Easy Read

Working for equality in Wales

What the Welsh Government has done from April 2016 – March 2017 to support equality in Wales

Llywodraeth Cymru
Welsh Government

www.gov.wales

This is an easy read version of Welsh Government's Annual Report on Equality 2016 - 2017.

March 2018

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

Some words may be difficult to understand. These are in **bold blue writing** and have been explained in a box beneath the word.

If any of the words are used later in the booklet they are shown in normal blue writing. If you see words in normal blue writing, you can look up what they mean in **Hard words** on page 30.

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Welsh Government

Where the document says ‘we’, this means **Welsh Government**.

Hawdd ei Ddeall Cymru
Easy Read Wales

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

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About this report

Every year we have to write a report about our work on **equality**.

Equality means treating people fairly. And making sure they have the same chances.

We are working to make Wales a more equal place to live and work.

The Equality Act (2010)

The **Equality Act (2010)** says we have to do this.

The **Equality Act** is a law. The aim of the Equality Act is to make sure everyone has the same chances. It says that everyone has the right to:

- be treated fairly
- have the same chances as others
- be free from **discrimination**.

The Equality Act protects people from **discrimination**.

Discriminate means someone treats you badly or unfairly because they think you are different.

There are many people who can be discriminated against including:

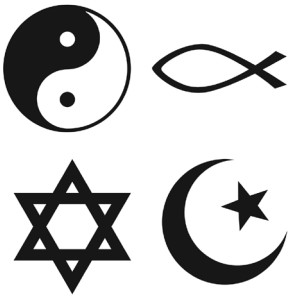
- men and women

- disabled people

- people with **mental health problems**. This is when people need support with their thoughts or feelings.

- people of different ages – young people or older people.

- people who come from different countries or **cultures** – the beliefs and way of life of a group of people.



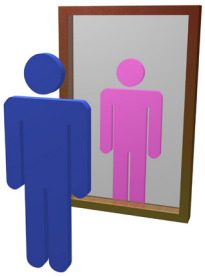
- people of different religions. Or who have no religious belief.

- women who are pregnant or breastfeeding

- **lesbian** women – women who are attracted to other women

- **gay** men - men who are attracted to other men

- **bisexual** men or women – people who are attracted to both men and women



- **transgender** people – people who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.

People can be discriminated against for more than one reason. For example:

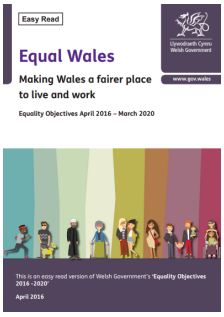
- because they are a woman and disabled

- because of their religion and sexuality.

Equality plan 2016 - 2020

The Equality Act says we must have an equality plan. We must write a new equality plan every 4 years.

We have written our second equality plan. It says what we will do from **April 2016** to **March 2020**.



There is an easy read version of the plan called **Equal Wales: Making Wales a fairer place to live and work, Equality Objectives April 2016 to March 2020**.

You can get a copy here: http://gov.wales/docs/dsjlg/publications/equality/160802-equality-objectives-2016-20-easy-read-en.pdf

It has a list of 8 updated **equality objectives**.

The **equality objectives** are the important things we need to do to make Wales a fairer place to live.

Our 8 equality objectives are:

1. Make sure people from different backgrounds are at the centre of planning and providing **public services**.

Public services include health, housing, social services and transport.

2. Make sure there are enough information, advice and **advocacy** services.

Advocacy is about helping you by having someone else speak up on your behalf.

3. Look at why some groups of people get:

- fewer chances to have good jobs
- less pay for the same sort of work.

4. Stop all abuse and **hate crime** so Wales is a safer place to live.

Hate crime is when a victim thinks a crime happened to them because of who they are.

5. Make sure people from different backgrounds join **public bodies** in Wales.

Public bodies run services for the Welsh Government but are not part of government.

6. Make our communities stronger by making sure:

- everyone has respect for everyone else
- everyone is included in what goes on.

7. Bring down the number of people who are poor. And to make life better for people who do not have much money. In particular:

- disabled people

- a parent bringing up children alone

- some **ethnic minority** groups

An **ethnic minority** is a group of people from a different background. Or with different traditions than other people in their community.

- families with disabled children.

Llywodraeth
Welsh Governm

8. The Welsh Government will be the best at employing people from different groups.

This report says what we did in the year **April 2016** to **March 2017** to meet our 8 equality objectives.

What we did in 2016 - 2017

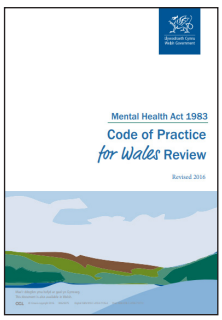
We wrote an action plan to help us meet our equality objectives. It says what we should do between 2016 and 2020.

We are at the start of this plan. So this report covers a short amount of time. When more time has passed we will know more about how well our work has met the equality objectives.

