Annual Report on Equality 2017/18

The Welsh Ministers’ Report on Equality 2018
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Ministerial foreword

Here in Wales devolution is built on equality and human rights.

During this time of unprecedented change politically, economically and socially equality and human rights must continue to be at the heart of all that the Welsh Government and the Welsh public sector does to ensure that Wales is a prosperous, fair and socially coherent country.

Creating a more equal Wales, where everyone has the opportunity to participate, reach their full potential and is able to contribute fully to the economy, will enable Wales to be more prosperous and innovative.

Women encounter inequality in many areas, which only intensifies if they are also part of another protected group. Women from BME communities, LGBT, and elderly or disabled women often face multiple disadvantage and can find it even harder to reach their full potential. The Gender Equality Review will provide us with a vision and route map for achieving gender equality in Wales.

The UK’s exit from the European Union continues to bring immense uncertainty, not least in relation to equality and human rights. The decades of EU membership have produced a legacy of benefits covering many aspects of daily life in Wales, for example employment and environmental rights and health and safety regulations. We intend to safeguard these benefits in Wales and we will vigorously oppose any attempt to cut corners and create worse conditions as we leave the EU.

The UK Government’s welfare reform policies put in place since 2010 have had a disproportionate effect on the most vulnerable and we have seen increased reliance on food banks and an increase in homelessness, loneliness and isolation. The Equality and Human Rights Commission 2018 report ‘Is Wales Fairer?’ reported deepening poverty and that austerity is impacting on mounting inequality in a variety of ways. The shocking statement made by the UN Special Rapporteur for Extreme Poverty and Human Rights, Professor Philip Alston, particularly highlighted the effects and impacts that the changes are having. To quote Prof. Alston “It thus seems patently unjust and contrary to British values that so many people are living in poverty.”

The only way we can seek to reverse this trend is for the Welsh Government and the Welsh public sector, third sector and social partners to work together, share resources, knowledge and best practice to make tangible differences to the lives of those in most need.

There are opportunities we can harness to make this happen. The Welsh Government will provide leadership to the public sector for the next set of Equality Objectives to create long-term culture change to address inequalities.

There are four years until the next Welsh Ministers’ report. I hope that our next full report in 2022 evidences real change.

Jane Hutt AM
Deputy Minister and Chief Whip
Introduction

This report incorporates both the Welsh Government’s Annual Report on Equality 2017/18, and the Welsh Ministers’ Report on Equality 2018. Both of these reports, taken together, fulfil our statutory reporting duties provided for by the Welsh specific equality duties. They set out what we and the wider Welsh public sector have done to incorporate the requirements of equality legislation into our policies and practices, in particular the Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010, the Welsh specific equality duties under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (2011 Regulations), and the Equality of Opportunity Duty under section 77 of the Government of Wales Act 2006 (GoWA).

Part One of this document sets out the Welsh Government’s Annual Report on Equality 2017/18. This provides an opportunity to highlight Welsh Government’s work to create a more equal Wales from April 2017 to March 2018. It outlines how we have applied our responsibilities under equality legislation to integrate equality into our policy development and decision making. Compliance with this legislation requires us to consciously consider how our functions affect different groups of people in different ways, and enables us to provide services that meet the diverse needs of all citizens living in Wales. As well as mitigating the potential negative impacts of our decisions on people with protected characteristics, the legislation also drives us to consider how we can positively contribute to the advancement of equality for all.

Part Two sets out the Welsh Ministers’ Report on Equality 2018. This provides an overview of the progress made by the Welsh public sector towards compliance with the PSED over the last four years. It also outlines proposals for the coordination of further action by the Welsh Government and listed Welsh public sector organisations to improve progress in their compliance, and also to ensure that its implementation is meaningful and realises positive outcomes for all people living in Wales.

An update on the steps we have taken to fulfil our Equality Objectives in 2017/18 can be found in Annex 1.

More information regarding the equality legislation that underpins this report can be found in Annex 2.

For information regarding the work carried out by the Welsh Government to improve equality and diversity in its workplace, including statistics on workplace representation and equal pay, please refer to the ‘Welsh Government Employer Equality Report’, which can be found on our website – https://gov.wales/?lang=en.

Overview

This section of the report is published under regulation 16 of the Equality Act 2010 (Statutory Duty) (Wales) Regulations 2011.

The Equality Act 2010 places a duty on the public sector when carrying out its work to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not.
- Foster good relations between those who share a relevant protected characteristic and those who do not.

This duty is known as the Public Sector Equality Duty (PSED), and also as the ‘general duty’. In order for specified public bodies in Wales to better perform and demonstrate their compliance with the PSED, the Welsh Government legislated to bring in Welsh specific equality duties. These duties apply to Welsh public sector organisations as specified in Schedule 19 to the Equality Act 2010.

Section 77 of GoWA places a duty on the Welsh Government to put in place arrangements with a view to securing that their functions are exercised with due regard to the principle that there should be equality of opportunity for all people. The duty further ensures that we give weight to promoting equality.

Our national strategy ‘Prosperity for All’ commits us to building a Wales that is healthy and active, prosperous and secure, ambitious and learning, and united and connected. It has been created within in the framework of the Well-being of Future Generations (Wales) Act (2015 Act) and sets out our contribution to delivering the seven well-being goals, including ‘a more equal Wales’ and ‘a Wales of cohesive communities’. The 2015 Act recognises the role public bodies in Wales can play in strengthening the implementation of the PSED by improving the social, economic, environmental and cultural well-being of Wales in a sustainable way.

This chapter outlines our actions to meet our equality responsibilities, as set out in the legislation described above and in more detail in Annex 1.

Key achievements

There have been a number of milestones achieved during the course of 2017/18 that demonstrate how we have met the PSED and our equality of opportunity duty provided for by section 77 of GOWA 2006. We have outlined some of them below:

The Equality and Inclusion funding programme, provides more strategic and comprehensive support for local, regional and national organisations. Working collaboratively with our partners, support was provided to individuals and communities across Wales by means of funding to organisations working in the areas of gender (WEN Wales); disability (Disability Wales); Gypsies, Roma and Travellers (TGP Cymru); refugees and asylum seekers (Welsh Refugee Council); sexual orientation and gender identity (Stonewall Cymru); race (EYST) and hate crime (Victim Support Cymru).
The total value of the funding is £3.9 million over three years. During the first year of the project, all organisations spent their full allocation of funding (£1.34 million) and successfully delivered their agreed objectives.

Asylum Rights Programme

In April 2017, the Welsh Government commissioned the Asylum Rights Programme, a consortium of seven refugee and asylum seeker support organisations, to provide advice, advocacy and support to people seeking sanctuary.

Aims – Advance equality of opportunity.
– Foster good relations.

The Asylum Rights Programme consists of the following strands:

- Asylum advice caseworkers based in Cardiff, Swansea, Newport and Wrexham through the Welsh Refugee Council, EYST and BAWSO. These caseworkers provide advice on asylum support, housing, health, social services, education, employment, finance, bullying, hate crime, discrimination and destitution.

- Specialist advocacy support for children and young people in the asylum process, provided by Tros Gynnal Plant (now called TGP Cymru).

- Legal advice provided by Asylum Justice through drop-in sessions in Cardiff and Swansea, with outreach to other areas via internet services.

- Advocacy Forums for asylum seekers to raise issues of concern to them and discuss these with service providers.

- Training and workshops relating to Modern Day Slavery and Female Genital Mutilation provided by BAWSO.

- Development of ‘Sanctuary Speaker’ teams, enabling people seeking sanctuary to tell their own stories with public audiences, service providers and the media in Wales.

In the first year (up to 31 March 2018), the Asylum Rights Programme had provided asylum casework advice to approximately 1,294 people. Around 35 children and young people had received specialist advocacy support, and approximately 224 individuals had received legal advice.

This project has helped many people seeking sanctuary to access their rights and entitlements to support their integration into Welsh society.
Improving Outcomes for Looked after Children

We continued to take action so that looked after children can have the same life chances as other children, which is a commitment in the Programme for Government ‘Taking Wales Forward’, reinforced in the national strategy ‘Prosperity for All’.

Aim – Advance equality of opportunity.

The Improving Outcomes for Children Ministerial Advisory Group has been established which aims to:

- Safely reduce the numbers of children in care;
- Improve outcomes for children already in the care system; and
- Support care leavers to adulthood and successful futures.

The Ministerial Advisory Group has been taking forward a broad programme of work and developed a long term plan to improve outcomes for care experienced children.

In 2017/18, the Welsh Government provided an additional £8 million recurring funding to local authorities to support looked after children and care leavers, which has been integrated into the Ministerial Advisory Group’s work programme.

This additional funding is being used to support the following activity:

- £5 million to expand local authorities’ edge of care services.
- £1 million St. David’s Day Fund for care leavers to support their education, training and well-being.
- £850,000 to roll out the Reflect project, which supports mothers who have had repeated children taken into the care system to prevent further incidences, across all seven regions in Wales.
- £400,000 to implement the National Fostering Framework.
- £125,000 to develop a national approach to adoption support.

