



# **How Fair is Wales?**

# What this is about

This talk will help you to:

- Know what the law says about equality
- Be aware of different sorts of inequality in your community
- Have ideas about what **you** can do about it.

# It's a hot topic ...

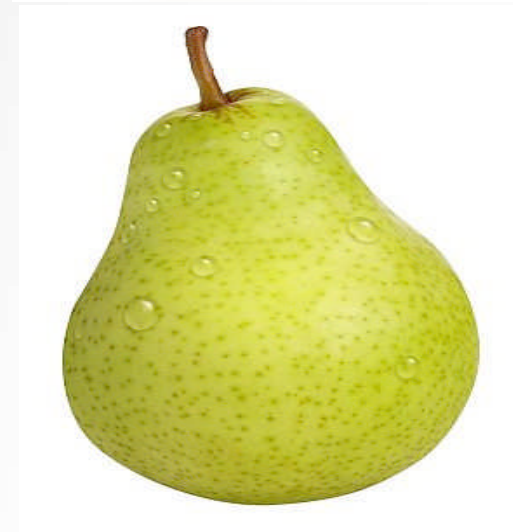


## Equality means ...

- Everyone being treated fairly.
- Everyone having the opportunity to fulfill their potential.
- Nobody being treated badly because they have certain characteristics.

## It is not ...

- About treating everybody the same
- About everyday differences between people



# What the Equality Act 2010 says

You must not discriminate against someone:

- **Directly** - by treating one person less favourably than another person.
- **Indirectly** - by applying a rule or requirement that mean some people are treated less favourably than others.

If that person has a “protected characteristic”.

## The people protected by law

- Gender
- Race
- Disability
- Age
- Sexual orientation
- Religion

# Gender

**Includes discrimination on grounds  
of pregnancy or marriage**



# Women and men still work in “stereotypical” jobs

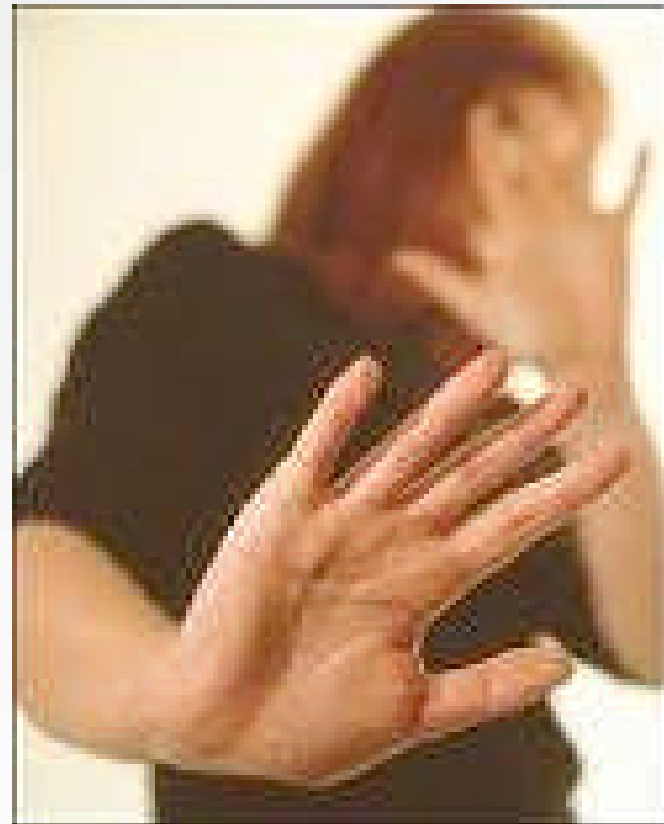


**Women earn about 80% of  
men's earnings**



# 1 in 4 women experience domestic violence in their lifetime

- Approx 14,000 incidents of domestic violence every year in Blaenau Gwent, Caerphilly and Torfaen



# Race

includes Gypsy Travellers, and all  
other ethnic groups

# Non-white population is small

- Less than 1% of population in Blaenau Gwent, Torfaen and Caerphilly is not white.
- About 5% of population in Newport is from an ethnic minority.



- Discrimination against non-white people is very deep rooted



**People from an ethnic minority  
TWICE as likely to be unemployed  
as white people**



# Disability

Includes a **physical OR mental** impairment that has a **substantial** and **long-term** effect



# There are lots of disabled people



- About a quarter of the population in Blaenau Gwent, Caerphilly, Torfaen and Newport 16-64 is disabled

# Disabled people are less likely to work than non-disabled



- Less than half of disabled people work compared with more than 3/4 of non-disabled people

# Many premises inaccessible

- No ramps
- No low counters
- No disable trolleys
- No disabled toilets
- Poor lighting or signs
- Unhelpful staff



**Age**

# Young people hit hard by unemployment:

- Unemployment amongst 16-24 year olds is **3 to 4 times** higher than amongst 25-49 year olds
- Two thirds of people aged 18-21 earn less than £7 an hour
- Compared with about 10% of older people

# Young people at risk of violence:

- Young men more likely to be victims of violent crime than older men.



# **Lesbian, Gay and Bisexual People**

# Approx 1 in 20 people is gay

- 26% of adults would be unhappy about a relative having a same-sex relationship.
- 22% don't think gay people should be teachers





# Approx 1 in 20 people is gay

- Lesbian and gay people twice as likely to report bullying and harassment at work than straight.



# Religious belief

# 80% Welsh people have religious faith

- Less than 1 in 100 people in Wales are Muslim.
- Racially- and religiously motivated crime increasing



**What can you do?**

# People have changed the world



# Do something

**If you think something is unfair:**

- Speak out!
- Get involved
- Take action

**If you or someone you know is affected:**

- Tell someone
- Get support
- Take action

# Thank you!

Get in Touch and find out more:

[www.bevanfoundation.org](http://www.bevanfoundation.org)



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'The Bevan Foundation'