But here are some examples of the work we have done in the year.

Equality objective 1

Make sure people from different backgrounds are at the centre of planning and providing public services.



Mental Health Act 1983 Code of Practice for Wales

We updated the **Mental Health Act 1983 Code of Practice for Wales**.

This document tells staff what they should do. And how they should behave in work.

It also gives information for patients and their families and carers.

This will help people with mental health problems. It will help make sure people get the best mental health services.

Care Inspectorate Wales

Arolygiaeth Gofal Cymru
Care Inspectorate Wales

Care Inspectorate Wales makes sure social care services in Wales are the best they can be.

In April 2016 they wrote a new way to check:

- childcare

- play services

- social services.

This is good for children.

In October 2016 they wrote a new way to check:

- adult care homes

- children's care homes.

This is good for children. And older people.

Framework for Action on Independent Living

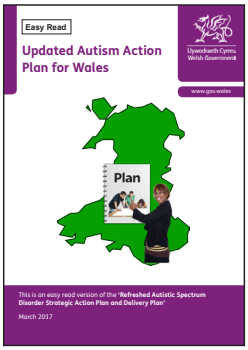
This plan says how we will make sure disabled people have the same chances as others.

It says what actions need to be taken to include disabled people. The actions were chosen by disabled people.

It was written in 2013. We are updating it. To do this we have been working with:

- disabled people
- groups that stand up for disabled people
- other important people.

The new document will be ready in 2018.



Autism Spectrum Disorder Strategic Action Plan

This plan aims to make life better for people with **Autism Spectrum Disorder**.

Autism Spectrum Disorder is a disability. It affects people in different ways. It is also called autism.

The plan supports people with autism and their families and carers.

The plan is about:

- helping people know about autism spectrum disorder

- helping people understand the needs of people with autism. And the needs of their families and carers

- information and training

- getting **diagnosed** sooner and easier

Diagnose means a team of people work out if a person has autism spectrum disorder.

- getting the right care and support.

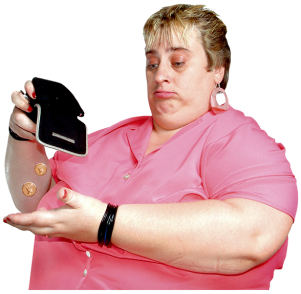
Equality objective 2

Make sure there are enough information, advice and advocacy services.

Often people find it hard to understand what the law says their rights are on things like:

- being treated unfairly because of who they are

- employment



- debt – owing money

- benefits.

People need good information and advice about it.

We wrote a plan to make sure everyone could get good advice about the law.

The **National Advice Network** was set up to tell us what needs to be in the plan. It also helps advice services to work together.

We are working with organisations to get people the best advice about money. And what their rights are.

We have helped over 48 thousand people get information and advice.

We helped people claim over £12 million in benefits.

Equality objective 3

Look at why some groups of people get:

- **fewer chances to have good jobs**
- **less pay for the same sort of work.**

Apprenticeships

An **apprenticeship** is when a person learns the skills of a job whilst working. They are usually paid less because they are still learning.

We want to make sure everyone has the same chance to get an apprenticeship.

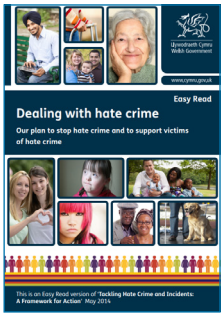
We are working closely with the **Work Based Learning provider network**. We have given them training and information on equality. And about getting learners from different groups to take part in apprenticeships.

We have collected 36 examples of people from different groups getting apprenticeships.

We will share these examples with the **Work Based Learning providers network**. We will use them as examples of the best ways to work.

Equality objective 4

Stop all abuse and hate crime so Wales is a safer place to live.



We wrote an action plan. It says how to meet the aims of **Tackling Hate Crime and Incidents: A Framework for Action**.

This is a document about:

- stopping hate crime

- supporting victims

- how to make the way we deal with hate crime better.

We are also still working closely with:

- police
- police and crime commissioners
- victim support
- and other important groups.

Stopping violence against women and domestic abuse

We wrote guidance to help staff follow the law about:

- **Violence against women**. This is any kind of behaviour that harms women and girls.

- **Domestic abuse**. This is behaviour that causes harm to a person. And is carried out by a partner or family member.

- **Sexual violence**. This is a sex act done to someone when they do not agree to it.

The guidance will help staff:

- Stop violence against women. Stop domestic abuse. And stop sexual violence.

- Protect victims.

- Support people affected by this kind of abuse.

We have also written our own aims to stop this kind of abuse. And to protect and support people. We will check how well we are doing to meet these aims.

Taking Flight Theatre

Taking Flight Theatre Company

We gave money to **Taking Flight Theatre Company** to do work around disability hate crime.

They created a show called **Real Human Being**. It was about how disabled pupils were treated in school. The show was seen by over 9000 pupils.

