

The Disabled People's Rights Plan, Wales

2025-2035

A summary for children and young people



Llywodraeth Cymru
Welsh Government

Note to practitioners, parents and carers: There are some themes in this plan that children may find challenging. You may need to consider carefully how you convey some of the topics, particularly with younger children.



Hello

Wales is a great place to live, full of different people, from different backgrounds with different things to offer.

The Welsh Government wants everyone living here to be valued, accepted and respected.

Disabled people are equal members of society and should thrive here.

Many disabled people still face barriers and discrimination. This plan aims to stop that.



This is our Disabled People's Rights Plan Wales (2025-2035)

This is our 10-year plan to make life easier for disabled children and adults in Wales by removing barriers made by society. These barriers can make life harder for people when learning, moving around, experiencing sensory difficulties, feeling worried or sad, thinking differently, or for people with health problems that come and go, get worse over time or last a long time.

This plan also helps people who look after others – like parents, guardians or caregivers.

We have clear **long-term outcomes** we want to achieve.

We also have **short-term actions** that we're taking now to reach those outcomes. We'll keep adding new actions over the next 10 years.

i Discrimination — being treated differently because of who you are.
Barriers — things that stop disabled people living like other people.



About this plan

We want to remove the barriers disabled people face in different parts of life, like:



✓ Rights

The plan was built around disabled people's rights.

All disabled people have rights set out in the **United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)**. In the plan we use the name - United Nations Convention on the Rights of Disabled People, to reflect the Social Model of Disability.

Disabled children and young people have specific rights in the **United Nations Convention on the Rights of the Child (UNCRC)**.

i Justice system — is made up of the police, courts, prisons and probation services.

Representation — having someone who stands up for a group of people and speaks on their behalf.



Our ambition

Wales is a place:

that respects, promotes, and protects the rights of disabled people

where disabled people feel welcomed, included, and able to take part in community life

that's accessible, so disabled people can fully enjoy everything Wales has to offer

where disabled people have the resources and opportunities to exercise their rights and have a say in decisions

where disabled people, parents and carers don't face unfair barriers

where everyone can get online and use digital tools if they want to

that celebrates the many ways disabled people add to our communities

i Accessible — easy to use or easy to understand.



Themes

The plan has 4 main areas.

1 Neighbourhoods, places, and transport:

- Travel
- Affordable and accessible housing
- Helping people understand the Social Model of Disability

2 Employment, income (money) and education:

- Employment, income and education
- Children and young people's education

3 Independent living, health, and social care:

- Well-being
- Health, care and support

4 Justice and supporting environments:

- Access to justice
- Accessible and supportive environments

i Justice — everyone is treated in a fair way.

Supporting environments — healthy places that help people emotionally, physically, and socially.

The Social Model of Disability — focuses on the barriers disabled people face, not their impairment. It moves the responsibility for removing barriers, to all of us in society, not just disabled people.

Neighbourhoods, places, and transport

🔗 Outcomes we want to see for travel:

- 1 Disabled people have accessible transport services where they live that are connected and easy to use.
- 2 Staff at all levels have training and know how to support disabled people.
- 3 Decision makers involve disabled people in policy making and planning transport.
- 4 Travel information is easy to understand and available in different ways, including British Sign Language (BSL).
- 5 Leadership and systems work well, listen to disabled people and support their needs.
- 6 Plans to tackle climate change and cut carbon think about the needs of disabled people from the start.
- 7 Websites, apps, and other travel tools are easy to use for everyone.

✅ (Article 9 UNCRDP) Countries need to make sure disabled people have access to transport and information.

✅ (Article 20 UNCRDP) Countries need to make sure disabled people have different types of transport, equipment, technology and support.

Actions ➡ We will:

- get local authorities and transport services to know where disabled parking spaces are and show them on their websites
- improve how they involve disabled people in planning transport services
- make sure transport organisations listen to disabled children and young people
- develop training for staff across transport services
- make sure websites, apps and assistive technology are available and easy to use, so disabled people can plan and take journeys
- check that transport policies and funding support disabled people's needs – especially in rural areas.