For those leaving care, local authorities have applied the following funds as follows:

- £625,000 to ensure their own traineeships and work placements have a focus on care leavers.
- £1 million to extend the provision of personal advisers for care leavers from age 21 to 25.

The five principles within the Children’s Commissioner for Wales’ framework for public bodies, including national government, to implement children’s rights in Wales are applied to the Improving Outcomes for Children Ministerial Advisory Group work programme as follows:

Embedding Children’s Rights – This is an intrinsic part of the Improving Outcomes for Children programme of work, incorporated in documents and external messaging. This avoids a ‘deficit’ approach when discussing looked after children and underlines their rights to assistance to fulfil their potential.

Equality and Non-discrimination – Children of all backgrounds share the same human rights. It is incumbent on all those working with the Ministerial Advisory Group to ensure that the potential impact of the work programme on inequalities caused by poverty, language, race or cultural heritage, gender, disability and sexual orientation is understood and taken into account.

Empowerment – Children and young people cannot access their rights without information, skills and opportunities. The Ministerial Advisory Group will make
accessible information about the programme of work available to relevant children and young people and provide opportunities for them to be involved.

**Participation** – The Ministerial Advisory Group provides opportunities for participation by children and young people in the strategic direction of the programme, its implementation at a local level and in providing feedback on the impact of the programme, partly through surveys and looked after children forums.

**Accountability** – The Ministerial Advisory Group will endeavour to be accountable to children and young people through transparent and accessible reporting of its aims, programme, funding decisions and its success and limitations in delivering the outcomes planned.

We developed a new **Communications Plan** in partnership with key agencies to promote positive messages about equality and human rights in Wales.

We began celebrations for the **centenary of partial women's suffrage** (continuing throughout 2018).

**Intermediate Care Fund**

We continued to administer the Intermediate Care fund to support older people to maintain their independence and remain at home, avoiding unnecessary admissions to hospital or residential care and delays when someone is due to be discharged from care.

**Aim – Advance equality of opportunity**

The Intermediate Care Fund (ICF) is administered by the seven regional partnership boards. Health boards and partners to work together to support:

- frail and older people;
- people with a learning disability;
- children with complex needs due to disability or illness; and
- carers, including young carers.

The ICF has been used to develop a wide range of innovative models of integrated working. These include preventative and reablement solutions, single points of access, housing and telecare improvements, rapid response teams, dementia care and seven-day social work support.
The First Minister launched the Rapid Review of Gender Equality. The review has started a national conversation on making Wales a world leader on gender equality through engagement with key stakeholders.

**Aims – Eliminate unlawful discrimination, harassment, and victimisation.**

− Advance equality of opportunity.

On 8 March 2018, International Women’s Day, the First Minister announced a Rapid Review of Gender Equality to be led by the Leader of the House and supported by the charity Chwarae Teg.

The review focuses on how Welsh Government policy is set, how decisions are made, the ways of working across Government, and maps the existing policies and legislative frameworks that address gender equality. It is also examining examples from Governments around the world so that we can learn from their models and practices.

Our approach involves working across different equality strands, including race, disability and age, aiming to ensure that no one is left behind. We recognise that women and girls who experience multiple and intersecting forms of discrimination are often excluded from progress.

The review will provide a roadmap for achieving gender equality in Wales, and work will continue beyond the end of the project to ensure that the right action is being taken to achieve this goal.

On 16 May 2017 the then First Minister announced that the Welsh Government had adopted the International Holocaust Remembrance Alliance’s (IHRA) working definition of anti-Semitism. In his statement, the First Minister made it absolutely clear that antisemitism in any form will not be tolerated.

Following this announcement, the Welsh Government arranged training for its staff about anti-Semitism, principally for those working in roles relating to equality and community cohesion. The training focused on the IHRA definition of antisemitism, and included looking at the eleven examples attached to the definition to aid understanding and recognition of contemporary antisemitism.
Community Cohesion Coordinators

We continued to fund the team of Regional Community Cohesion Coordinators across Wales.

| Aims – Eliminate unlawful discrimination, harassment, and victimisation. | 3. Supporting migrants, refugees and asylum seekers during the integration process: |
| – Foster good relations. | The coordinators supported their local authorities to mainstream support for refugees including those arriving under the Syrian Resettlement programme and worked with settled communities expressing concern or hostility towards migrants. |

Eight Regional Community Cohesion Coordinators work across all 22 local authorities to fulfil the four objectives of our community cohesion programme. This approach provides all-Wales coverage to support delivery at the national level.

1. Work at a strategic level to break down barriers to inclusion and integration across marginalised groups:
   The coordinators helped to embed community cohesion considerations into the Well-being Plans of Public Services Boards, and fostered links between national, regional and local equality and inclusion communication campaigns.

2. Work at a local level to break down barriers to inclusion and integration for particular groups and communities:
   The coordinators worked with a wide range of groups at risk of low inclusion or cohesion, including European migrants and Gypsies, Roma and Travellers.

3. Supporting migrants, refugees and asylum seekers during the integration process:
   The coordinators supported their local authorities to mainstream support for refugees including those arriving under the Syrian Resettlement programme and worked with settled communities expressing concern or hostility towards migrants.

4. Tackling discrimination, hostility, tensions and extremism:
   The coordinators work in partnership with local community safety teams and police to monitor and respond to community tensions, and have been helping to mainstream activity to tackle hate crime, modern day slavery and activity to prevent radicalisation.

We provided £700,000 capital funding to local authorities across Wales to help tackle period dignity by improving facilities and equipment in schools.
National Hate Crime Report and Support Centre

We supported Hate Crime Awareness Week through funding provided to the Police and Crime Commissioners across Wales.

Aims – Eliminate unlawful discrimination, harassment, and victimisation.
    – Advance equality of opportunity.

The pan-Wales support service is run by Victim Support Cymru under the Welsh Government's Equality and Inclusion programme. It provides comprehensive and confidential support for victims, including support with emotional recovery, safety advice and equipment, advocacy, and liaison with the police over progress on their case. Feedback from service users has been excellent.

The service benefits from working closely in partnership with the four Police Forces in Wales and with the Hate Crime Criminal Justice Board Cymru, whose membership includes the four Police Forces and Police and Crime Commissioners, Crown Prosecution Service, third sector bodies and the Welsh Local Government Association.

The work of the wider partnership, especially during Hate Crime Awareness Week, has significantly improved public confidence to report hate crimes in order to seek support and justice. The number of hate crimes reported in Wales has nearly doubled since 2012/13, to 3,370 in 2017/18.

Welsh Financial Services Graduate Programme

We made use of our European Structural Fund (ESF) to contribute to the cross-cutting themes of equal opportunities and gender mainstreaming, sustainable development, and tackling poverty and social exclusion. These included the STEM Cymru II and the Welsh Financial Services Graduate programmes.

Aim – Advance equality of opportunity.

Financial Services is a key sector in South-East Wales, with a growing range of leading large and smaller employers offering high quality careers for graduates. The EU-funded Welsh Financial Services Graduate Programme is taking steps to ensure that graduates from all parts of the community, including protected groups, are encouraged to access the programme. The programme aims to prepare these graduates to find permanent positions and begin a rewarding career in the sector and thus to retain talented graduates in Wales.

The project was approved with stretching targets for over 40% of participants to be female, targets for other protected groups, as well as a target to tackle poverty by recruiting 40% of participants from disadvantaged communities.

Up to the end of 2017/18, 43% of graduates on the programme were female. For the second intake of graduates in 2017 the project put particular focus on promoting the programme across communities, and 30% of applications received were from graduates identifying as Black, Asian, Minority Ethnic (BAME).

Progression from the programme into a career in the sector is extremely good, with over 90% of graduates completing the programme so far obtaining a permanent position.
Action on disability: The Right to Independent Living

There have been many developments affecting disabled people in Wales since our Framework for Action on Disability was published in 2013, and the Welsh Government is committed to working with and for disabled people of all ages, to challenge negative perceptions and remove barriers which prevent them participating fully in society.

Aims – Unlawful discrimination, harassment, and victimisation.
– Advance equality of opportunity.

During 2017/18, we worked closely with our disability stakeholders to update and improve the Welsh Government’s Framework for Action on Independent Living. More information regarding this engagement can be found on page 13.

The purpose of the revised framework, titled ‘Action on Disability: The Right to Independent Living’ is to build on its predecessor and to help ensure further improvements to access to help, advice and services for disabled people in Wales. Underlying the whole framework is the “Social Model of Disability”, the approach that recognises the need for society to be transformed, removing barriers so that disabled people are able to participate fully.

