

Easy Read



Llywodraeth Cymru
Welsh Government

Welsh Government Equality and Human Rights Plan 2025 to 2029



June 2025

How to use this document



This is an easy read version of our '**Strategic Equality and Human Rights Plan 2025-2029**'.



Words in **bold blue writing** may be hard to understand. You can check what the words in blue mean on **page 33**.



Llywodraeth Cymru
Welsh Government

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About this plan



Llywodraeth Cymru
Welsh Government

We are Welsh Government.



This is our **Equality** and **Human Rights Plan**.



We want **equality** and **human rights** to be part of everything we do.



This plan helps us follow important rules and laws.
Like the Equality Act 2010.



It also says what we will do to protect human rights.

Human rights



**Human rights are the basic rights we all have.
For example:**

- You have the right to speak up and to be listened to.
- You have the right to get support to live your life.
- You have the right to be safe.
- You have the right to be treated with respect everywhere.



**In everyday life, and when we provide services,
this means we:**

- Put people at the centre of decisions.
- Listen to what matters to them.
- Give people choice and control.
- Speak up when someone's rights are not respected.

Our **Human Rights Statement** supports and protects people's rights. It says:



- Human rights belong to everyone.



- We promise to respect and protect human rights.



- Everyone in Wales should feel valued.



- Everyone should have freedom.



- Everyone should be treated equally and fairly.



- We will put people first to help make life better - now and in the future.

Our human rights goals



Our goal is to protect human rights in all our work.



We will make sure our equality plans support human rights.



We will learn and improve by working with others.



We will follow international human rights laws.

Equality



Equality means treating everyone fairly. It means giving people the same chances in life.



Equality is an important part of human rights.



Having better equality plans will help support human rights.



It will make sure people are treated fairly and with respect. We want all people in Wales to have equal chances.



We want to make sure our **equality goals** are part of our **human rights work**.

Our equality goals



Our long-term goal is to be fair to everyone.



We want to stop **discrimination** and include all people.



Discrimination is when you are treated badly or unfairly because of things like your sex, race, religion, disability or sexual identity.

Our National Equality Objectives for 2024 to 2028



- 1. We want everyone in Wales to have a chance to do well.**



Everyone should have enough money, food, and a safe place to live. This is a human right.



- 2. We will make sure everyone knows their human rights. We will make sure human rights are protected.**



3. We want everyone to be able to use public services.



These are services paid for by Government. For example, local councils, the NHS and fire and rescue.



Everyone has the right to get support that meets their needs.



4. We will make Wales free from discrimination, **hate**, and bullying.

Hate means being treated badly because people think you are different. For example, because of disability or race.



Everyone has the right to live without fear.



- 5. We want people from all backgrounds to have a say. We want to see them in leadership roles.**



Everyone has the right to speak up and be involved in decisions that affect their lives.



- 6. We will make sure everyone has fair chances to work.**



We want people to be treated equally at work. We want everyone to get a fair pay. For example men and women should be paid the same if they do the same job.



7. We will protect the environment.



We will make sure we are fair to everyone while working on our environment goals.



The environment is our planet and 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.



Everyone has the right to live in a healthy and safe environment. It is important for our health and wellbeing.

What we will do to achieve our goals



All parts of Welsh Government need to work towards these goals.



We have action plans which explain what we will do.



They help us focus on the most important things we need to do to reach our goals.



We will keep checking and improving our plans.



Things we will focus on are:

Disability



Disabled people have the same rights as everyone else.



We want all disabled people in Wales to be treated equally.



We follow the **Social Model of Disability**.



The **Social Model** says a person is not disabled by their body or difference. A person is disabled by barriers.



Barriers are things that stop people doing something or getting the same chances as others. It could be things like:

- Unfair attitudes
- Buildings without ramps
- Not having easy to understand information



In 2025, we will share a plan called the **Disabled People's Rights Plan**.



It will help remove these barriers and support disabled people to take part in all parts of life.

Gender



Gender is your personal ideas and feelings of being female, male, neither or both.



Our goal is to make life better and fairer for everyone, no matter their gender.



We have a plan called [Advancing Gender Equality](#). The aim of this plan is to make sure people of all genders are treated fairly.



We are working to carry out this plan.