Outcomes we want to see for housing:

- 1 Disabled people know their rights and have the correct information about housing.
- 2 Accessible, available, affordable housing that meet disabled people's needs.
- 3 Accessible housing services that are easy to use, connected and reduce barriers.
- 4 Disabled people are listened to and involved in housing plans and policies.
- 5 Leadership and systems work well, listen to disabled people and support their housing needs.
- 6 Staff at all levels support disabled people and understand the Social Model of Disability.

 **(Article 28 UNCRDP)** Disabled people have a right to a good standard of living and be safe.


Actions ➡ We will:

- work with local authorities and other housing services to increase the level of accessible housing
- review our Quality Requirements 2021 for housing
- make sure local authorities support disabled people to make their homes more accessible and give them the right equipment
- work with housing organisations to improve information for disabled people, including people who struggle to use online services
- deliver training to housing organisations
- work with disabled people's organisations to design and plan services
- listen to disabled people from Gypsy, Roma, Traveller communities to understand the barriers they face.



Outcomes we want to see for the **Social Model of Disability:**

- 1 Disabled people have their rights and can enjoy all public places and services. They are involved in planning and designing their communities.
- 2 Disabled people can take part and get involved in community life because everything is accessible.

 **(Article 9 UNCRDP)** Countries need to make sure disabled people have access to transport and information.

Actions ➡ We will:

- use the Social Model of Disability when we make decisions about the services and the products we buy
- make Social Model of Disability training available to everyone that works in support services
- review our work to make sure we're not creating barriers for disabled people
- publish advice and guidance to help decision makers think about how climate change affects different groups, including disabled people
- work with professionals and groups to decide any new actions we need to add to this plan.



Employment, income (money) and education

🔗 Outcomes we want to see for employment, income and education:

- 1 Disabled people have advice to help them get a job, volunteer or start a business.
- 2 Disabled people take part in planning systems that remove barriers and make work more accessible.
- 3 Employers are aware of their responsibilities to make sure disabled people have rights and are part of all levels of the Welsh workforce.
- 4 Disabled people understand their rights, can develop their skills and have opportunities for lifelong learning. There are no barriers to education, training, or recruitment support.
- 5 Barriers to income for disabled people are removed. The UK Government listens to them and takes their opinions on the benefit system seriously.
- 6 The impact of Socio-Economic Inequality on disabled people's lives is reduced.
- 7 Disabled people take part in lifelong learning and don't miss out because of barriers like poverty or language needs.

✅ (Article 24 UNCRDP) Disabled people have a right to an education.

✅ (Article 27 UNCRDP) Countries must stop discrimination and make sure disabled people have opportunities to work.

Actions ➡ We will:

- make sure our Disabled People's Employment Champions give employers information, guidance and advice
- raise awareness of disabled people's employment rights and the benefits of employing them
- set up a new Disability Confident Leaders Forum. They will give employers support, help them learn from each other, and be more confident about employing disabled people
- check support services for disabled adults wanting to go back to education or training
- improve support services for disabled people who are self-employed or own a business
- update the Inclusive Apprenticeships plan.

i Socio-economic — how much money someone has, where they live, their education, and how these things affect their opportunities and life experiences.



Outcomes we want to see for children and young people's education:

- 1 Disabled learners enjoy their right to an education and have the support they need to learn.
- 2 Disabled learners are listened to and included in developing education policies and plans.
- 3 All schools, colleges and other education providers understand rights and the Social Model of Disability.
- 4 Disabled learners get an inclusive and accessible education. Having good systems of rules, inspection, and enforcement, along with ways to listen to the experiences of disabled learners.
- 5 All schools, colleges and other settings are accessible and easy to use so disabled learners can be with their peers in their local community.
- 6 Disabled learners have equitable access to college, university, or other learning after school.

i Inclusive — open and welcoming to everyone and doesn't leave anyone out.

Enforcement — making sure people follow the law or rules.

Vocational training — getting skills for work.

Equitable – being fair by meeting people's different needs, so everyone has a fair chance.

