

Easy Read



Llywodraeth Cymru  
Welsh Government

# Your right to independent living

Our plan for supporting disabled people to live an independent life



This is an Easy Read version of Welsh Government's 'Action on Disability: The Right to Independent Living Framework and Action Plan'.

September 2019

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

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

If the hard word is used again it is in **normal blue writing**. You can check what it means on page 32.



Llywodraeth Cymru  
Welsh Government

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**.

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# Introduction



We want people with disabilities to have the same chances in life as everyone else.



In 2013 we wrote a plan called **Welsh Government's Framework for Action on Independent Living**. It said what we should do to help disabled people achieve their goals. And have the lives they want.

In 2017 we talked to disabled people and organisations. We asked them:

- what they thought had improved for disabled people
- what more needs to be done.



People's views helped us to write this new plan. We asked lots of different people what they thought about this new plan.





We made lots of changes to the plan because of what people told us.



Everyone needs to do their part to make Wales better for people with disabilities. This includes employers, local health boards, charities and public services.



We must work **with** disabled people to make sure we always understand things properly.



If we do this, we can support people with disabilities to live the way they want.



**Jane Hutt AM**  
**Deputy Minister and Chief Whip**

# About our plan



## Independent living means:

- Living the life you want.



- Having control of your life.



- Making choices about your home, your work, your school and your community.



- Being treated with respect.



- Having support and help when you need it to be fully included.

# Social model of disability

We believe in the **social model of disability**.



The **social model of disability** says that people are disabled by **barriers** in society. And not by their health condition or difference.

**Barriers** are anything that stops you from doing something. For example not being able to get into buildings, find **accessible** toilets or get information in a way you can understand.

**Accessible** means easy to find, get to and use.

The law says we should remove **barriers** that stop people from taking part.



# Prosperity for All



This plan is based on a national plan called **Prosperity for All**. The aim of **Prosperity for All** is to make Wales:



- A place where disabled people can get jobs and good housing.



- A place where people can improve their health and **well-being**.

**Well-being** is anything to do with your health and happiness.



- A place where people believe they can achieve more. And learn all through life.



- A place where people live in strong communities.



# What we have done so far

## Changes to the law



The **Social Services and Well-being (Wales) Act** started in 2016. The aim is to improve the **well-being** of people who need care and support. And to help disabled carers.



The **Well-being of Future Generations (Wales) Act** sets out 7 ways to improve people's **well-being**.



There have been improvements to how landlords and housing organisations have to work. And also to **tenancy agreements**.

A **tenancy agreement** is a contract people have with their landlord.



When we pay for services from other people, we want the community to get something back. Like training or jobs.

# Other achievements

We have:



- Started a benefits advice service to help families with disabled children.



- Said how good health services have to be for people with problems seeing and hearing.



- Written a guide about how to build **accessible** buildings.



- Looked at the way we help disabled people make changes to their homes.



- We have said how good bus services need to be.



- We have helped disabled people get jobs through the **Communities for Work project**.



- We have given money to **Disability Wales** to help disabled people raise awareness about equality and rights.



- We wrote things all workers should know about when they work with children and young people.



- We have helped parents to pay for childcare and to find work and training.

# Our plan

## 1. Jobs and housing



Not all disabled people are able to have paid work.  
But everyone should have a good life.



We want disabled people to find it easier to get a job.



Only 45 in every 100 disabled people have a job.  
The number of people with a learning difficulty that  
have a job is much lower than this.



We want businesses to do well.



We want people to have housing that meets their  
needs.

## Jobs – what people told us

Having a job is very important for:

- Independent living
- Well-being
- Confidence
- Making friends



The problems disabled people have getting a job are:

- It is not easy to find and apply for jobs.



- There are not many chances to develop skills.



- Employers and staff do not think disabled people can do very much. So they do not give them proper tasks.



- Employers do not offer disabled people enough paid work.



- People do not know about the support they can get. Like the **Access to Work** programme.