The new framework is also underpinned by our obligations under the UN Convention on The Rights of Persons with Disabilities (UNCRPD). The UNCRPD is an international treaty which promotes, protects and ensures the full and equal enjoyment of all human rights by disabled people. The articles of the Convention cover a wide range of areas including accessibility, independent living, education, health, and work and employment. This Convention is also widely referred to in the UK, including by the Welsh Government, as the “UN Convention on the Rights of Disabled People” (UNCRDP), reflecting the terminology preferred by many disabled people and the organisations which represent them, in line with the Social Model of Disability.

In 2017/18 we also achieved the following:

- The Communities for Work (gov.wales/topics/people-and-communities/communities/communities-for-work/?lang=en) programme provided one-to-one tailored support to individuals through a triage system in which advisers, mentors and other relevant partners work together to assist that person into employment.

At the end of March 2018, the programme had engaged with a total of 14,016 people (5,810 during 2017/18) of whom more than 3,741 had work limiting health conditions and at least 1,659 were disabled people. The programme supported 2,164 into employment during the period.

- The Parents, Childcare and Employment (PaCE) programme started in July 2015. By the end of March 2018, the programme had engaged with 2,883 people of whom 349 had work limiting health conditions and 177 were disabled people. The programme has supported a total of almost 900 individuals into employment.

- The new Additional Learning Needs system is expected to go live in September 2020. In advance of that we continued to work with partners to develop and improve ways of working to support the delivery of the
reforms. This included testing innovative delivery models using innovation grant funding; and working with our Strategic Implementation Group to shape and refine the approach to implementation of the Act.

We have reflected on this work as part of producing and refining our statutory ALN Code and subordinate legislation.

**Engagement**

Our policies and decisions must be informed by those most directly affected by them, this includes when carrying out duties under the 2011 Regulations, the need to involve those who represent people with protected characteristics, and under the 2015 the need to act in accordance with the sustainable development principle (the five ways of working), which includes the importance of involving others who reflect the diversity of the population of Wales. Engagement with experts, equality groups, individuals and communities provides us with support and advice to help us to understand the needs, issues, barriers and experiences of those with protected characteristics. It is a fundamental requirement of our Welsh specific equality duties.

**BAME Engagement Programme**

**Case Study**

- **Aims** – Eliminate unlawful discrimination, harassment, and victimisation.
- – Advance equality of opportunity.
- – Foster good relations.

The Welsh Government is funding EYST to deliver the All Wales BAME Engagement Programme in 2017-20, as part of our Equality and Inclusion programme.

EYST engages with BAME communities across Wales to gather their views and experiences on key issues affecting their communities, and ideas on possible solutions. The aim is that the evidence gathered will inform future policy-making to help ensure that it better reflects and responds to the needs of BAME communities, in support of our Strategic Equality Plan.

To gather this evidence, EYST employs regional officers who engage with communities and organisations, holds regular regional forums, and holds an annual conference.
The feedback and advice we receive is vital for obtaining sufficient information to enable us to assess the potential impact of our proposed policies or decisions on people with protected characteristics, or on those who are otherwise under represented or disadvantaged. More information regarding our approach to Equality Impact Assessments can be found later in this chapter.

### Nation of Sanctuary

**Case Study**

**Aims** – Eliminate unlawful discrimination, harassment, and victimisation.  
– Advance equality of opportunity.  
– Foster good relations.

We are committed to Wales working towards becoming a Nation of Sanctuary and have worked with stakeholder organisations to develop the Nation of Sanctuary Plan for refugees and asylum seekers.

In April 2017, the National Assembly for Wales Equality, Local Government and Communities Committee published its inquiry report into support for refugees and asylum seekers in Wales entitled, ‘I used to be someone’. We committed to respond fully to the report recommendations through a redevelopment of our refugee and asylum seeker delivery plan and other measures.

Between April 2017 and March 2018, we worked with people seeking sanctuary, the Welsh Refugee Coalition and other key stakeholders to co-produce the Nation of Sanctuary Plan to ensure that it addressed their needs, before being published for wider consultation in 2018. Welsh Government workshops were organised in each of Wales’ four asylum dispersal areas to discuss priorities and actions required by over 120 refugees and asylum seekers themselves. Officials also worked closely with City of Sanctuary and the Welsh Refugee Coalition throughout this period to ensure there was general agreement on the proposed way forward. The plan and our collaborative approach have been roundly welcomed by our stakeholders. The plan takes a more proactive approach to ensuring we meet the aims of the PSED and section 77 of GoWA 2006.

The final plan was published on 29 January 2019 and encapsulates our commitments to improve outcomes for people seeking sanctuary.
Throughout the year the Welsh Ministers have engaged regularly at many events and meeting with groups representing people with protected characteristics, to understand their priorities and the challenges they face on a daily basis.

The Welsh Government has also established forums through which we engage with groups representing people with protected characteristics. These include:

- The Disability Equality Forum
- The Faith Communities Forum
- The Wales Race Forum
- The Strategic Equality Board

### Action on Disability: The Right to Independent Living

**Case Study**

**Aim – Advance equality of opportunity.**

The Welsh Government’s Framework for Action on Independent Living, published in 2013, set out how we aimed to address the social barriers to equality and inclusion so that disabled people have access to the same opportunities as everyone else. It contained key priorities for action, which were identified by disabled people themselves; including transport, housing, access to buildings and places, and employment.

During 2017/18 we held a series of meetings and engagement events with disabled people, disability organisations and other key stakeholders to review the original framework and to consider the way forward. The aim was to find out if things had improved since 2013 and whether the key priorities for action remained the same. An online survey was published to gather the views of disabled people and organisations across Wales. We also established a steering group consisting of disability stakeholders to oversee the review and feed in the views of their members and networks.

This process provided the basis for the development of our new framework, entitled ‘Action on Disability: The Right to Independent Living’. The framework is accompanied by an action plan which sets out a wide range of actions underway across Welsh Government to tackle some of the key barriers identified by disabled people themselves.

We anticipate that the final version of the Framework will be published in Spring 2019, following further consultation in the Autumn/Winter 2018.
The Equality Evidence Base

In order to give proper consideration to the aims set out in the general duty, we need to have sufficient evidence of the impact our policies and practices are having, or are likely to have, on people with different protected characteristics.

In 2017/18, we published the following statistical outputs, which helped to inform us of the effect our policies are having, and where we need to do more. They also enable our stakeholders to identify where further progress is required and to hold us to account:

- Well-being of Wales report
- Future Trends report
- Academic achievement by pupil characteristics 2017
- Absenteeism by pupil characteristics
- School census results
- StatsWales tables on Further Education including Age, Gender and Disability
- Learner Outcome Measures for Further Education, Work-Based Learning and Adult Community Learning 2016/17
- Young people not in education, employment or training
- Higher Education Statistics
- StatsWales tables with data on equality strands (e.g. Annual Population Survey data)
- National Survey for Wales (including information on health and health reported lifestyles previously reported as part of the Welsh Health Survey)
- Poverty statistics for Wales (produced from the Households Below Average Income dataset)
- Sexual identity statistics
- Adults receiving care and support
- Children receiving care and support
- Health Statistics Wales
- GP Access
- Welsh health and care statistics mapping tool
- Affordable housing provision
- StatsWales tables on Homelessness
- Welsh Government Flying Start
- Jobs Growth Wales.

In 2017/18, this information, as well as further guidance from our statistical teams, was used to inform our Equality Impact Assessments, our advice to Ministers regarding proposed new policies or changes to policies, and for contributions to committee inquiry sessions.

In order to enhance our equality information we undertook the following activity in 2017/18:

The Review of Evidence on Inequality in Wales

We began work to update the ‘Review of the Evidence on Inequality in Wales 2016’ report, which will be published in 2019. We also reviewed how we can improve the manner in which our published equality data is collated and made available to users. For example, we explored how we could ensure that the supplementary tables from the next ‘Review of Evidence of Inequality in Wales’ report are maintained and updated more frequently. We plan to implement some of these improvements to coincide with the next release of the report. We also considered alternative ways to publish the report so that it is more accessible and appropriate to the needs of different readers.
Equality and Inclusion Programme – performance monitoring

We took steps to improve the quality of the performance monitoring data collected by the organisations funded by the Welsh Government’s Equality and Inclusion Programme. We met with each organisation individually to assist them in developing more outcome focused performance measures. For example, this included organisations obtaining information regarding the percentage of individuals who, following the advice and support they received, know more about the services and support available to them; and feel their voices are more likely to be heard.

Together with illustrating the quality of the services delivered by the organisations funded by the Equality and Inclusion Programme, this piece of work will serve to enhance the body of evidence the Welsh Government holds in relation to groups of individuals with protected characteristics.

The Well-being of Wales 2017/18 Report

The ‘Well-being of Wales 2017/18’ report provides an update on progress being made in Wales towards achieving the seven well-being goals set out in section 4 of the 2015 Act. This includes a chapter on ‘A more equal Wales’, which comprises a summary of the most up-to-date equality related statistics applicable to Wales.

