

Easy Read



Comisiynydd y  
Gymraeg  
Welsh Language  
Commissioner

# Strategic Equality Plan

How we will make things fairer from  
2024 to 2028

This document was written by the **Welsh Language Commissioner**.  
It is an easy read version of 'Strategic Equality Plan 2024–28'.

April 2024

# How to use this document



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 30**.



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Commissioner

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

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# About us



We are the team who work with and for the **Welsh Language Commissioner**.



The **Welsh Language Commissioner** is a person who stands up for the Welsh language.



Our main aim is to help more people use the Welsh language.



We do this by telling people that the Welsh language is important in Wales.



We check organisations follow the rules on how to use the Welsh language. This will help Welsh speakers have more rights.

The 2 main ideas that are important in our work are:



1. The Welsh language should not be treated worse than the English language in Wales.



2. People in Wales should be able to use the Welsh language in their lives if they want to.

# The Law



We must follow the **Equality Act 2010**, and the **Wales Equality Duty** that started in 2011.



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

This means we must think about how to:



- Stop unfair treatment, bullying and other bad things that the **Equality Act** does not allow.



- Help **equality** between people who have **protected characteristics** and people who do not.



- Help people who have **protected characteristics** and people who do not get along well.

# The 9 protected characteristics



Some groups of people are treated unfairly because of things like:

1. Age
2. Disability
3. Change of gender
4. Marriage and civil partnership
5. Pregnancy or having a baby
6. Race. This includes skin colour, the country someone comes from or their culture.
7. Religion and belief
8. Sex
9. Sexual orientation.

# Our equality duties



To help us make things fair, there are things we must do.



We must have **Equality** goals and this **Strategic Equality Plan**.



We must tell people how the plan is going every year and check our goals at least every 4 years.

We have to:



- Collect and check information about **equality**.





- See how our choices and ways of doing things affect **equality**.



- Talk with people who have **protected characteristics**.



- Teach our staff about **equality**.



- Think about **equality** when we buy things.

# Other duties

## Socio-economic Duty



A new set of rules called the **Socio-economic Duty** started in Wales in 2021.



These rules help organisations think about people who have less money in Wales. People who have less money often have less opportunities in life.



We do not have to follow these rules, but we want to use some of these ideas in our new **equality** goals.

## Anti-racist Wales



The Welsh Government says they want a Wales where people do not treat others badly because of their race by 2030.

They have a plan to do this. We will help through our goals in this plan.

## Gender and LGBTQ+ Action Plans



The Welsh Government has a plan to make things fair for people of all **genders**. It also has a plan to try to make things fair for **LGBTQ+** people. We will help through our goals in this plan.

**Gender** means if you feel male or female. People can feel they are 1 gender, both, or neither.

**LGBTQ+** means Lesbian, Gay, Bisexual, Trans, Queer and other groups. It is about sexuality and who people are attracted to.

# Our values



We want Wales to be a place where people can use the Welsh language.



We have a main plan for 2022 to 2025. It has 4 goals. During the 3 years of the plan, we are checking if we do meet these goals.

**The goals are:**



1. To make things fair and right for Welsh speakers.



2. To make sure the Welsh language is included in rules and laws.



3. To make sure organisations follow the rules about the Welsh language.



4. To encourage more organisations use the Welsh language.



We will make a new main plan for 2025 and after. We will make sure this **equality** plan is part of the new main plan.

### **Our main values that guide our work are:**



- We respect everyone in everything we do.
- We are open and trust each other in our work.
- We are fair and honest in our work.
- We want to work well with others.

# The way we made this plan



We have based our goals on the goals from our last **Equality Plan for 2020 to 2024**.

Our old goals were:



- Have more **diverse** staff and give them fair pay.



**Diverse** means we are not all the same. For example, people in Wales:

- Come from different backgrounds and cultures
- Have different abilities
- Believe different things
- Have different sexual identities
- Make different choices about how they live their lives
- Are different ages.



- Talk with the community.



- Make sure the things we buy help **equality**.



- Make sure our services meet people's needs.



We made those goals with other groups in Wales. This is part of the **Wales Public Bodies Equality Partnership**. We are still part of the partnership.



We have agreed to make goals that follow and improve on the old goals.

We have done this based on bigger ideas and have made some new long-term goals.

## Talking to staff and the public



We had some meetings to look at the old plan and decide what ideas to use in our new plan.



We also asked the public what they thought of the plan and our goals.



# Facts and numbers about Welsh speakers in Wales

**These are for people 3 years old or older. The information comes from the 2021 Census.**



Over 538 thousand people in Wales speak Welsh. That is about 1 in 5 in Wales.



Most Welsh speakers were born in Wales.



People of all ages speak Welsh. Most are 20 to 44 years old.



More than 86 thousand Welsh speakers are disabled people.



More than 161 thousand Welsh speakers are married or in a civil partnership.