Actions ➡ We will:

- check vocational training, apprenticeships, and other paths into employment
- create new funding and registration rules for colleges and universities that help make things fairer for disabled learners
- spot gaps in the workforce
- update our guidance and codes of practice so disabled children and young people get the support they need for their healthcare, attendance and more.
- work with Dysgu to develop training to improve skills on supporting disabled children and young people
- update our Anti-bullying and Safeguarding Guidance
- work with ticketing agencies and event organisers so there are fair costs and discounts for disabled children and adults.

✓ (Article 7 UNCRDP) Countries must make sure all disabled children can enjoy their human rights and freedoms like other children do.

✓ (Article 24 UNCRDP) Disabled people have a right to an education.



Independent living, health, and social care

🔗 Outcomes we want to see for well-being:

- 1 Disabled people have opportunities to take part in lots of different well-being experiences — arts, sport, heritage and culture.
- 2 Disabled people can enjoy play, recreation and leisure activities alongside their peers.
- 3 Disabled people can use local services and express themselves in the language they choose including BSL and Welsh.

✅ (Article 19 UNCRDP) Disabled people's right to independent living and take part in community life.

✅ (Article 30 UNCRDP) Disabled people have the right to participate in cultural life, recreation, leisure, and sport on an equal basis with others.

✅ (Article 15 UNCRC) Children have the right to meet and join groups.

✅ (Article 31 UNCRC) Children have the right to play.

Actions ➡ We will:

- add the Social Model of Disability to information for grant applications
- work with cultural, heritage, arts, sport and leisure organisations to have more opportunities for disabled people
- create more opportunities for disabled people to get involved in local activities — and shape them in ways that reflect their own identities and ideas
- make sure the culture sector is fairer by making it easier for disabled people by dealing with barriers, helping them take part and work there
- check the Childcare and Early Years Capital Programme supports accessible childcare and play services
- make sure there's training about supporting disabled children for childcare and play workers
- set up an advisory board of people who can give advice and support this plan.



Outcomes we want to see for **health, care and support:**

- 1 Disabled people have care and support at the right time without any gaps, including as they move from child to adult services.
- 2 All care settings are accessible, equipped and meet disabled people's needs.
- 3 All care and support is designed around the person, putting disabled people first and promoting their rights. Disabled people are involved in shaping policies so that services work for them and remove barriers.
- 4 Health and social care services are well equipped and give the right support, at the right time. Staff understand rights and the Social Model of Disability.
- 5 Disabled people are involved in running health and social care, and there is a focus on ending discrimination and improving service standards so everything is fairer.
- 6 Disabled people understand their rights and get support to communicate clearly with care services. This includes BSL and Welsh language.
- 7 Unpaid carers of disabled people are recognised and treated as important when planning support.
- 8 Unpaid carers get the right information and know what support they can get.
- 9 Disabled people are involved in shaping health policies linked to climate change.
- 10 Disabled people to help shape plans for public health emergencies, so responses are fair and meet their needs.

✓ **(Article 19 UNCRDP)** Disabled people's right to independent living and take part in community life.

✓ **(Article 25 UNCRDP)** Disabled people have equal rights to the highest standard of health without discrimination.



Outcomes we want to see for **health, care and support**:

Actions ➡ We will:

- work with organisations to plan funding for disabled people's social care
- listen to disabled people on how we should promote their rights
- use information from research and studies to make decisions
- work with health and social care employers to develop training about rights and the Social Model of Disability
- set future goals for improving health, care and support
- work with tech developers to make sure assistive technology works in both English and Welsh
- keep Welsh language terms up to date so they reflect the Social Model of Disability
- work with disabled people to shape how we plan for and respond to public health emergencies, making sure their experiences and views are included
- make sure disabled people can live independently for as long as possible
- develop a policy for better BSL support
- make the Social Model of Disability part of guidance for inspection teams
- set up a group to check how NHS funding and resources are used and how those decisions impact disabled people.

Actions ➡ For **unpaid carers** we will:

- continue to promote the work of unpaid carers and make sure local authorities and health boards give them the information and support they need
- continue to support local authorities to improve needs assessments so unpaid carers get help
- continue working with local authorities to look at whether unpaid carers have enough breaks and respite from their caring role.
- make sure that the needs of unpaid carers are included in hospital plans and guidance.



