should be able to say...

*I feel safe in school and can learn.*

*I work in a college that understands my needs and supports me.*

*Teachers know how to support me.*

*I feel respected and able to be me.*

# Communities and family life

There are lots of LGBTQ+ people from different backgrounds, faiths and cultures in Wales. They should be able to live in any community, feel a sense of belonging and be free to enjoy family life.

## Our actions:

**30** We will support LGBTQ+ people and their families.

**31** We will make sure youth workers can support LGBTQ+ young people.

**32** We will support conversations between faith groups and LGBTQ+ people to encourage respect and openness.

**33** We will make sure LGBTQ+ Welsh speakers have support and services in Welsh.

**34** We will make sure LGBTQ+ people have support to be involved in elections, vote, and stand for election if they want to.

**35** We will support Pride organisations across Wales.

**36** We will use LGBTQ+ events to raise awareness.

**37** We will support LGBTQ+ veterans of the Armed Services.

## You should be able to say...

*I feel welcome in my community.*

*Youth workers listen to me and support me.*

*I can vote for people that represent my views on life.*

*I have resources to help me understand my child's needs in Welsh.*



# Participation in Welsh life, culture and sport

Everyone should be able to take part and enjoy sport, culture and other activities. Some LGBTQ+ people face barriers to taking part and feel unsafe or uncomfortable.

## Our actions:

**38** We will make sure everyone can get involved in sports and represent their community.

**39** We will help transgender feel safe to get involved in sports.

**40** We will celebrate and improve the representation of LGBTQ+ communities in the heritage and culture of Wales.

**41** We will make sure more LGBTQ+ people and organisations can get involved in planning cultural events and activities.



## You should be able to say...

*I can take part in things that interest me.*

*I feel safe to get involved in local activities.*

*I can get work experience and find a career in sport.*

*Welsh Culture includes LGBTQ+ people like me!*

# Workplaces

Lots of workplaces and employers across Wales are safe and give equal opportunities for LGBTQ+ people... but some aren't.

## Our actions:

**42** We will remove personal identifiers like gender from job applications and other employment forms.

**43** We will provide LGBTQ+ equalities training to public sector organisations.

**44** We will encourage employers to support the LGBTQ+ people who work for them.



## You should be able to say...

*My employer makes sure people use my preferred pronouns.*

*I feel included and respected in my workplace.*

*I can develop my skills.*

*I feel respected and have opportunities to succeed in my career.*

# COVID-19

The pandemic made life harder for lots of people including LGBTQ+ people.

## Our actions:

**45** We will continue to help everyone recover from COVID-19, including LGBTQ+ people and their mental health.

**46** We will look at how LGBTQ+ people (particularly LGBTQ+ young people and LGBTQ+ disabled people), have been affected by the pandemic.

## You should be able to say...

*I have support and can talk to people about how the pandemic affected me.*

*I am recovering and feeling free to be me again.*

*The pandemic affected my mental health, but I am getting support.*



## Next steps

We'll check this plan is making a difference in lives across Wales and we'll keep on involving LGBTQ+ people in our work.

## Thanks for reading this.

You can read the full plan here:

[gov.wales/lgbtq-action-plan-wales](https://gov.wales/lgbtq-action-plan-wales)