Data on Households Below Average Income (HBAI)

The Welsh Government publishes data on Households Below Average Income (HBAI) on its poverty StatsWales pages. This includes figures stratified by whether there is a disability within the family (Equality Act 2010 definition) and the ethnicity of the head of household, with the statistics available for children, pensioners and working age adults in relative income poverty. In addition, the figures applicable to children and working age adults are provided along with a breakdown by the age of the youngest child in the family, whilst for pensioners figures can be accessed stratified by the age of the head of household.

The effectiveness of our arrangements for identifying and collecting equality information is varied and we endeavour to improve these arrangements where practical and cost effective.

Some of the reasons why we may not hold equality information that we have identified as being relevant include:

- The prohibitive costs involved in undertaking large scale, high quality sample surveys when the population sub-group may be very small.
- Difficulty in identifying appropriate questions that can be understood by everyone, or that some people may not wish to answer.
- Evidence around a particular protected characteristics has historically been limited.
- Negative media coverage or complaints that may arise from asking about some sensitive topics.

Future plans to improve our equality evidence base include:

Future Trends Report

At present, the Future Trends report does not include equality evidence; nevertheless, as the report is live we can include relevant information/data when this becomes available. Welsh Government officials are working to ascertain what equality evidence can be included in the report.
Availability of disaggregated data

We will explore options to improve the availability of disaggregated data in Wales. Indeed, one of the recommendations from Phase One of the Rapid Review of Gender Equality 2018, undertaken by Chwarae Teg, involves determining steps to improve the availability of disaggregated data. Any work in this area will need to take account of practical issues such as the relatively small sample sizes associated with the national surveys undertaken in Wales, and the cost effectiveness of boosting survey sample sizes and exploring data linkage opportunities to counteract this.

Boosting survey sample sizes

It is widely recognised that due to the relatively small population of Wales the sample sizes of many of the national surveys are too small to allow analysis of data at the required level of detail. For instance, in the case of the Family Resources Survey (FRS) in Wales the comparatively small Welsh sample means a detailed breakdown by ethnicity is not possible. An option to resolve this is to boost the size of the samples utilised in the Welsh run surveys. We will be considering the costs, benefits and risks for the Welsh Government associated with funding a larger FRS sample, with particular emphasis on the availability of alternative sources of data that are able to meet our information needs and the future opportunities afforded by developments in data linkage.

Increasing use of data linkage

Data linking creates links between data sources so that anonymised information that is thought to relate to the same person, family, place or event can be connected for research purposes. In this way, administrative records can be used to add value to existing social survey data sets; for example, by comparing health service use with self-reported health and subjective well-being, to make it possible to develop richer population information for Wales. Linking together multiple sources of data serves to increase the size of the samples being analysed, thereby making it feasible to deliver usable data for some groups not distributed homogenously in the population, as well as to provide estimates for smaller geographical areas.

Equality Impact Assessments

The Welsh Government’s approach to assessing the impact of our policies and proposals consists of a formal, systematic and thorough analysis of equality evidence and engagement with communities, individuals and experts. This helps us to understand whether appropriate action is required to eliminate or minimise any potential negative impacts of those policies or proposals, and where there are opportunities to promote and maximise equality of opportunity for everyone living in Wales.
Enabling Gypsies, Roma and Travellers

Case Study

Aims – Eliminate unlawful discrimination, harassment, and victimisation.
− Advance equality of opportunity.
− Foster good relations.

Gypsies, Roma and Travellers are amongst the most marginalised groups in our society. We know these groups often experience discrimination, inequality and a lack of opportunities. We want to ensure that members of these communities are supported to fulfil their potential and make a full contribution to Welsh society.

In 2017/18 we undertook an Equality Impact Assessment on a new framework for action to replace ‘Travelling to a Better Future’, which was published in 2011. The replacement framework acts as the main vehicle for Welsh Government to work in partnership with stakeholders to adopt a coordinated approach to developing and improving access to help, advice and services for the Gypsy, Roma and Traveller communities across Wales.

Between September and December 2017, the Welsh Government consulted with Gypsy, Roma and Traveller communities and key stakeholders, including local authority and third sector representatives. In addition to written responses, and in conjunction with TGP Cymru, consultation sessions were undertaken with Gypsy, Roma and Traveller community members across Wales.

Consultation took the form of individual interviews on private and public Gypsy and Traveller sites and a variety of focus groups with different communities. In total, 48 community members were directly interviewed as part of the consultation process. TGP Cymru also undertook consultation with Gypsy, Roma and Traveller communities across Wales bringing the overall number of community members interviewed up to 94, including children and young people.

Various sources of evidence were used to develop the framework, and to identify where targeted action was required. For example, The Office for National Statistics analysis of Census 2011 data relating to Gypsies and Travellers provides some very useful, though limited, data regarding inequalities experienced by these communities which informed the development of the new proposals. The data was supplemented by education attendance and attainment data collected by Welsh local authorities and available through Stats Wales.

The consultation engagement process and the equality evidence informed our impact assessment of the proposed framework. It helped to improve the proposals and highlighted any gaps or inconsistencies to ensure far reaching and effective delivery. For example, we found gaps in our knowledge regarding how Gypsy, Roma and Traveller communities would seek to benefit from the Childcare Offer, and as a result committed to a better means of communicating such assistance to them.

We published the new framework ‘Enabling Gypsies, Roma and Travellers’ and the Equality Impact Assessment on our website in June 2018.
Integrated Impact Assessment

Over the course of 2017/18 we continued the development of an Integrated Impact Assessment Tool (IIA), which was piloted and then implemented in July 2018. IIA integrates a number of impact assessment processes to reduce complexity and duplication, and supports our efforts to work collaboratively across portfolios to deliver better policy making and delivery.

The purpose of the tool is to enable departments to consider the impact of government policy and actions in terms of those most at risk of living in poverty and those with protected characteristics, as well as the impact on children and young people. It also supports a greater emphasis on monitoring the outcomes of those groups at risk of living in poverty and those with protected characteristics, on an ongoing basis.

External organisations provided expertise and quality assurance during the development of the tool. These organisations included the Equality and Human Rights Commission (EHRC), the Future Generations Commissioner, the office of the Children’s Commissioner, Wales Council for Voluntary Action (WCVA), Children in Wales, and the NHS Wales Equalities Network.

Equality Impact Assessment of the budget

In order to assist us in embedding equality considerations into our spending plans and to ensure that we accurately report our attempts to do so, the Welsh Government Budget Advisory Group for Equality (BAGE) meets twice per year to provide expert equality advice and support and improve the equalities and socioeconomic evidence base. During the reporting period, the group met at the start of our budget planning process for the following year, and again following the Cabinet Secretary for Finance’s second round of bilateral meetings with cabinet colleagues to discuss the next budget.

During the reporting period, we reviewed the group’s membership in order to achieve closer engagement with our public sector and third sector partners to help improve the budget process. We also reviewed our engagement with this group to ensure the right mechanisms are in place to feed back its conversations and suggestions to officials responsible for budget preparations.

Our International Obligations – Human Rights

During 2017/18, the UK underwent its third Universal Periodic Review (UPR). The UPR involves an assessment of the human rights records of all 193 United Nation (UN) Member States every four years. It provides an opportunity for each State to present what actions they have taken to improve the human rights situations in their countries.

This process included a dialogue on 4 May 2017 in Geneva between the UK and the UPR Working Group. The Working Group comprises of all UN Member States and is chaired by the President of the UN Human Rights Council. During the dialogue, UN Member States posed questions, comments and made recommendations to the UK.

The Welsh Government was also represented within the delegation which travelled to Geneva for the UN examination of the UK on its compliance with the UN Convention on the Rights of Disabled People on the 23 and 24 August 2017.

The examination provided an opportunity to highlight the work of the Welsh Government to promote the rights of disabled people.
We were pleased the Committee on the Rights of Disabled People chose to welcome the introduction of the Social Services and Well-Being Act (Wales) 2014 in its Concluding Observations. We acknowledge that there is more to do in Wales, and we value the feedback from the UN Committee on the Rights of Disabled People.

**Procurement**

Public service bodies in Wales spend around £6 billion each year on buying goods, services and works from suppliers. It is important every pound spent is done so wisely, achieving best value for the people of Wales.

**Fulfilling the Procurement Duty in Our Welsh Specific Equality Duties**

As part of our Welsh specific equality duties, we must:

- consciously consider whether it would be appropriate for the award criteria of a public contract to include considerations to help meet the three aims of the PSED; and
- consciously consider whether it would be appropriate to stipulate conditions relating to the performance of a contract relevant to the performance of the PSED.

**Our Procurement Policy**

The Wales Procurement Policy Statement (WPPS) consists of ten key principles which all Welsh public sector organisations should adhere to when delivering their procurement activity. The WPPS has been widely adopted by major public bodies in Wales, with all 22 local authorities having confirmed adoption and uptake being monitored.