## Jobs – what we plan to do



1. Carry out our plan to help disabled people get a job. We will work with partners to remove **barriers** to jobs.



2. Tell disabled people and employers about the **Access to Work** programme.



3. Help people who come from poorer areas get training and work experience through our **Communities for Work** programme.



4. Work with **Business Wales** to help disabled people learn about working for themselves.





5. Help disabled people get **apprenticeships**.

An **apprenticeship** is when a person learns the skills of a job while working.



6. Tell others how we support disabled people who work at Welsh Government.



7. Set up a **Disability Champions network** to help employers give jobs to disabled people.



8. Set up a disability award scheme to encourage more employers to give jobs to disabled people.

## Housing – what people told us



People said there was not enough **accessible** housing. So people do not have many choices about where they live. And they might have to live far away from their job, school or friends.





Many people said there should be an **accessible** housing list. And that it should be kept up to date and easy to understand.



**Accessible** housing is also often more expensive. People told us they want cheaper housing.



The bedroom tax has stopped people living where they want to. This is because they now have to pay for having a spare room.



So they might not have enough money to live somewhere where a carer or family can stay overnight.



Not enough **accessible** houses are being built.



People need to have a say in how to make their home more **accessible**. Otherwise the changes might not be right.

## Housing – what we plan to do



1. Look at how we help people make their houses more **accessible**.



2. Look at new ways to build houses that people can afford. And that can be changed easily through a person's life.



3. Decide what a building needs to have before it can go on an **accessible** list.



4. Use money from the **Discretionary Assistance Fund** to support people who need urgent help with housing.



5. Use **research** to lower the number of people who are very poor.

**Research** is finding things out by looking at facts.

## 2. Health and well-being



We want people to be healthier and more active.



Health services are not equal for disabled people. For example they do not always get information in a way they can understand.

### Health and well-being – what people told us



We need to meet people's individual needs. For example some people need more time for appointments.



Disabled people are not involved enough in the planning and running of services.



It is difficult to get mental health services. People told us that they only got treatment when they were in a crisis.



They told us we need to do more to support people with mental health issues before things become a crisis.



**Personalised technology** can be useful for disabled people to help with care needs.

**Personalised technology** is equipment to help you do things for yourself. For example a hoist to lift you out of bed or a computer to help you speak.



Some people told us they had been stopped from using sexual health services.



There is less money for things like exercise clubs. This affects people's **well-being**.



There is not enough information or support for young disabled people who want to move out of the family home. There should be workshops to help people make this change.

## Health and well-being – what we plan to do



1. Check the plan we have to improve communication in hospitals for people with seeing and hearing problems.



2. Make social services give advice in a joined up way with the NHS 111 service.



3. Create a system using the internet so people can be in control of their health.



4. Make sure people have help to share their views.



5. Work with **Low Vision Service for Wales** on our plan for people with sight loss.





Deaf

6. Carry out our plan to help deaf people get the services they need.



7. Carry out our plan to help people with autism get the support they need.



8. Work with health services to help people manage their long term health conditions using [personalised technology](#).



9. Work with other groups to help disabled people get mental health services.



10. Carry out the **Improving Lives** programme. To improve public services for people with learning disabilities.



11. Give more money to **Disability Sport Wales** to help disabled people take part in sport.

### 3. Education and information



We want disabled people to have dreams and goals.



It is important that disabled children feel they can achieve the things they want from a young age.

#### Education – what people told us



Schools, colleges and employers still think disabled people cannot achieve much. Because of this, they do not encourage disabled students to reach for big dreams.



People told us that they were only encouraged to learn life skills. And not to get **qualifications**. They wanted to do both.



You get **qualifications** when you pass a test or finish a training course. It can make it easier to get a job.





Young people with a learning disability often do not have work experience. Or it does not lead to them getting a job.



We need to stop people bullying disabled children at school. Children should be taught about healthy relationships at school.



People said that we need to do more to make schools **accessible** and to include disabled children.



People also told us we need to change how we teach children. We should meet the needs of each child.



We could give schools scores on how well they include disabled children. So people can choose where to go.



Some people said that disabled students should get more money to help them carry on studying.



## Education – what we plan to do

1. Carry out our plan for children and young people who need extra support. This will include making sure people's needs are met early on.



