LGBTQ+ action plan
Our plan to create a better Wales for LGBTQ+ people

We want to know what you think

This document was written by Welsh Government. It is an easy read version of ‘LGBTQ+ Action Plan’.

July 2021
This is an easy read document. But you may still need support to read it. Ask someone you know to help you.

Words in bold blue writing may be hard to understand. You can check what the words in blue mean on page 26.

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. To tell us what you think about this easy read version, click here.
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>4</td>
</tr>
<tr>
<td>Why is this action plan important?</td>
<td>8</td>
</tr>
<tr>
<td><strong>Action plan</strong></td>
<td>10</td>
</tr>
<tr>
<td>Actions for all parts of life</td>
<td>10</td>
</tr>
<tr>
<td>Actions for human rights</td>
<td>13</td>
</tr>
<tr>
<td>Actions to make sure LGBTQ+ people are safe</td>
<td>14</td>
</tr>
<tr>
<td>Actions for home and communities</td>
<td>15</td>
</tr>
<tr>
<td>Actions for sport and culture</td>
<td>17</td>
</tr>
<tr>
<td>Actions for faith groups</td>
<td>19</td>
</tr>
<tr>
<td>Actions for homelessness</td>
<td>19</td>
</tr>
<tr>
<td>Actions for asylum and refugee support</td>
<td>20</td>
</tr>
<tr>
<td>Actions for improving health</td>
<td>21</td>
</tr>
<tr>
<td>Actions for education</td>
<td>23</td>
</tr>
<tr>
<td>Actions for the workplace</td>
<td>24</td>
</tr>
<tr>
<td>Actions from Covid-19</td>
<td>25</td>
</tr>
<tr>
<td><strong>Hard words</strong></td>
<td>26</td>
</tr>
</tbody>
</table>
Introduction

This is our plan for what we will do to make Wales a better place for LGBTQ+ people.

LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and others.

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

- **Lesbians** are women who are attracted to other women.
- **Gay** men are men attracted to other men.
- **Bisexual** people are people who are attracted to both men and women.
- **Transgender** people are people who are born as one sex but are the other sex. For example, a person who looks like a man on the outside may be a woman on the inside.
- Even though Queer has been used as a bad word against LGBTQ+ people, some people have started to use it in a positive way for when they feel that words like straight, gay and lesbian do not really describe them.
- **Questioning** is for people who are still figuring out who they are and how they identify.

Page 4
Everyone has the right to be safe.

Everyone has the right to be themselves and not experience discrimination.

Discrimination is when you are treated badly or unfairly because of your sex, race, religion, disability or because of who you are and who you love.

Equality and Inclusion are important issues for us.

Equality means treating people fairly and making sure they have the same chances in life.

Inclusion means everyone can take part, and everyone has a fair chance.
We want Wales to be the most friendly LGBTQ+ nation in Europe.

LGBTQ+ people in Wales often experience discrimination.

We started an expert panel and asked them to write a report.

The panel was made up of a group of people and organisations working with the LGBTQ+ community.

The report helped to find out what should be included in this action plan.
The aim of this action plan is to help make sure LGBTQ+ people are treated equally. So they can be safe to live and love as they want.

We want to know what you think about what we have written in this action plan. Please read this document, and then answer the questions in the response form.

This section was written by:

Mark Drakeford MS
First Minister

Jane Hutt MS
Minister for Social Justice

Hannah Blythyn
Deputy Minister for Social Partnership
Why is this action plan important?

We are committed to making sure everyone has their human rights. This includes LGBTQ+ people.

A survey of LGBTQ+ people was carried out by Stonewall Cymru. This is an organisation that promotes the rights of LGBTQ+ people.

Stonewall Cymru found out that most LGBTQ+ people in Wales were worried about telling people they were part of the LGBTQ+ community.

This is because they don’t want to be treated badly because of it.

Nearly half of LGBTQ+ people in Wales have experienced bullying like name calling that is hurtful and makes life hard in the last year.
LGBTQ+ people are also more likely to:

- Have poor mental health
- Have poor healthcare
- Use too much alcohol or drugs, or smoke

LGBTQ+ people who also have other protected characteristics are more likely to be at risk.

Protected characteristics includes race, age, gender, religion, disability and sex.

This action plan will help us create LGBTQ+ friendly policies.

Policies are written documents that say the rules about how we do things.
Action plan

The action plan covers 7 different areas of life. And has 1 section covering all parts of life.

Actions for all parts of life

We will strengthen equality and human rights for LGBTQ+ people.

We will support the UK Government to protect transgender and non-binary people.

Non-binary is when you do not feel that you are simply male or female.
We will make sure that LGBTQ+ people are accepted across Wales.

We will make sure that everyone who works in the public sector knows about LGBTQ+ needs.

The public sector provides services to the public. For example, education, social services, health and housing.

We will help to challenge the way people judge others. For example when someone guesses someone else is female just because they have long hair.
We will make sure the needs of **LGBTQ+** people are included in all our plans. We will make sure we involve **LGBTQ+** people as equal partners when we write plans and make decisions.

We will collect information to better understand the **discrimination** experienced by **LGBTQ+** communities.

We will keep the expert panel to help us check our plan, and make sure it works.
We want **LGBTQ+** people to have a full life and equal role in Welsh society.

We want to make sure **non-binary** people are accepted and included in our **policies**.

We want the UK government to let us make our own decisions about the **Gender Recognition Act**, so that we can support our **transgender** community. This is a law that makes sure **transgender** and **non-binary** people can live a full life.

We want to **stop LGBTQ+ conversion therapy** - when a therapist tries to stop or change someone who is **LGBTQ+**
We want to stop asking people personal information that is not needed. For example, what their name, age and gender is on forms.