The policy statement provides that Value for Money should be considered as ‘the optimum combination of whole-of-life costs in terms of not only generating efficiency savings and good quality outcomes for the organisation, but also benefit to society, the economy, and the environment, both now and in the future’.

Embedded within the policy statement are a number of key drivers which influence the delivery of equality considerations including:

- ensuring key policies such as Community Benefits are built into contracts;
- simplifying the procurement process and lowering barriers for suppliers;
- advertising contract opportunities through the Sell2Wales website; and
- completing a Sustainability Risk Assessment (SRA) when planning a procurement to ensure public contracts consider their equality duties when contracts are discharged.

**Mainstreaming and Embedding Equality within Procurement – Results**

The Welsh Government has been at the forefront of the delivery of the Welsh public sector procurement policies which have contributed to delivering equality for a number of years. Key policies include:

- The Sustainability Risk Assessment is applied to all Welsh Government contracts over £25,000, ensuring equality duties are considered and action taken in contracts where appropriate.
- The Community Benefits policy is widely applied in public sector contracts to deliver employment and training opportunities for disadvantaged people. The approach also targets educational support across communities from suppliers for key subjects such as Science, Technology, Engineering and Mathematics (STEM).
As of 31 March 2018, results from the first 379 public sector projects worth £1.54 billion show 82% has been reinvested in Wales, £316 million directly on salaries to Welsh citizens, and some £950 million with Wales-based businesses, 72% of which were Welsh small and medium sized enterprises. Some 2,275 disadvantaged people were helped into employment, receiving over 48,534 weeks of training.

- Community benefits are embedded in all of the Welsh Government’s main investment programmes:
  - included as an option in the Welsh Government’s grants process as a standard condition of grant funding, and are used in key projects such as 21c Schools and Vibrant and Viable Places;
  - the Wales Mutual Investment Model programme has also committed to delivering wider community benefits through infrastructure investment schemes; and
  - delivery of community benefits is integral to the programmes and projects of the Wales Infrastructure Investment Plan.

- The Better Jobs Closer to Home programme is underway, integrating cross cutting policy to support creation of employment in some of the poorest communities in Wales. The programme involves Welsh Government’s Skills and Business teams and utilises procurement legislation innovatively to have greatest economic impact. The programme targets procurement interventions to create equal employment opportunities for Welsh citizens.
Part 2 – Welsh public sector: achievements, challenges and next steps

Overview

This section fulfils our duty to publish a Welsh Ministers’ Report on Equality every four years, in accordance with regulation 17 of the 2011 Regulations, outlining the progress relevant Welsh authorities in Wales have made towards complying with the PSED, and further opportunities for coordinated action. ‘Relevant Welsh authorities’ refers to public bodies listed in Part 2 of Schedule 19 to the Equality Act 2010. Where we have referred to the ‘Welsh public sector’ or similar, we are referring only to those bodies listed in the schedule and subject to the Welsh specific equality duties.

This is our second report under this statutory reporting requirement and covers the period December 2014 to December 2018. As provided for by the regulation 17, we published an interim report in 2016 which provided a progress update on the actions from the first Welsh Ministers’ report 2014.

We invited the relevant Welsh authorities to provide feedback on their experiences in implementing the three aims of the PSED within their organisations, recognising the wide range in size, resources and the nature of their functions. We received a good response rate with high quality and insightful returns from many organisations.

The first half of this Part Two report provides an overview of the progress made by relevant Welsh authorities towards compliance with the PSED during the reporting period.

The Equality and Human Rights Commission (EHRC) in Wales has this year undertaken compliance and monitoring research aimed at both checking compliance with legal requirements and establishing whether the PSED is being used to drive forward action on making Wales a more equal nation. The areas monitored included:

- Increasing workforce diversity
- The employment of disabled people
- The collection of employment information
- Addressing pay differences
- Sector specific topics including:
  - Local Authorities: action taken to address identity based bullying in schools.
  - Health Boards/NHS Trusts: access to mental health services by people from different protected characteristics.
  - Higher Education: action taken to tackle identity based violence.
  - Further Education Colleges: how colleges are promoting diversity within apprenticeship schemes.
  - Fire and Rescue Services: workforce diversity and access to information.
  - Welsh Government: increasing diversity of public appointments.
  - Other listed bodies including Assembly Sponsored Public Bodies: how they are using the procurement duty.

The EHRC will be publishing its findings on its website. Therefore, to avoid duplicating the EHRC’s work in this area, we have not included an exhaustive description of all compliance activity, instead providing an overview that highlights areas of good practice or where more progress is needed. It should also be noted that relevant Welsh authorities are subject to the statutory...
reporting requirements of the Welsh specific duties, and as such are required to publish an annual report on equality. More detailed equality information for these bodies is usually located on their websites.

The second half of Part Two outlines our proposals for the coordination of further action by the Welsh Government and Welsh public sector organisations working together to improve progress towards compliance, and also to ensure that PSED implementation is meaningful and realises positive outcomes for all people living in Wales.

More information regarding the equality legislation that underpins this report can be found in Annex 1.

**Progress and key achievements**

The introduction of the PSED and Welsh specific equality duties has resulted in many positive examples which have helped to progress the equality agenda in Wales. We have included some of the examples provided to us by relevant Welsh authorities below:

### North Wales Public Sector Equality Network (NWPSEN)

Since the Equality Act 2010 was introduced, equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, the North Wales Fire and Rescue Service, the Welsh Ambulance Service NHS Trust, the National Parks Authority and the North Wales Police have been working collaboratively to advance the equality agenda and to tackle issues on inequality that cut across the public sector in North Wales.

Since 2011, NWPSEN has worked collaboratively to develop a set of Equality Objectives. These shared objectives were developed after a North Wales consultation event, along with the evaluation of the evidence available at that time, including information published in the EHRC report “How Fair Is Wales?” Each objective had an accompanying set of actions and each partner agreed to contribute to different action areas.

A second engagement event was held in October 2015 to listen to stakeholder views about what the priorities should be for the next four years. Based on this engagement event and analysis of published reports and anecdotal evidence, NWPSEN concluded that the original objectives were still relevant and required only minimal changes to the accompanying action areas.

### Accessibility

**Fire and Rescue Services (FRS)**

The FRS recognise that they encounter diverse communities in delivering their services. The North Wales Fire and Rescue Service has produced a Community Handbook that gives an insight into the diverse communities that staff may encounter during the course of their work. The handbook is intended as a reference resource for staff to assist them in understanding a wide range of cultures. The handbook was presented as part of the Platinum Corporate Health Award and has been placed on the Service’s electronic information board for all staff to access.
Higher education

Universities in Wales are striving to attract and retain the brightest students from a diversity of backgrounds, and provide an inclusive and supportive learning and research experience. There is support available widely for disabled students and many universities have reported the improvements they have made to accessibility and inclusivity at university estates, with many having signed up to the Disability Confident Scheme.

Local government

Many Local Authorities have introduced Development Officers for certain protected characteristic groups, developing ambitious work programmes to ensure that services are meeting the specific needs of their communities.

Rhondda Cynon Taf Council: access to taxi services

Case Study

During 2017, the Council received complaints from the public regarding taxi drivers in Rhondda Cynon Taf who were not accepting fares from customers who are wheelchair users. The Licensing team together with members of its public Disability Forum and the staff Disability and Carers network undertook a ‘secret shopper’ exercise to assess the problem. There was mixed feedback from participants.

The majority of taxi drivers accepted customers who are wheelchair users and provided a good level of customer service. A few, however, did not accept the fare, which is clearly unacceptable. There were a number of reasons for this including that the boot space of the taxi was full and the attitude of the driver was inappropriate.

The Licensing team met with the taxi drivers concerned to outline expectations, raise awareness of disability issues and outline the consequences of not providing an inclusive taxi service. The team also raised disability awareness with all taxi drivers in the borough.

The Licensing Team are committed to continue to raise disability awareness throughout the taxi trade, ensuring that any breaches of the legislation or non compliance with what is expected of licensed drivers/operators will be appropriately enforced.
Health

The Accessible Information Standard (AIS) is a national project to capture, record, share and flag the communication and information needs of those with sensory loss. Working with Welsh Government, General Practitioner (GP) systems now have the functionality to capture and record the identified needs.

Engagement to discuss and raise awareness of the AIS began in September 2017 with both the sensory loss community and health professionals. More than 500 people in the community and more than 200 health professionals have participated in the discussions. A number of resources have been developed including leaflets, posters and screen shots to support general practices to implement the new Standard. Also, a digital resource to support frontline staff, particularly GP surgeries, understand and use basic British Sign Language (BSL) to meet and greet Deaf patients has been developed and was made available in September 2018 via the Centre’s website.

