

The Strategic Equality and Human Rights Plan

2025 – 2029



Llywodraeth Cymru
Welsh Government

A summary for young people



Hello

The Welsh Government wants Wales to be a fair and equal place where everyone can enjoy their rights.

Wales has a lot to be proud of — we've taken real steps to be a fairer, more equal, and more welcoming country. We want to keep showing that we can build a Wales where everyone feels included and respected. But we want to do more.

We want to stop discrimination — so people aren't treated differently because of who they are, their culture, a disability, poverty or anything.

i Poverty — when you can't afford all your basic needs. Poverty makes life more difficult and stops people having opportunities. That's not fair or equal.

This is our Strategic Equality and Human Rights Plan 2025 – 2029.

It sets out our aims and goals for a more equal Wales.

We want this to be a framework to guide everything we do — from making laws to planning services — so that equality, fairness, and human rights are always part of the decisions we make.

Our aim

By strengthening equality and human rights — Wales is a nation based on equity, non-discrimination, and inclusion.

We want Wales to be a place where:

- everyone is treated fairly
- everyone has their rights
- no-one is treated differently because of who they are
- everyone can take part in their communities
- everyone can get involved in decisions that affect their lives
- everyone has opportunities in all areas of their lives
- everyone feels respected and valued.



What is equality and equity?

Equality is about everyone:

- having equal opportunities to make the most of life
- getting the support they need
- being treated fairly.

It's not about treating everyone the same.

We can't give everyone the same shoes at the same size.
People need what fits them and helps them reach their goals.



Equity is about understanding that we don't all start from the same place. Some people need more support than others to reach the same outcome and have equality:

- Older people
- Children and young people
- Women and girls
- People with disabilities
- People who are pregnant or on maternity leave from work
- Black, Asian and Minority Ethnic people
- Refugees and asylum seekers
- LGBTQ+
- People who live in poverty.



This plan is built on:

Our 7 National Equality Objectives (Goals) for 2024-2028

1

We want to create a Wales where everyone can prosper, and we can reduce poverty.

2

We want to create a Wales where:

- everyone knows about rights
- rights are protected and promoted
- rights are included in all our policies and plans.

3

We want to create a Wales where:

- everyone knows about services and can use them
- everyone has the same high-quality support.

4

We want to create a Wales that's safe for everyone. We want to stop discrimination, victimisation, harassment, abuse, hate-crime, and bullying.

5

We want to create a Wales where:

- everyone can get involved in community, leadership and have their voice heard
- leaders are from different backgrounds and look like the communities they represent.

6

We want to create a Wales where:

- everyone has fair and equal opportunities for employment
- everyone is treated fairly at work and gets paid fairly.

7

We want to create an environmentally sustainable Wales in ways that are fair for everyone.

✓ What are human rights?

Everyone has rights set out in the Universal Declaration of Human Rights.

They belong to every person in the world. We all have them from birth until death. Things like the right to life, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.

Children

Children and young people have extra rights set out in the United Nations Convention on The Rights of the Child.

We are committed to making sure people have their Rights in Wales. That includes Children's Rights.

Article 2 — all children have the rights set out in the UNCRC.

Article 12 — all children have the right to be listened to and taken seriously.

Disabled people

Disabled people also have extra rights set out in the UN Conventions on the Rights of Disabled People (UNCRRDP).



This plan is built on:

Our Human Rights Statement

“Human rights are rights which belong to everyone.

We will respect, protect and fulfil our human rights and equality duties so everyone in Wales may live their lives with dignity, freedom, security and without discrimination.

We commit to a human rights approach which puts people at the centre of everything we do, improving the well-being of current and future generations.”



➡ Actions – to improve equality and rights through our work

New plans and policies

Everything we do as a government must improve people's lives, support equality and protect people's rights.

➡ We will make sure all new plans and policies consider equality and rights.

Plans and policies we already have

Lots of our laws plans and policies focus on equality and rights. They link to this plan and help us reach our goals for people's lives. That includes:

- **The Disabled People's Rights Plan, Wales (2025-2035)** — helps remove barriers and makes sure disabled people have their rights.
- **The Advancing gender equality: action plan** — aims to reduce gender inequalities and improve fairer outcomes in people's lives.
- **The Anti-racist Wales Action Plan** — aims to make life fairer for Black, Asian and Minority Ethnic people, including Gypsy, Roma and Traveller communities.
- **The LGBTQ+ Action Plan for Wales** — sets out our goal for Wales to be the most LGBTQ+ friendly nation in Europe.