We want to make sure LGBTQ+ people know their rights and have support to challenge these.

**Actions to make sure LGBTQ+ people are safe**

We will ask the police to make sure they work closely with people with protected characteristics.

We want the police and partners to make sure LGBTQ+ hate crime is reported.

A hate crime is when somebody causes harm to another person because of the way they are.
We will work with companies and websites to tackle hate crimes. For example, asking Facebook to remove hurtful comments, or asking newspapers to be careful how they report the news.

We want to work closely with people with protected characteristics to find out about issues they have with staff like policemen, doctors, nurses and the fire brigade.

We will focus on abuse in the LGBTQ+ community. We will try to find out why people are worried about reporting when they have been treated badly.

**Actions for home and communities**

We will support LGBTQ+ groups and organisations to provide services across the whole of Wales.
We will also help more Welsh language services for LGBTQ+ people.

We will think about how we can better support and fund services for young LGBTQ+ people. So young LGBTQ+ people can get support outside of school as well as in school.

We will use important days for LGBTQ+ people to raise awareness. For example, Pride events in June, LGBTQ+ history month in February.

We will sponsor Pride Cymru, so they can run Pride events across Wales. And we will hire a Wales Pride Coordinator. This is a person whose job will be supporting and overseeing Pride events in Wales.

We want to provide support to help LGBTQ+ people become political leaders.
Actions for sport and culture

We want to work with the LGBTQ+ community to help develop sport and culture and make it more inclusive to LGBTQ+ people.

Culture includes things like music and art.

We want to provide money to sport and culture organisations working with LGBTQ+ communities.

We want more LGBTQ+ people to take part in sport and culture, including at management level.

We will make sure people know more about LGBTQ+ people in sport and culture.
We will celebrate LGBTQ+ communities in Wales. And support museums to help collect information and objects from the LGBTQ+ community.

We will support Pride events and make sure the public sector works with Pride organisers to celebrate.

We will work with Sport Wales and other organisations to look at how to make sport more inclusive for transgender people.

We will think about how to make sports and culture more inclusive.

We want different organisations to work together to share how they can all work at their best.
Actions for faith groups

We will look at how we can support different faith groups to have open and friendly spaces for LGBTQ+ people.

Actions for homelessness

We will make sure homelessness services provide suitable services for LGBTQ+ people.

We will learn from projects like the Ty Pride project. This project supports young LGBTQ+ people and provides a safe home for them to live in. We will share what we learn with all local authorities in Wales.
Actions for asylum and refugee support

Asylum seekers are people who leave their country to escape danger. They ask to live in another country.

A refugee is someone who has been forced to leave their country. This may be because of war or they have had their life threatened.

We will work with the UK Government to ask for information about LGBTQ+ asylum seekers when they ask to stay in the UK.

We will make LGBTQ+ only homes available in Wales so we can keep LGBTQ+ asylum seekers safe.

We will work with LGBTQ+ asylum and refugee support organisations to help us make our policies better.

We will make sure LGBTQ+ refugees and asylum seekers have access to mental health support.
We will work with LGBTQ+ people to tackle health issues such as sex and health, using drugs and alcohol and mental health.

We will make sure maternity and fertility services are easy to use for LGBTQ+ people. There are services that help people to have children.

We will train our NHS and social care staff to understand LGBTQ+ health issues.

We will think about LGBTQ+ people when we check our guidance documents and policies.

We will look at mental health services and LGBTQ+ and make the services better.
We want to create a new HIV and Sexual Health action plan.

We will make sexual health appointments more accessible. This will include telephone and postal services.

We will look at how we work with young people and children who want to understand or change their gender.

We will work with transgender and non-binary people to make sure they take part in healthcare services. And help improve their healthcare.
Actions for education

We will make sure we include LGBTQ+ issues in the things we teach in schools.

We will make sure that professionals are trained to support LGBTQ+ people and tackle hurtful behaviour.

We will provide information to support families of LGBTQ+ young people.

We will create guidelines for schools and local authorities about transgender people.
We will work with schools to tackle hate crimes.

We will work with universities and colleges to make LGBTQ+ friendly places for learners and staff.

We will think about giving money to research into LGBTQ+ people.

**Actions for the workplace**

We will help employers train their staff to be more LGBTQ+ friendly.
We will give information about employment rights for transgender people. And we will give this information to employers.

We will ask organisations to collect information about the types of people they work with.

**Actions from Covid-19**

We will think about the experiences of LGBTQ+ people, especially LGBTQ+ children and young people, as we come out of lockdown.

We will do research into how Covid-19 has affected LGBTQ+ people in Wales.
Hard words

Asylum seekers
Asylum seekers are people who leave their country to escape danger. They ask to live in another country.

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

Equality
Equality means treating people fairly and making sure they have the same chances in life.

Hate crime
A hate crime is when somebody causes harm to another person because of the way they are.

Inclusion
Inclusion means everyone can take part, and everyone has a fair chance
LGBTQ+
LGBTQ+ stands for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and others. This is a community of people who share experiences because of who they are and who they love:

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- **Questioning** is for people who are still figuring out who they are and how they identify

Non-Binary
Non-Binary is when you do not feel that you are simply male or female.
Policies
Policies are written documents that say the rules about how we do things.

Protected characteristics
Protected characteristics includes race, age, gender, religion, disability and sex.

Public sector
The public sector provides services to the public. For example, education, social services, health and housing.

Refugee
A refugee is someone who has been forced to leave their country. This may be because of war or they have had their life threatened.

Sexual Identity
Sexual Identity is who you are sexually attracted to. For example lesbian, gay man, bisexual, heterosexual.