



Llywodraeth Cymru
Welsh Government

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A plan for a Fairer Future

The Strategic Equality Plan
2016 - 2020

A consultation for children and young people



Wales has lots of different people, from different cultures and backgrounds.

Everyone should enjoy equality, which means being respected, enjoying the same opportunities and being treated fairly.

The Welsh Government doesn't want anyone to be held back or treated badly because of who they are.

We know that some groups of people in Wales are **discriminated** against more than others. The law protects them because they have one or more of these characteristics. These are also known as **protected characteristics**



Marriage & Civil Partnership



Disability



Age



Race



Religion



Gender



Pregnancy & Maternity



Gay



Transgender

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

Protected characteristics are things covered by law to stop discrimination and people being treated unfairly.

Equality Act 2010

To make sure everyone can be included and enjoy equality there is a law called the Equality Act 2010.

This means we:

- stop discrimination so people are treated fairly;
- make sure everyone is treated equally including people with protected characteristics;
- encourage understanding and healthy relationships between people with protected characteristics and those who don't so Wales is a great place to live for everyone.



We want everyone to have equal opportunities, to live in safe communities, be able to take part in activities and have happy, healthy lives.



The Strategic Equality Plan.

To help do this, we have the Strategic Equality Plan which started in 2012.

Wales is always changing and we want to make sure that this plan stays up-to-date with what people need.

So we want to know what you think we should focus on in our new plan for 2016–2020.



Why do we need a new Strategic Equality Plan?

Lots of good things already happen in Wales to help people with protected characteristics because they face more inequalities in education, housing and getting jobs. They are also more at risk of living in poverty.

However, there are some things that affect people in Wales that we can't change like the cuts to Welfare money from the UK Government.

This means we need to use the resources we have better and support people where they need it most.



The Strategic Equality Plan has 8 main objectives (goals).

We want to know if these goals should stay in or if we should change some of them.



Our 8 goals:

3 Helping young people

We want to reduce the numbers of young people not in education, employment or training (NEET).

6 Services that support people's needs

We want to put the needs of people at the centre of all public services including health, housing and social services. This will help people with protected characteristics get the support they need when they need it.

1 Information and advice

We want advice, information and **advocacy** services to help people with protected characteristics understand and enjoy their **rights** so they can make good choices.

4 Keeping people safe

We want to reduce violence against women, domestic abuse, honour based violence that happens inside some families or communities, hate crime, bullying and abuse towards older people.

7 Involving everyone

Some groups of people like ethnic minorities find it harder to get involved in decisions about their communities and other issues. We want as many different ways for them to take part as possible, including being part of the local council or other public appointments.

2 Fair work and pay


We want to work with services, organisations and employers to spot and tackle any causes of discrimination in getting work or pay because of gender, ethnicity and disability.


5 Helping disabled people

We want to support disabled people so that they can live independently and choose what they want for their lives.

8 Fair employment in the Welsh Government

We want to be a more open workplace that gives equal opportunities to everyone. We will improve the way we take on new staff and how we let them know about learning opportunities.

 Everyone has **rights** to things like education, life, health, protection and having a say in decisions that affect them.

 **Advocacy** is having someone to support you and be heard when you need someone on your side.





Questions:

Do you think these goals should stay in the Strategic Equality Plan for 2016–2020?

- Yes No **1.** Information and advice
- Yes No **2.** Fair work and pay
- Yes No **3.** Helping young people
- Yes No **4.** Keeping people safe
- Yes No **5.** Helping disabled people
- Yes No **6.** Services that support people's needs
- Yes No **7.** Involving everyone
- Yes No **8.** Fair employment in the Welsh Government

Why?



Do you think that there should be any other goals, either instead of or in addition to these?

Tick the areas where you think people in Wales face issues because of each protected characteristic.



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	Marriage & Civil Partnership	Disability	Age	Race	Religion	Gender	Pregnancy & Maternity	Gay	Transgender
Health									
Education									
Housing									
Access to transport									
Crime & Criminal Justice									
Ability to influence decisions that affect them									
Social & leisure activities									
Access to Care & Support									
Employment									
Other :									



Next steps

Thank you for reading this
Please send your answers to:

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or

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