This year, we may update the plan to focus on what works best.

Race



We have a plan called the [Anti-racist Wales Action Plan](#).



This plan aims to improve the lives of:

- Black people,
- Asian people,
- Minority Ethnic people. Minority Ethnic means people who are not white British. This includes Gypsy, Roma, and Traveller people.



A report in 2023 showed that people did not feel this plan had improved things. We updated the plan in 2024 to keep us on track.

Sexual orientation and Gender



Sexual orientation is who you are attracted to, for example men, women or both.



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

LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, Queer and other groups.

This is a community of people who share experiences because of who they love and who they are.



We have a plan called the [LGBTQ+ Action Plan for Wales](#).



This plan shows what we will do to make life fair for **LGBTQ+** communities. We aim to achieve this by 2026.

Human Rights



In 2021, we shared a plan to protect equality and human rights: [Strengthening and advancing equality and human rights in Wales research report: Welsh Government response](#)



We are working on new laws. We are creating a way to check how our actions affect human rights.



We also plan to help more people know about their human rights.

Tools to help achieve our goals



We will use the tools we have to support equality and human rights. These tools are:

Funding



We are looking at how to make funding easier to get. Especially for charities, voluntary groups and organisations who do not work to make money.



We are also thinking about how to make sure our budgets and grants support equality and human rights.

Finding better ways to work



We are improving how we work to be more responsible and get better results.



We will support leaders working on equality and including everyone.



We want staff from different backgrounds, and we have a plan to achieve this: [workforce-equality-diversity-and-inclusion-strategy-2021-to-2026](#)

Laws



We are working to include United Nations rights into Welsh law.



The United Nations is different governments in different countries working together.



Our governments have agreed to follow the rights laid out by the United Nations. To make the world a better place.



We want to take this further and make sure our own laws fully cover these rights. To protect disabled people and women.



We will follow UK and Welsh laws to protect human rights, like:

- **Public Sector Equality Duty (PSED)**

This is a rule for public services. It means they must follow the Equality Act 2010. And think about how their policies and decisions affect people.

- **Wales Specific Equality Duties (WSED)**

In Wales, there are extra rules to help public services follow the Equality Act 2010. These rules will help make sure equality is part of everyday work in Wales.



We will make sure we follow the **Socio-economic Duty** properly. This law says public services must think about how their decisions might impact different groups of people.

Impact assessments



Impact Assessments look at how our work affects different groups of people.



We are working to make better equality and human rights impact assessments.



We will improve how we think about different types of barriers people face. We will say what we will do to remove or reduce those barriers.

Thinking about equality and human rights in everything we do



We will provide training for people to make sure they understand our **National Equality Objectives**.



We will look for ways to include equality and human rights in our current systems.



We will encourage new ideas.

Raising awareness



We are looking for better ways to work with other groups and raise awareness.



We will review how well groups are working with different communities.



We will follow the rules in the [Well-being of Future Generations Act](#). This law is about making life in Wales better for people, now and in the future.

Working together



We work with different groups in Wales and other countries.



We meet with equality and human rights groups.



We are looking for ways to work better with other governments and share ideas.



We will check how we use networks and learn from others.

Collecting information



We will collect and share information on equality groups in Wales.



We are improving how we measure and check how our plans are doing.

Checking our work



We must report each year on our work on equality and human rights. We will write a report every year.



These reports will include updates on our National Equality Objectives.



Over time, we will join up our different plans to measure our work. This will help us see what has changed.



It will show how we are meeting the goals in this plan. It will help us make better decisions in the future.



We will listen to people's experiences.



We will make sure people can speak up if things go wrong.



We will make sure people know their rights. And know what to do if they are treated unfairly.



A group called the Human Rights Advisory Group checks our work regularly.



We also give updates to the United Nations and the Council of Europe.



The Equality and Human Rights Commission also tracks our work.

Hard words

Discrimination

Discrimination is when you are treated badly or unfairly because of things like your sex, race, religion, disability or sexual identity.

Hate

Hate means being treated badly because people think you are different. For example, because of disability or race.

LGBTQ+

LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, Queer and other groups.

This is a community of people who share experiences because of who they love and who they are.

Sexual orientation

Sexual orientation is who you are attracted to, for example men, women or both.