Welsh speakers are from all ethnic groups. Most Welsh speakers are White or mixed groups.



For religion, most Welsh speakers are Christian.



There are slightly more women than men who speak Welsh.



Nearly 20 thousand Welsh speakers are in poor or very poor health.



More than 46 thousand Welsh speakers do unpaid care every week.



Of them, more than 13 thousand people did 50 hours or more of caring each week.



Welsh speakers have lots of different backgrounds and jobs. Some earn low money and some have high paid jobs.

They are more likely to have a job than people who do not speak Welsh.

# Our goals



We have based our goals on 4 areas. They are for all **protected characteristics**.

## Goal 1. Our team



Have staff who speak Welsh and English and are like the people in society. Give them fair and equal pay.

## Goal 2. Community



Talk with all kinds of people and do things to help **equality** and **diversity**.

### Goal 3. How we work



Make **equality**, **diversity**, and **inclusion** important in our work.



**Inclusion** means everyone can take part, and everyone has a fair chance.

### Goal 4. What people need



Do activities that everyone can join in with.

# What we will do to reach our goals



## Goal 1. Our team

Have staff who speak Welsh and English and are like the people in society. Give them fair pay.

### What we will do:



- Get **equality** information about our staff every year.



- Use what we learn to make sure we employ a range of people.



- Check every year that we pay everyone fair and equal, no matter who they are.



- Make how we hire people better and safe to get more **diverse** staff. Make sure we do not leave any groups out. We will do this in 2024 to 2025.

## Goal 2. Community



Talk with all kinds of people and do things to help **equality** and **diversity**.

### What we will do:



- Get **equality** information about people who talk to us, including if they complain. We will do this every year.



- Use what we learn to find people who do not know about us and why that is. Tell them about our work so that more people with **protected characteristics** learn about us.



- Always make sure we talk to everyone in a good way. Use Welsh words that respect people’s lives and cultures.



- Ask people what they think and feel. Use what they say to make our next plan better.



**We will do this in 2024 to 2025.**

### **Goal 3. How we work**



Make **equality**, **diversity**, and **inclusion** important in our work.

#### **What we will do:**

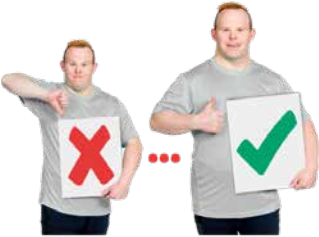


- Start a staff group to make this plan happen and do more work.





- Change how we buy things to help **equality** while following the law.



- Improve how we check and measure **equality**. Think of people who have less money and less chances when we make big choices.



- Teach managers how to check **equality** when they decide things.



We will do these 4 things in 2024 to 2025.

- Teach all staff about **equality**. We will do this every year.



## Goal 4. What people need



Do activities that everyone can join in with.

### What we will do:



- Make our website easy to use and follow the web **accessibility** rules. Check it every year and change the **accessibility** statement when needed.



**Accessibility** means people can find and use something easily, whatever their needs are.



- Find new ways to share our work, like local papers and newsletters.



**We will do this in 2024 to 2025.**



- Always write in a clear way. Make Easy Read versions of important documents like this plan.



- Change things to suit different people as needed, like giving reports in Easy Read or Braille when they ask us.

# Checking how our plan is going



- We will track how well we are doing. Our staff group will meet every 3 months and write a report on the plan.



- The reports our staff write for managers every 3 months will include progress on this **equality** plan.



- We will look at this plan during 2027 to 2028 and make a new **Strategic Equality Plan** by 31 March 2028.

# Reporting



You can find out more about this plan on our website. [www.welshlanguagecommissioner.wales](http://www.welshlanguagecommissioner.wales)



You can ask for other ways to read it. Our email and phone number are on **page 2** of this booklet.



We will say every year how well we are doing with our equality goals in our Annual Report on our website. [www.welshlanguagecommissioner.wales/about-us/our-strategic-objectives-and-vision/annual-report-2022-23](http://www.welshlanguagecommissioner.wales/about-us/our-strategic-objectives-and-vision/annual-report-2022-23)

# Hard words

## Accessibility

Accessibility means people can find and use something easily.

## Diverse and Diversity

Diverse means we are not all the same. For example, people in Wales:

- Come from different backgrounds and cultures
- Have different abilities
- Believe different things
- Have different sexual identities
- Make different choices about how they live their lives
- Are different ages.

## Equality

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

## Gender

Gender means if you feel male or female. People can feel they are 1 gender, both, or neither.

## **Inclusion**

Inclusion means everyone can take part, and everyone has a fair chance.

## **LGBTQ+**

This means Lesbian, Gay, Bisexual, Trans, Queer and other groups. It is about sexuality and who people are attracted to.

## **Protected characteristics**

Some groups of people may be treated unfairly because of things like:

- Age
- Disability
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