➡ We will check the plans and policies we already have to make sure they include equality and human rights in the best ways.

Human rights

➡ We will continue to promote, protect and respect people's rights by:

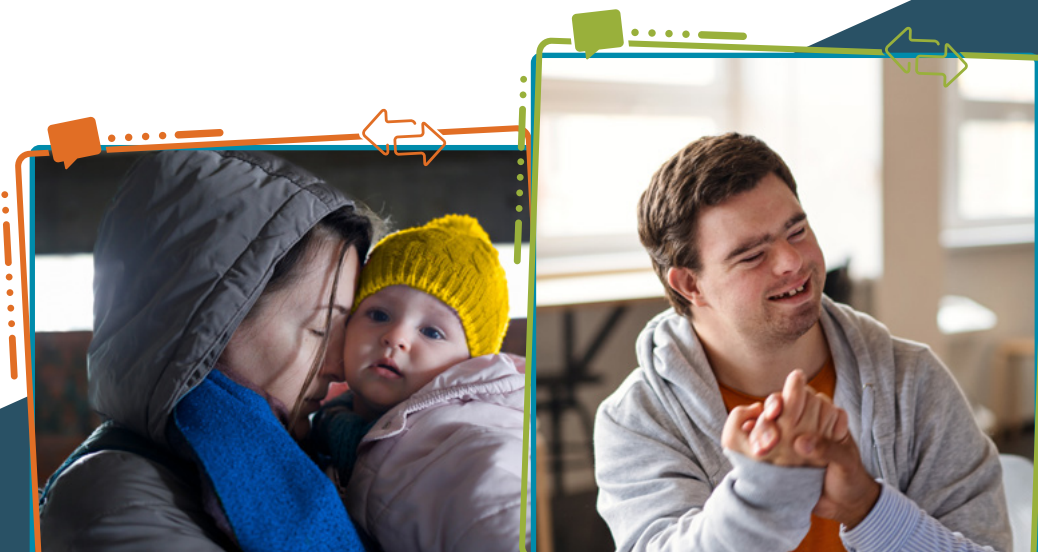
- making new laws
- developing impact assessments that check how decisions affect people's rights
- letting people know about their rights.

Laws

This plan is also built on laws we already have in Wales including:

- **Equality Act 2010** — legally protects people from discrimination and makes life fairer.
- **The Well-being of Future Generations (Wales) Act 2015** — making sure we think about how decisions we make now will impact future generations.
- **The Public Sector Equality Duty** — making sure professionals think about equality when they carry out their work.
- **The Socio-economic Duty** — making sure everyone is working together to reduce the effect poverty has on people's lives.

➡ We will work with the Legislative Options Working Group. They will help us decide what else should become part of Welsh law to improve equality and human rights.



➡ Actions – to use our power and resources in the best ways

Money

- ➡ We will make sure funding and grants support our goals for equality and human rights.

Improving processes and impact assessments

- ➡ We will continue to develop equality and human rights Impact Assessments.
- ➡ We will look at different ways to improve decision-making.
- ➡ We will improve our processes so reduce the barriers people face and help them get better outcomes.

Working together

- ➡ We will involve professionals and people across Wales and listen to them.
- ➡ We will work with local authorities, organisations and charities across Wales.
- ➡ We will work with other countries across the UK and the world.

Accountability

- ➡ We will make sure everything we do is clear and fair.
- ➡ We will take responsibility for our actions.

Building this into our work

- ➡ We will find opportunities to put equality and human rights into our processes and systems.
- ➡ We will lead by example, be clear about our decisions, and encourage new ways of working.

Showing leadership

- ➡ We will support leaders and managers working to reduce inequalities and deliver this plan.

Workforce

- ➡ We will continue to employ people from different backgrounds so our workforce is inclusive and we're a fair employer.

Collecting evidence

- ➡ We will develop ways to measure how well this plan is working and if we are reaching our goals.
- ➡ We will collect evidence and report outcomes.

Letting people know

- ➡ We will raise awareness of this plan across Wales.
- ➡ We will deliver training so people understand our goals.



Checking it works

Wales is growing and changing. This plan will be checked and updated regularly.

We will listen to people's experiences to find out what's improved and what matters to them.

Each year we'll write a report on how this plan is improving equality and human rights.

i Different plans measure equality and human rights in different ways. Over time we'll bring these together to learn more about life in Wales and add that to our report on how we're reaching our goals.

Thanks for reading this

If you want to know more, contact:

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