Arts Council of Wales

Arts Council of Wales: Disability Access Scheme

Case Study

The Arts Council of Wales commissioned the development and introduction of a disability access scheme called Hynt, which provides free tickets to arts venues for carers of disabled people. To date over 12,000 tickets have been issued and they have witnessed an increase in the number of disabled people attending arts events.

Equality evidence

Further education

Colleges are analysing outcomes for learners based on gender, ethnicity and disability, and assessing enrolment and gender stereotyping data. They have found that there continues to be under-representation of young women in engineering and construction and under-representation of young men in courses such as hairdressing and care.
Cardiff and Vale College (CAVC): Junior Apprenticeships Programme

Case Study

The Junior Apprenticeship programme has had a significant impact on reducing the total number of NEETS within Cardiff and the Vale. It has undertaken the following activity:

- It has set up a series of workshops and internships with the BBC to increase the representation of diverse groups within the Creative Industry.
- The programme is working with Tiger Bay Boxing Club to ensure all communities are given the best chance and run specific community activities around apprenticeships.
- It is working with the Somaliland community to advance equality and this has led to a number of activities, including running a bespoke Preparing to Teach in the Lifelong Learning Sector (PTLLS) group.

Health

The Wales NHS Inpatient Survey is an established method for measuring and reporting service user satisfaction and is used nationally within NHS Wales. The survey is sent to a random sample of 1,000 service users who have been identified as an inpatient in the previous three month period. Response rates are approximately 30%, which is high for this type of postal, self-reporting survey. The survey contains questions which enable responders to identify their protected characteristics.

In 2017/18 high-level findings indicated that respondents who identified as disabled reported lower levels of service user satisfaction than non-disabled respondents, as was also the case in 2016/17.

In 2016/17 female service users reported lower levels of satisfaction compared with male service users; however, in 2017/18 this had improved and female service users reported statistically similar levels of satisfaction to male service users.

Engagement

Fire and Rescue Services (FRS)

The National Inclusive Fire Service Group (IFSG) has engaged with equality groups including Stonewall, MIND, Women in the Police Service, Asian Fire Service Association, Women in the Fire Service, the Wales Fire Brigades Union women, BAME and LGBT committees, and other trade unions (Unison and GMB Union).

The IFSG assessed the current position and identified any recurring themes. It was tasked with identifying guidance that could be used at local level to encourage improvement. In doing so, the group explored a number of key indicators, issues and trends, including those listed below:

- low levels of female and BAME representation across the uniformed workforce;
- proportionally low levels of female and BAME progression through the roles;
- bullying and harassment issues;
- lack of available data on LGBT uniformed personnel;
- encouraging management commitment to consistently instigate and promote equality and diversity initiatives; and
- levels of grievance/discipline cases involving women and BAME uniformed employees.

Local Government

Merthyr Tydfil Council: engagement

**Case Study**

Merthyr Tydfil Council has established a task and finish group consisting of the Council’s Equalities Champion, council officers and key stakeholders that represent hard to reach groups in the community.

These key stakeholders include representatives from The Big Lottery – Community Voice MAGNET (Merthyr Achieving Greater Networking and Engagement Together) Project. This project provides an opportunity for members of marginalised communities to increase their voice in influencing public service providers policy, planning and delivery processes.

**Health**

Health Boards recognised that listening to people talking about their experience in their own words is a powerful way of better understanding what happens in practice.

These conversations provide an insight into what is working well and what could be improved. Health Boards use a variety of methods to facilitate this and use the feedback they receive to improve the services they provide.

Betsi Cadwaladr University Health Board (BCUHB):

**Case Study**

In July 2017, the Corporate Communications and Engagement Team at BCUHB facilitated an event for people with protected characteristics to ensure as many voices as possible were heard during the development of the new Health Strategy. They invited stakeholders representing protected characteristic groups to take part in this important conversation, to share their ideas and their diverse experiences, to help the Health Board shape the future for health, well-being and healthcare in North Wales.

The workshop sessions were themed around the key areas of Acute Hospital Care, Improving Health, Reducing Inequalities, and Care Closer to Home.
Gender equality

Fire and Rescue Services

The FRS undertakes a number of recruitment initiatives to achieve a diverse and representative workforce.

The FRS undertakes regular Positive Action events and encourages people from under-represented groups to attend. Such events provide an insight into the career of a firefighter and aims to enable or encourage people who share a protected characteristic to overcome a disadvantage connected to the characteristic. For example, enabling women to experience the physical and practical selection tests.

Open evenings for potential candidates are held regularly and the FRS encourages women and BAME communities to attend. This has resulted in an increase of female applicants.

The FRS monitors its recruitment activity to identify any trends for particular protected groups and to ensure that appropriate support is provided to applicants at the right point in the process.

Higher education

The ECU/Advance HE owns and manages the Athena Swan charter mark. The charter mark recognises universities’ work to advance the representation of women in science, technology, engineering, mathematics and medicine. Six universities in Wales have attained the bronze charter mark.

The ECU Athena Swan evaluation in 2011 identified the positive impact of the award on organisational structures and cultural change in Higher Educational Institutions, with increases in the proportion of women, better representation of women on committees, improvements in transition from postdoctoral research to first academic posts, working practices and supporting women’s career progression and growth in women’s networking.

National Parks Authorities

The Brecon Beacons National Park Authority’s Geocaching Project is designed to increase physical literacy and activity levels in young people 11-25 living in deprived communities and recognised (in the Sport Wales School Sports Survey) as having low levels of physical activity.

The project works with both male and female young people 11-25. All are afforded the opportunity to access the National Park, difficult otherwise for deprived young people without a family tradition of countryside visits or access to a car to do so.

The project has been particularly successful in working with girls. The girls attending have significantly lacked confidence in general, and particularly in their physical ability. Support by project staff in a non-competitive physical environment has enabled them, often for the first time, to take leadership roles within the activities and to gain physical literacy.

Challenges

Public sector bodies identified the challenges they had experienced or observed in implementing the PSED. This section draws out the common themes from the evidence they provided.

Austerity and Welfare Reform

Public sector bodies in Wales are finding it increasingly difficult to deliver during a time of decreasing funding allocations and capacity. Local authorities reported that are continually subject to budget cuts, and equalities is an easy target. This needs to be further explored to ensure that there
are opportunities to strengthen public bodies’ work on equalities within the existing decrease in public spending.

Organisations reported that they have also needed to reduce their financial support to third sector organisations and community groups.

For example, the Vale of Glamorgan Council was forced to halve its funding to the Show Racism the Red Card programme resulting in only half the number of workshops than previous years. This reduced the number of children and young people being able to participate.

Resources to the third sector, a vital delivery partner and source of equality expertise for the public sector, have also diminished and this has meant that local authorities are less able to engage with groups who can represent the needs of those who need support the most.

Equality evidence – data collection

Fire and Rescue Services

The IFSG undertook a culture and behaviour survey of fire and rescue services to obtain an overview of their equality and diversity polices, which policies and initiatives Services have in place (for example social media policies), any internal support mechanisms, and identification of any cultural or behavioural trends relating to grievance cases and formal level disciplinary cases. It became evident in analysing data from the survey that the process was hampered by inconsistency across the FRS in the way information is collected, recorded and monitored.

The IFSG is currently developing guidance for fire and rescue services to improve consistency in the future. This will include adapting the strategies when necessary and developing new strategies as issues emerge.

Local government

Gathering and analysing data specifically in respect of equality remains a challenge for all local authorities across Wales. Services have many demands to report information on their services to regulatory bodies. If these regulatory bodies do not include monitoring, analysing and reporting on protected characteristics, it may be given less priority in the context of competing demands.

The main barrier in relation to capturing equality data regarding customers is that service areas are capturing different levels of equality data and using it in different ways. There is a need to develop a consistent approach to the collection of data across local government that meets the needs of both local authorities and service areas.

Health

Health Boards reported that they still have some work to do to improve the collection and reporting of equality data about the people who use health services. This includes adapting existing systems to collect the data and raising greater awareness of why the information should be collected and used to improve services and outcomes for patients. The same challenges apply to the collection of equality data for staff.

Equality Impact Assessments

All public bodies reported that they have a process in place for ensuring assessments of impact are conducted on new and revised policies and strategies.

While progress has been made, a key challenge remains to build further capacity and expertise to undertake Equality Impact Assessment, and better embed the principles in order to strengthen decision making processes.
Further research is needed on how effective and transparent equality impact assessments are and how to make assessments of impact more embedded in decision making.

Sharing examples of effective impact assessments and changes made as a result was identified as being potentially helpful in raising understanding of the benefits of impact assessment.

**Gender equality**

**Fire and Rescue Services**

Although there has been progress, the FRS continue to find that the number of individuals from under-represented groups applying for operational posts is comparatively low. The FRS recognise that there are historic societal issues around unconscious bias and community role modelling which act as a barrier to making further progress; for example, the perception that the role of a firefighter is best suited to men. Nevertheless, this will continue to be a key area of focus during coming years.

