



Equal Wales 2020 – 2024

Our plan for making Wales a fairer place to live and work



This document was written by **Welsh Government**. It is an easy read version of ‘**Strategic Equality Plan 2020-2024: Equality Aims, Objectives & Actions**’.

March 2020



How to use this document

This is an easy read version. The words and their meaning are easy to read and understand.



You may need support to read and understand this document. Ask someone you know to help you.



Some words may be hard to understand. They are in **bold blue writing**. They have been explained in a box below the word.



If the hard word is used again it is in **normal blue writing**. You can check what they mean on **page 22**.



Llywodraeth Cymru
Welsh Government

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

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This document was made into easy read by **Easy Read Wales** using **Photosymbols**.

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A message from the Deputy Minister Jane Hutt



Making sure everyone is treated equally and fairly in Wales is really important to us.



Making sure everyone's **human rights** are met is also really important.



Human rights are rights that every person has. For example the right to be alive and the right to get an education.



It is a really important time to think about these things, because there are so many differences in society.



We have a lot of important laws to help us make sure people are treated equally and fairly. We must use them.



When groups of people are treated differently or unfairly it can affect many other parts of their lives.



Sometimes people are not treated equally when they are poor. We are doing a lot of work to change this.



This document talks about what work we will do over the next 4 years for equality.



A handwritten signature in black ink that reads "Jane Hutt".

Jane Hutt

Deputy Minister and Chief Whip



About this plan

This plan is about our aims for equality over the next 4 years.



We have written 8 aims that will help us make Wales a fairer place to live and work. To help us write these aims we:



- Did some work to help us learn more about what equality is like in Wales.



- Asked people what they thought about our ideas for this plan, and what life is like for them.



- Thought about important laws.



We have written what we will do to help us achieve each aim in this plan.

Important laws



The Equality Act 2010

This law helps make sure that everyone has the same chances in life.



Well-being of Future Generations (Wales) Act 2015

This law helps make sure we think about the well-being of people living in Wales now and in the future.

What we have learned about equality



We need to check what the effects of this plan will be and whether it will make a difference.



To help us understand the difference this plan makes, we have learned a lot about equality. For example:



- Women often experience inequality.



- Disabled people have been affected more than other people by changes to the welfare benefits system and cuts to public services.



- There are a lot of poor older people in Wales. This affects a lot of other things like their health and how long they live.

What people said



To make this plan we talked to people and organisations across Wales. The main things people said were:



- **Human rights** were not talked about enough in our last plan for equality.



- There needs to be more help for making services like transport **accessible**.

Accessible means something can be easily used by everyone.



- There should be more focus on the level of **poverty** in Wales. And how this affects people's equality.



Poverty is not having enough money to pay for things like bills, food and heating. And not being able to get good public services and education.



- We should look at how leaving the **European Union** might affect **human rights**.



- We should do more to make sure different groups of people are represented in **public bodies**.



Public bodies are organisations that get money from Welsh Government to run services for people in Wales.

Our aims

1. Stop inequality caused by poverty

We will try to stop people falling into poverty. And make life better for people who do not have much money.

We will:



- Get chosen public bodies to think about how their decisions affect people who live in **poverty**.



- Give more support to people in Wales who find it hard to get work.



- Run projects to help different groups of people to set up businesses.



- Work with different groups of people with to improve transport.



- Give more support to 16 to 24 year olds who are not in work, education or training.



- Support **housing associations** to improve homes. **Housing associations** rent homes to people who do not have much money.



- Support the work being done to make houses warmer.



- Provide a lot of new houses in Wales that people can afford.

2. Human rights are protected in Wales



We will make sure we protect equality and **human rights** in Wales.

We will:



- Carry out research by the end of 2020 to find out how to protect equality and **human rights** in Wales.



- Check how well our rules for equality are working and check if they can be made better.



- Check that **public bodies** are collecting good information about equality.



- Write rules that help providers follow the new **Additional Learning Needs law**.



- Make sure there is enough counselling and support in schools for children who need it.



- Get more people with additional learning needs to have an annual health check.

3. Public services think more about the needs and rights of different people



We will work in a way that helps everyone achieve what they want in life. We will:



- Improve public transport for people with different needs. For example, by using video and voice recordings at bus stops. And giving public transport staff equality and [human rights](#) training.



- We will make sure our plans and policies think about the needs of all different groups of people.



- We will make public transport safer and more **accessible** for all groups of people. Especially disabled people. We will work with different groups of people on this.



- We will support housing and support projects for **LGBTQ+** young people.

LGBTQ+ stands for **Lesbian, Gay, Bisexual, Transgender, Questioning** and all other people who identify as being part of this community.



- Make online training for landlords about equality through **Rent Smart Wales**. This will include mental health training.



- Deliver our plan called **Age Friendly Wales**, to make Wales a good place to grow old.



- Make it easier for people to visit special places, like castles and churches, in Wales. And to come on holidays in Wales.



- Support more disabled people to use **apprenticeships**.

Apprenticeships are a way of learning about a job and training at the same time.



- Provide more support for people to use computers and the internet.

4. Wales is a place where people are treated equally whatever gender they are



We will deliver the first parts of the **Gender Equality Implementation Plan**. And work to make sure people are paid equally whatever gender they are.



We will check our work on this. And try to learn more about how people are treated differently because of their gender.

5. Stop people from being treated badly and unfairly



Sometimes people experience things like bullying and abuse because of who they are. For example because they are disabled, or old, or gay.

We will work to stop this from happening. We will:



- Pay for the **National Hate Crime Report and Support Centre**. This will give victims of **hate crime** advice and support.



Hate crime is being bullied, called names or attacked because people think you are different.



- Work with organisations in Wales to stop **hate crime**.



- Help sports clubs and community groups get advice about keeping young people safe.



- Pay for groups and projects, and raising awareness to stop **hate crime**.



- Write a new plan about **violence against women** and **domestic violence**.



Violence against women is any kind of behaviour that harms women and girls. It includes:

- sexual harassment
- rape
- forced marriage



Domestic violence is any behaviour that causes harm to someone. It is carried out by a partner, ex-partner or family member. It can happen to anyone.



- Carry on supporting schools to end bullying and make schools safer.



- Look into ways to stop people with mental health problems being treated unfairly when trying to rent a house.

6. Stronger and fairer communities



We will keep working to make sure people live together happily in their communities.

We will:



- Make sure all school pupils learn about relationships, sex and religious education. We will speak to people from different religions and backgrounds to get their views.



- Pay an organisation to get the views of people who rent private houses and have mental health problems.



- Write a list of important values to help make communities stronger and happier.

7. Everyone in Wales has the chance to get involved



There will be more chances for people from different backgrounds to have a say about things like politics in Wales.

We will:



- Make sure people on the boards of **public bodies** understand issues about equality.



- Support more people to get involved in local politics, and become a councillor on their local council.



- Give money to support disabled people to stand for election in local government.

8. Public bodies set a good example for employing people from different backgrounds.



We want to set a good example by hiring lots of different types of people from different backgrounds and with different beliefs.

We will:



- Give paid leave for our staff experiencing [domestic violence](#).



- Give more training to our staff about [domestic violence](#).



- Give more support to staff and visitors to breastfeed in Welsh Government buildings.



- Select mental health champions in the workplace to give our staff support.

Hard words

Accessible

Accessible means something can be easily used by everyone.

Apprenticeships

Apprenticeships are a way of learning about a job and training at the same time.

Hate crime

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Human rights

Human rights are rights that every person has. For example the right to be alive and the right to get an education.

LGBTQ+

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Poverty

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Public bodies

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Violence against women and domestic violence

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