2. Help disabled people to get more education and check that the **Disabled Student's Allowance** is working properly.



## Information and advice – what people told us

Too much information is now only available on the internet. Not all disabled people can use the internet.



People need **accessible** information or support to understand information. This is not always available.



There are not enough face to face advice services. **Citizens Advice** is good but information may not be specific to disabled people's needs.

## Information and advice – what we plan to do



1. Carry out our plan to help people get better information and advice on things like housing, getting a job and money.



2. Make sure information and advice is a good standard for disabled people.



3. Promote the [social model of disability](#) in Welsh Government and across Wales. We will run courses and include it in all we do.

## 4. Staying connected



We want:

- People to take part in their community.



- More money earned and spent in Wales.



- People to be confident and proud of Wales.



- People to be connected with others.



We need good public transport to make this happen. And to help people get information from the internet.

### **Staying connected – what people told us**



Transport is very important for disabled people to get to work, to meet up with friends and use services.



But it is not always easy to use public transport. People told us this made them feel lonely and left out.



Some disabled children and young people need their parents or carers to take them to their services and activities.



People told us they would like training to help disabled people use transport independently.



There is not enough space for wheelchairs on buses. And people have to book spaces on trains ahead of time.



People told us that all public transport staff should have training about how to support people with disabilities. And about the law on taking away **barriers** for disabled people.



People also told us that the public need to know more about disabled people's needs on transport.





It is hard to use leisure services. People said there should be a way to give leisure services scores based on how **accessible** they are.



Some people find it difficult to get around public places. Pavements are sometimes blocked. Or broken.



People also find it hard to get around public buildings. Sometimes there are no lifts or signs.



Not enough is being done to help disabled people vote in **elections**.

An **election** is when you choose a person to represent you in your local council or government.



People also say there should be more money to support people to get into politics.



Disabled people are not involved early enough when public services make plans in their areas. Sometimes they are not involved at all.

## Staying connected – what we will do

1. Improve public transport for disabled people. This includes:



- Making sure stations are planned for disabled people to use.



- Checking the **accessibility** of bus services.



- Training bus drivers about disability.



- Checking how **accessible** the aeroplane service from North to South Wales is.



2. Help disabled people use the internet to get information.





3. We will work with other groups to tackle **disability hate crime**.

**Disability hate crime** is when you are bullied or attacked for being disabled.



4. Help more disabled people to stand for **election**.



5. Find out how many people try to get a place on a public sector board to see if there are problems.



6. Work with partners to make information more **accessible** for disabled visitors who come to Wales.



7. Look at improving **access** to castles and historic attractions in Wales.



8. Improve the way we use **British Sign Language** when we provide services.

# What we will do

We will:



- Make sure this plan is used in all our work on equality. And make sure this plan is checked and kept up to date.



- Protect the legal rights of disabled people. And make sure disabled people have the same life chances as everyone else.



- Follow the [social model of disability](#).



- Work with disabled people to come up with our plans and programmes.



- Make [accessible](#) information that meets people's needs.



- Give services and support in a way that thinks about people as a whole.

# Hard words

## Accessible

Accessible means easy to find, get to and use.

## Apprenticeship

An apprenticeship is when a person learns the skills of a job while working.

## Barriers

Barriers are anything that stops you from doing something. For example not being able to get into buildings, find accessible toilets or get information in a way you can understand.

## Disability hate crime

Disability hate crime is when you are bullied or attacked for being disabled.

## Election

An election is when you choose a person to represent you in your local council. Or in government.

## Personalised technology

Personalised technology is equipment to help you do things for yourself. For example a hoist to lift you out of bed or a computer to help you speak.

## Qualifications

You get qualifications when you pass a test or finish a training course. It can make it easier to get a job.

## Research

Research is finding things out by looking at facts.

## Social model of disability

The social model of disability says that people are disabled by barriers in society. And not by their health condition or difference.

## Tenancy agreement

A tenancy agreement is a contract people have with their landlord.

## Well-being

Well-being is anything to do with your health and happiness.