Equality objective 5

Make sure people from different backgrounds join public bodies in Wales.

Diversity in Democracy Programme

This was a 2 year programme. It ended in 2017.

It helped people from different backgrounds get involved in local government. It encouraged them to be candidates in their local elections.

All councils had 1 person who stood up for groups that were not well represented.

Councillors also helped people understand what their role is. This was to help people have the confidence to stand for election.

We are going to get a report written about this programme. We will use the findings to plan what to do next.

Equality objective 6

Make our communities stronger by making sure:

- **everyone has respect for everyone else**
- **everyone is included in what goes on.**

We have a plan for making communities stronger.

There are 8 people working across Wales to support local councils to meet the aims of the plan.

Equality objective 7

Bring down the number of people who are poor. And to make life better for people who do not have much money.

Nest

We have a project called **Nest** that supports people who cannot afford to heat their homes.

It gives advice and support to people on how to lower their heating bill.

It helps those who need it most. It can provide free boilers. And changes to homes to make them warmer.

Healthy Child Wales

We started the **Healthy Child Wales Programme** in September 2016.

It says what support children and families should get from birth until school.

This support will help parents keep their children healthy. And make sure children get the support they need as early as possible.

Additional Learning Needs (Wales) Bill

This new law aims to make education and support better for children with **Additional Learning Needs**.

It was introduced in December 2016. And it covers children and young people aged 0-25.

It will help everyone who needs extra support to learn. It will:

- put children and young people at the centre of their support

- make sure they get the most they can from education at all levels

- make sure all services will work together.

Equality objective 8

The Welsh Government will be the best at employing people from different groups.

Diversity and Inclusion Steering Group

Our **Diversity and Inclusion Steering Group** is a group of people working for Welsh Government.

They have worked together to write a 3 year action plan. The action plan says what we need to do to meet this equality objective.

Staff Diversity Networks

Staff Diversity Networks are groups of people from the same background or group.

They meet with each other to give each other support. And to share problems and talk about ideas.

They give us advice to help us write policies for our staff. We have 4 **Staff Diversity Networks**. They are:

- **Disability Awareness and Support**

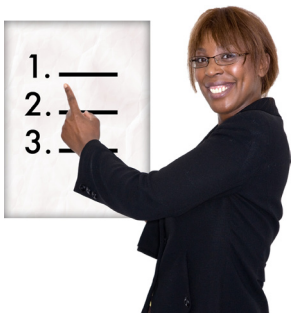
- **The Minority Ethnic Staff Network**

- **Women's Network (Women Together)**

- **Sexual orientation and gender identity staff network (PRISM).**

What happens next

We will keep checking the work we are doing. We will make sure it helps us meet the equality objectives.



We will write a list of things that show if Wales is equal. We will use this list to measure how well we are doing.

We will keep giving money to organisations so they can keep working on equality. They support people from different groups who are at risk of being treated unfairly. The organisations are:

- **The Ethnic Youth Support Team**
- **Women's Equality Network**
- **Stonewall Cymru**
- **Disability Wales**
- **Welsh Refugee Council**
- **Tros Gynnal Plant**
- **Victim Support Cymru.**

We will make sure the work we do makes a real difference for people in Wales. And we will make sure it lasts into the future.

Hard words

Advocacy
Advocacy is about helping you by having someone else speak up on your behalf.

Apprenticeship
An apprenticeship is when a person learns the skills of a job whilst working. They are usually paid less because they are still learning.

Bisexual
People who are attracted to both men and women

Culture
The beliefs and way of life of a group of people.

Diagnose
Diagnose means a team of people work out if a person has autism spectrum disorder.

Discrimination
Discriminate means someone treats you badly or unfairly because they think you are different.

Domestic abuse
This is behaviour that causes harm to a person. And is carried out by a partner or family member.

Equality
Equality means treating people fairly. And making sure they have the same chances.

Equality Act
Equality Act is a law. The aim of the Equality Act is to make sure everyone has the same chances. It says that everyone has the right to:

- be treated fairly
- have the same chances as others

- be free from discrimination.

Equality objectives

The equality objectives are the important things we need to do to make Wales a fairer place to live.

Ethnic minority

An ethnic minority is a group of people from a different background. Or with different traditions than other people in their community.

Gay

Men who are attracted to other men.

Hate Crime

Hate crime is when a victim thinks a crime happened to them because of who they are.

Lesbian

Women who are attracted to other women.

Mental health problems

This is when people need support with their thoughts or feelings.

Public bodies

Public bodies run services for the Welsh Government but are not part of government.

Public services

Public services include health, housing, social services and transport.

Sexual violence

This is a sex act done to someone when they do not agree to it.

Transgender

People who are born as one sex and want to live as the other sex. For example a person who looks like a man may feel inside like a woman.

Violence against women

This is any kind of behaviour that harms women and girls.