The FRS would welcome the assistance of the Welsh Government, schools, careers advisers etc. to challenge current gender stereotyping so that women and young girls view the role of a firefighter as being gender neutral and not gender specific.

**National Parks Authorities**

Further work is needed to increase the number of councillors who are women to improve the gender balance of local authority members appointed to the NPAs. There is also a lack of diversity in relation to all members for other protected characteristics such as ethnicity and age. There is a need to look at how future mentoring schemes and the public appointments process can lead to the appointment of Welsh Government appointees from diverse backgrounds across all protected characteristics. Wider work is also needed to look at how to increase the diversity of local Councillors across other protected characteristics.

**Coordinated action for further progress**

**Action 1: Addressing the challenges Wales faces – Is Wales Fairer? 2018**

The EHRC 2018 report ‘Is Wales Fairer?’ was published in October and provides substantial fresh evidence to drive and underpin the work of all policy makers and delivery agencies who are seeking to build a more equal Wales. The report is a valuable tool to help us ensure our decision-making is robust and that our policies and services take account of people’s needs and are accessible to all.

It collects evidence from across six areas of life: education, health, living standards, justice and security, work and participation in politics and public life. It reports that prospects for disabled people, some ethnic minorities, and children from poorer backgrounds have worsened in many areas of life. This inequality risks becoming entrenched for generations to come, creating a society where these groups are left behind in the journey towards a fair and equal country.

Creating a more equal Wales, where everyone has the opportunity to reach their full potential and is able to contribute fully to the economy, will enable Wales to be more prosperous and innovative. We are committed to working with the public sector in Wales and with the EHRC to achieve these goals. There is significant work now to do to properly understand and respond to the recommendations and officials have begun.
that work. Collaborative working with the public sector to meet the challenges will start in early 2019.

**Action 2: Strengthening the implementation of the Public Sector Equality Duty**

The PSED is viewed by some as providing a framework for actions on equality, which can create long-term culture change that moves beyond compliance. There have been calls, not least from “Is Wales Fairer?” and National Assembly scrutiny committees to review and strengthen the PSED in Wales.

‘Is Wales Fairer?’ recommends:

The Welsh Government should review how the public sector equality duties could be amended to focus public bodies on taking action to address the key challenges in Is Wales Fairer.

To reduce inequality in the public sector workforce in Wales, the Welsh Government and all other listed public bodies should use the Public Sector Equality Duty to:

- identify and take action to address gender, ethnicity and disability pay differences, occupational segregation and employment gaps, and to increase diversity in their workforce, and
- ensure those employers contracted by the public sector address pay differences, occupational segregation and employment gaps and demonstrate equality in employment practices, including using the National Living Wage as the wage floor and ensuring zero-hour contracts and other forms of insecure employment are used appropriately and do not erode the rights of workers to just and favourable conditions of work.

The Welsh Government is reflecting on how this might be achieved.

The Gender Equality Review Phase 1 Report has also influenced the direction that we will take on strengthening compliance with the PSED. Initial priorities are to address pay and employment gaps. We will be taking steps to strengthen the Guidance and Regulations regarding our corresponding Welsh specific equality duties, to improve the monitoring arrangements and ensure that information on the performance of the Welsh public sector as a whole is readily available and accessible.

**Action 3: Gender Equality Review – roadmap to further progress**

Phase 2 of the Gender Equality Review is scoping out how gender can be put ‘at the forefront of all decision making’ as the First Minister committed to achieving in March 2018. The Phase 2 report, due in July 2019, will provide a clear vision and roadmap towards achieving gender equality in Wales. The Welsh Government and the public sector in Wales working together can lead the way and be an exemplar in showcasing good practice in terms of gender equality to ensure that the right things are being done to achieve the First Minister’s commitment.

**Action 4: Tackling socioeconomic inequality**

The inter-relationship between inequality, tackling poverty and achieving well-being is clear. There have been increased calls for the Welsh Government to enact the socioeconomic duty, set out in Part 1 of the Equality Act 2010, as the legislative powers to do so have now been devolved to Welsh Ministers under the Wales Act 2017. The duty has been implemented in Scotland 2018 following a public consultation.
A number of local authorities in England have implemented strategies to tackle socioeconomic disadvantage, with a small number explicitly deciding to treat the socioeconomic duty as if it were in force.

The socioeconomic duty requires specified public bodies, when making strategic decisions such as deciding priorities and setting objectives, to consider how their decisions may help to reduce the inequalities associated with socioeconomic disadvantage.

There are a number of supporting activities that are required to ensure that the implementation of this piece of legislation is effective for Wales. A key consideration is that of the Well-being of Future Generations (Wales) Act 2015 (WFG Act). In Wales, this is our key, existing instrument in the area of addressing socioeconomic inequality, particularly the well-being goal of a more equal Wales. The 2015 Act provides for this as a society that enables people to fulfil their potential no matter what their background or circumstances, including their socioeconomic background and circumstances.

The First Minister has committed to enact the socioeconomic duty under Part 1 of the Equality Act 2010. The Welsh Government is scoping a research project into the impact of a number of options, including following Scotland’s example. It is intended that the scoping work identifies how our existing equality and human rights obligations and duties under the 2015 Act would align with introducing the socioeconomic duty in Wales.

**Action 5: Closer working on equality objectives and delivery**

‘Is Wales Fairer?’ adds to our evidence base regarding the position of equality and human rights in Wales and will contribute substantially to the Welsh Government’s work in the coming years, particularly in informing the development of our Equality Objectives covering the period 2020 to 2024. Aligning our Equality Objectives with the challenges identified by the EHRC will ensure we are taking a targeted, prioritised approach to tackling inequality in Wales.

The Welsh Government takes seriously its commitment to work closely with our delivery partners to improve equality and the well-being of Wales and its people. Collaboration is a vital component of the sustainable development principle, or five ways of working, set out in the 2015 Act. We will be exploring opportunities to develop shared Equality Objectives with our public sector partners to strengthen a cross-Wales, holistic and consistent approach to tackling the challenges identified by the EHRC.

**Action 6: Increased engagement**

To meet the challenges set out in ‘Is Wales Fairer?’ the Welsh public sector (including the Welsh Government) and the third sector will need to increase collaboration to deliver the outcomes that improve equality in Wales and tackle rising levels of poverty.

Working in partnership with equality expert organisations significantly contributes towards delivering the actions within our Strategic Equality Plan. External expertise also support public bodies to fulfil their requirements within the PSED by providing research, evidence, scrutiny and challenge.

The North Wales Public Sector Equality Network and the EHRC’s Equality Exchange Network provide positive models of collaboration than can be replicated to enable cross-sector and sector-specific equality networks, to share resources, case studies and learning.
Conclusion

Wales continues to face uncertainty due to economic pressures and the UK’s exit from the European Union, not least in relation to equality and human rights.

The effects of the UK Government’s welfare and tax reforms continue to have a huge affect on Wales, and the Welsh Government remains deeply concerned about the affect this has already had on Welsh society.

The Welsh Ministers’ Report provides an overview of the work being delivered across Wales, while the EHRC’s PSED monitoring report will identify where we need to do more. The Welsh public sector must continue to work collaboratively to effectively address inequality and disadvantage that effects the most vulnerable and most disadvantaged individuals and communities in Wales.

Planning has started in many of the public sector organisations to develop equality objectives for the period 2020 to 2024. This is our opportunity to work together more closely to develop shared objectives, using the challenges set out in the “Is Wales Fairer?” 2018 report as a starting point.
Our Strategic Equality Plan sets out the steps we will take to achieve our Equality Objectives. This annex provides a summary of progress made in 2017/18 against the actions in the Plan.

**Equality Objectives 2016 – 2020**

Our Equality Objectives strengthen our efforts to fulfil the three requirements of the general duty and help us to work towards a more equal Wales. They outline our commitment to removing the barriers which limit opportunities and hinder aspirations. They seek to address long standing, deeply entrenched and often inter-generational inequalities for those with protected characteristics under the Equality Act 2010.

We published our eight Equality Objectives in March 2016 following extensive engagement with stakeholders across Wales. The feedback we received supported retaining the essence of the initial objectives we published in 2012, whilst also strengthening the link with tackling poverty, and broadening the scope to include our work on inclusion and community cohesion.

The Equality Objectives 2016-2020 are:

**Objective 1: Service design and delivery**
Put the needs, rights and contributions of people with protected characteristics at the heart of the design and delivery of all public services, in particular health and mental health services, education, housing, social services and transport. Specifically ensure support and tackle barriers to enable disabled people to enjoy their right to independent living and have a voice, choice and control in their lives.

**Objective 2: Advice and advocacy**
Ensure the adequate provision of high quality, accessible advice, information and advocacy services to enable people with protected characteristics to understand and exercise their rights and make informed choices.