Justice and supporting environments

Outcomes we want to see for justice:

- 1 Disabled people are listened to by the Government, have their rights and can shape legal and justice systems. They are treated fairly at every stage — from reporting a crime to getting support afterwards.
- 2 Disabled people understand their rights and get better support from the Civil and Criminal Justice systems. This includes local legal advice and ways for them to complain if something goes wrong.
- 3 Disabled people who experience violence, sexual abuse and domestic violence get all the support they need.
- 4 Rights and the Social Model of Disability are part of policies, plans and laws.
- 5 The legal and justice systems collect and use information to improve their work and the support they give to disabled people.

i Civil Justice systems — focuses on sorting out non-criminal issues like family issues or work contract issues.

Criminal Justice systems — is a legal system that involves police, courts and people can go to jail.

Actions ➡ We will:

- continue to fund Hate Hurts Wales
- check the International Committee of Rights of Disabled People (2024) report to see what actions are needed
- make sure disabled survivors and victims have high quality support
- make sure disabled people understand what 'hate/mate crime' is, how to report it, and get support
- get better information about Welsh disabled prisoners from the UK Government to make sure they get support
- make sure staff in prisons have the right training on the Social Model of Disability and rights
- make sure disabled rights are included in decisions the UK Government makes on justice matters
- make sure prisoners get the right education assessments so they get support
- develop a Preventing and Responding to Child Sexual Abuse Strategy that puts disabled children's needs first.



(Article 5 UNCRDP) Everyone is equal before the law and have an equal right to protection, without discrimination.



Outcomes we want to see for supporting environments:

- 1 A discrimination free society where disabled people aren't bullied or face negative attitudes. They have their rights and can enjoy all areas of life.
- 2 Disabled People's Organisations across Wales promote rights and have funding and resources to support disabled people. Their expertise is respected, and they're involved in developing plans and policies.
- 3 Services across Wales have the resources to support disabled people in the right ways. They're accessible and understand the Social Model of Disability.
- 4 Disabled people can take part in politics and public life.
- 5 Disabled people are represented by a government that values, understands, and respects them. Their rights are included in plans, policies and laws.
- 6 Disabled people can get online, use digital tools, learn the skills they need and choose how they use technology.

✓ (Article 8 UNCRDP) Countries must make sure disabled people are treated with respect and deal with negative attitudes in society.

✓ (Article 9 UNCRDP) Countries need to make sure disabled people have access to transport and information.

Actions ► We will:

- educate press teams, legal services and staff on the Social Model of Disability
- educate Cabinet Secretaries, Ministers, and their staff on the Social Model of Disability
- develop a campaign that promotes positive attitudes to disabled people and their rights
- encourage organisations and employers to appoint a Disabled People's Champion and share good practice
- help more people use Cymraeg online by finding gaps in support and giving companies the information and support they need to improve services
- create and review a national digital inclusion grant to help people get the basic digital tools and skills they need, in a way that works for their lives and communities.



Checking it works

We want to make sure this plan is making a difference so the Disabled People's Inclusion team will work with the Welsh Government's Disability Disparity Evidence Unit (DDEU) to collect evidence that we're reaching our ambitions and outcomes.

We will involve the Disability Equality Forum and the Disabled People's Employment Champions.

We will set up an External Advisory Board of professionals who will:

- give us advice and support
- talk to disabled children and adults and make sure their views are listened to
- gather evidence from different employment, education, and healthcare settings
- promote best practice so services learn from each other
- check disabled people are getting opportunities and resources.

Next steps

In 2027 we'll check how the Plan is working. We'll collect data about what's going well, what's getting in the way, and how we can improve things.

We will:

- follow the Social Model of Disability
- look at facts and numbers, like how many disabled people helped shape policies or how many staff did Social Model of Disability training
- listen to people's real experiences and how the Plan is making a difference.

Then we'll check if the Plan is working long-term — or if anything needs to change.



Thanks for reading

For more information contact:

✉ DisabledPeoplesInclusionTeam@gov.wales

📄 Disabled People's Inclusion Team
Equality and Human Rights Division
Welsh Government
Cathays Park
Cardiff
CF10 3NQ

