

LGBTQ+ Action Plan

A consultation for young people



Llywodraeth Cymru
Welsh Government



Hello

The Welsh Government wants Wales to be 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 and we want to know what you think.

UK Law

We want to do as much as we can to help LGBTQ+ people have their rights and be treated fairly. In Wales we have the power to change the law in some areas, but other laws have to be made by the UK Government.

L

Lesbian

G

Gay

B

Bisexual

T

Transgender

Q

Queer/Questioning

+

Other sexual identities



The plan

This plan will help:

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

Involving people in the plan

We want this plan to work and improve lives. So we worked with Stonewall Cymru and other LGBTQ+ organisations and involved LGBTQ+ people and communities from all across Wales.

Over **600** people took part.

We also set up:

- a LGBTQ+ External Reference Group to give us advice and help us think about the important issues affecting LGBTQ+ people.
- an Independent LGBTQ+ Expert Panel to give us advice, help us improve LGBTQ+ equality in Wales and write the plan.

We know that some things have improved for LGBTQ+ people, but many still face barriers.

Some LGBTQ+ people face discrimination for being LGBTQ+ and also because of their age, race, religion or disability. This makes their lives even more difficult.

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

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

Rights – Everyone has rights, 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 Aims

The plan has **6 aims** to:

Make equality and human rights for LGBTQ+ people stronger.



Make the rights of LGBTQ+ people respected across all Government departments, local authorities and services.



Challenge assumptions when services identify people or collect information about LGBTQ+ so they can plan and build services better.



Collect information better so it can be used to stop discrimination and inequalities in service.



Help services and their staff understand and support LGBTQ+ needs better.



Make the Independent Expert Panel permanent so it can check the plan is working and update it if needed.



The Action Plan


Human Rights

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

Actions

We will:

- continue to promote and protect the rights of trans and non-binary people
- change laws and policies where we can, so non-binary people have recognition
- look at moving the Gender Recognition Act into Welsh law and support our Trans community
- ban LGBTQ+ conversion therapy
- look at ways to stop asking for information like name, age or gender when it's not needed
- raise awareness of human rights in LGBTQ+ communities.

 **Conversion Therapy** – Some groups think it's possible to 'cure' someone from being LGBTQ+ and offer therapy.



Safety

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

Actions

We will:

- work with the Police to look at ways to build strong, trusting relationships in communities
- work with the Police to find ways to support LGBTQ+ people better so they feel confident to report hate crimes
- work with social media and tech companies to stop false information being spread and reduce hate crime
- connect with the LGBTQ+, disabled and Black, Asian and Minority Ethnic communities to find out what issues they face. This will help the Police understand hate crime better and improve how they work
- work with the LGBTQ+ community to find out why people don't report violence against women, domestic abuse and sexual violence (VAWDASV). Then use this information to raise awareness and find ways to support people to report this type of crime.

Home and communities

LGBTQ+ people from different backgrounds, faiths and cultures live in Wales. They should be able to live in any community and feel a sense of belonging.

Actions

We will:

- support LGBTQ+ community groups and organisations so people get the same quality of support from services wherever they live in Wales, including services in Welsh
- work with local authorities to find ways to fund LGBTQ+ youth support services
- work with services and organisations to find long-term funding to support LGBTQ+ young people, especially in rural areas
- support LGBTQ+ events and use them to raise awareness of human rights and respect
- promote positive role models of LGBTQ+ people
- work with LGBTQ+ people, groups and communities to get more involved in Culture and Sport. This includes:
 - » increasing their representation on Boards
 - » increasing opportunities in careers, apprenticeships and volunteering
 - » celebrating and sharing LGBTQ+ stories and histories
 - » sharing good practice so LGBTQ+ people feel safe and welcome
- look at ways to work with faith groups to be more open to LGBTQ+ people
- have more LGBTQ+ people on forums
- make sure homelessness services meet the needs of LGBTQ+ people
- work with the UK Government to improve how LGBTQ+ people claiming asylum are identified
- work with the UK Government to develop LGBTQ+ only asylum properties in Wales
- make sure LGBTQ+ refugees and people claiming asylum get mental health support.



Health

Some LGBTQ+ people find it difficult to get support from health and social care services. Some said they felt unsafe or were frightened to talk about their needs. This included LGBTQ+ disabled people and LGBTQ+ older people in care homes.

Actions

We will:

- target health services towards LGBTQ+ people who are at risk
- continue to make sure LGBTQ+ people get maternity and fertility services
- work with NHS Wales, Social Care Wales and services to make sure staff have the right training to support LGBTQ+ people
- check codes of practice and guidelines so they include the needs of all LGBTQ+ people
- make sure future reviews of mental health services check how they support LGBTQ+ people, including young people
- deliver our new HIV and Sexual Health Action Plan
- support the move to online or telephone sexual health appointments for people if they want it
- review the Gender Identity Pathway for children and young people in Wales
- continue to develop the Wales Gender Service
- work with NHS Wales and trans communities to promote healthcare services so more trans people feel safe to use them.



Education

Schools and colleges are a good place to build respect and understanding. But many teachers and LGBTQ+ people have said sexuality and gender isn't discussed enough. The new curriculum in Wales gives us the opportunity to change this.

Actions

We will:

- invest in training on designing a curriculum that includes LGBTQ+
- make sure training helps teachers and professionals to support LGBTQ+ young people and stop bullying
- help families of LGBTQ+ young people, through 'Parenting. Give it time'
- give schools and local authorities new trans guidance
- work with colleges and universities to make sure LGBTQ+ people feel safe and welcome there
- look at how we can target research funding to look at what life is like for LGBTQ+ people in Wales.

Workplace

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

➔ Actions

We will:

- develop a single approach to workplace training resources
- give employers information about the protections and responsibilities they have to make sure trans people have their rights
- make sure businesses know how important it is that they collect information about their workforce.



The Covid-19 pandemic

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

➔ Actions

We will look at the experiences LGBTQ+ people had during lockdown so we can help them recover.

Thanks for reading

We want to know what you think.

You can either answer these questions here



or go to the online survey.

Survey

gov.wales/lgbtq-action-plan

?

Do you think this action plan will increase equality for LGBTQ+ people?

- Yes
- No
- Not sure

What would you add, take away or change?

Please email your answers to:

✉ LGBTQ+ActionPlan@gov.wales

📅 by 22 October 2021