**Objective 3: Employment and skills**
Identify and reduce the causes of the employment, skills and pay inequalities related to gender, ethnicity, age and disability including closing the attainment gaps in education and reducing the number of people not in education, employment or training (NEET).

**Objective 4: Harassment and abuse**
Reduce the incidence of all forms of harassment and abuse, including (but not limited to) violence against women, hate crime, bullying, child abuse, domestic abuse, and abuse of older people.

**Objective 5: Diversity and public appointments**
Deliver a more diverse pool of decision makers in public life and public appointments by identifying and addressing barriers to engagement and participation for people from diverse backgrounds.

**Objective 6: Community cohesion**
Strengthen community cohesion by fostering good relations, inclusion, mutual respect and understanding within and between communities across Wales.
**Objective 7: Poverty and inequality**
Reduce poverty, mitigate the impact of poverty and improve living conditions for those groups most at risk of living in low income households, particularly disabled people, lone parents, certain ethnic minority groups, and families with disabled children.

**Objective 8: Welsh Government as an employer**
Welsh Government will aim to be an exemplar in the Equality, Diversity and Inclusion agenda by 2020.

**Equality Indicators**
We have drawn our high-level indicators from the *Well-being of Wales Report 2017/18*. The report presents the progress we are making as a nation against the seven well-being goals by reference to 46 national indicators. Our equality objectives contribute towards the fulfilment of the well-being goal of a more equal Wales and our ambition to create a society that enables people to fulfil their potential no matter what their background or circumstances (including their socioeconomic background and circumstances). The data tells us that while some progress has been made; for example, the gender pay gap is narrowing, there is still much more that needs to be done to realise this goal.

The full *Well-being of Wales Report 2017/18* can be accessed on the Welsh Government’s website.
Summary of progress made towards meeting our Equality Objectives in 2017/18

In this section you can find more information on the following activity:

36 National priorities for carers
36 Ministerial Advisory Group for Carers
36 Quality of care for older people in residential homes
37 Equitable access to mental health services
37 Housing adaptations
38 Additional Learning Needs (ALN) Transformation Programme
38 Audiology: Framework of Action for Wales 2017-2020
39 Social Welfare Law and Information Action Plan
39 National Advice Network (Wales)
40 Financial Inclusion Delivery Plan
40 Regulatory model for advocacy services
40 Information and advice to promote mental well-being
41 Employability Plan
41 Women in Science, Technology, Engineering and Mathematics (STEM)
42 Disability and employment
42 Broadening access to apprenticeships
43 Violence against Women, Domestic Abuse and Sexual Violence
44 Hate crime: Tackling Hate Crimes and Incidents, Framework for Action
44 Anti-bullying guidance – Respecting Others
45 Public appointments – diversity data
45 Diversity in Democracy programme
46 Enabling Gypsies, Roma and Travellers Plan
47 Nation of Sanctuary Plan for Refugees and Asylum Seekers
47 Community Cohesion Action Plan
48 In-Work support programme
49 The Valleys Task Force
49 Affordable homes
49 Integrated Care Fund
50 Pupil Development Grant
51 Welsh Government’s Diversity and Inclusion Action Plan
Objective 1: Service design and delivery

Put the needs, rights and contributions of people with protected characteristics at the heart of the design and delivery of all public services, in particular health and mental health services, education, housing, social services and transport. Specifically ensure support and tackle barriers to enable disabled people to enjoy their right to independent living and have voice, choice and control in their lives.

Public services play an essential role in the lives of people living in Wales and should always reflect the needs of the public. Our aspiration is to ensure that public services are responsive to the needs of customers, and that public policy reflects the views and expectations of all service users in Wales.

Open and accessible engagement with our citizens is vital for us to understand and overcome the barriers that may prevent people with protected characteristics from accessing services.

Obtaining and analysing information regarding who is accessing our public services can indicate where barriers exist and where further work is needed to ensure that the needs of all users are built into the delivery of those services.

Our actions

During 2017/18 we decided to prioritise action on three national priorities for carers. These are:

- Supporting life alongside caring – All carers must have reasonable breaks from their caring role to enable them to maintain their capacity to care, and to have a life beyond caring.
- Identifying and recognising carers – Fundamental to the success of delivering improved outcomes for carers is the need to improve carer’s recognition of their role and to ensure they can access the necessary support.
- Providing information, advice and assistance – It is important that carers receive the appropriate information and advice where and when they need it.

These priorities were developed based on engagement with carers through their representative organisations.

On Carer’s Rights Day in 2017, the Minister for Children, Older People and Social Care also announced that a Ministerial Advisory Group for Carers would be established in 2018/19 to advise on and assist with the implementation of the national priorities and engagement with stakeholders.

Care Inspectorate Wales (CIW) developed new regulations under the Regulation and Inspection of Social Care (Wales) Act 2016 to provide additional assurance over the quality of care for older people in residential homes. Throughout the development of the regulations, CIW consulted extensively with the sector, including the Older People’s Commissioner for Wales' office. A 12 week public consultation was held over the summer of 2017, which received over 100 responses. A number of positive changes were made to the regulations and guidance as a result of the feedback. As part of the development of the regulations, an Equality Impact Assessment was also carried out.
The regulations were developed with outcomes for people in mind and were, as such, informed by the National Outcomes Framework for people who need care and support and carers who need support. This framework, created under the Social Services and Well-being Act, is built upon the notion that everyone – old and young – has a right to be given a voice as a citizen and to have real control over their day-to-day lives.

CIW has also set out its human rights-based approach to developing its inspection frameworks for regulated services for care and childcare in its publication *Human Rights: CIW’s commitment to promoting and upholding the rights of people who use care and support services*. Its frameworks are supported by guidance for CIW’s inspectors, which places additional emphasis on the relevance and importance of human rights within its work.

A number of activities and initiatives have taken place to improve equitable access to mental health services through the implementation of the *Together for Mental Health* delivery plan (2016-2019):

- We have worked with our partners to update policy implementation guidance on refugee and asylum seeker health.
- A national Cultural Competency Toolkit (developed in collaboration with Diverse Cymru in 2016) was made available to front line workers. The toolkit helps staff to better interact with clients with mental ill health who are from different cultures, enabling them to provide culturally competent and person-centred care.
- Through the Together for Children and Young People programme, a directory of good practice, which includes examples for children with protected characteristics, has been developed. This has been circulated across Wales to help inform local services.

We have recognised that additional information is required to improve services for mental health service users. The *Together for Mental Health* delivery plan includes an action to implement a national mental health core data set capturing service user outcomes. We have embarked on extensive consultation with a wide range of stakeholders, including carers and other people with relevant experience, about what information is needed to inform service developments, enhance quality of care and support positive outcomes for individuals. This includes information on protected characteristics.

ENABLE – support for independent living is a simplified system bringing together all existing provisions for housing adaptations, irrespective of tenure; for example, disabled facilities grants and physical adaptation grants. It provides three broad levels of assistance based on people’s needs, while providing greater flexibility and reducing bureaucracy.

Towards the end of 2017/18, the ENABLE Steering Group (which consists of key delivery partners and stakeholders involved in the delivery of aids and adaptations in Wales) reconvened to advise the Welsh Government on how to make sure the system of delivering adaptations is equal to all and is citizen-focused.

We conducted a data collection exercise to improve our monitoring records on the delivery of aids and adaptations in Wales as part of the ENABLE scheme. The data will help us to identify any gaps in our equality data, and will be used to inform the setting of future service standards.
During 2017/18 the **Additional Learning Needs (ALN) Transformation Programme** carried out the following activity:

- The Additional Learning Needs and Education Tribunal (Wales) Bill was scrutinised and subsequently passed unanimously by the National Assembly for Wales in December 2017. It received Royal Assent in January 2018. The then Cabinet Secretary for Education announced the approach to the implementation of the Act following a consultation.

- We funded innovation projects across four regions in Wales and are reflecting on the learning from them to help shape our approach to transformation. We are also using ALN transformation grant funding to support our delivery partners (including local authorities, further education institutions (FEIs), local health boards, the Tribunal and Estyn) to prepare for transition to the new system.

- We appointed five transformation leads to work in their regions and across the further education sector. The leads provide advice, support and challenge to local authorities, FEIs and other delivery partners in preparing for and managing transition to the new ALN system.

In doing so, they draw on the work of the expert groups we set up to cover areas such as ALN Coordinators (ALNCos), Health, Individual Development Plans and Training.

- As part of the overall transformation programme, we agreed funding for a range of training, including for the specialist workforce.

- An independent research company has been contracted to undertake a baseline assessment of the current system against which the impact of reforms on children and young people with ALN will be measured.

In May 2017, we launched *Audiology: Framework of Action for Wales 2017-2020*, the integrated framework of care and support for people who are D/deaf or living with hearing loss in May 2017, and work began to link all of the relevant work across health boards, third sector and local authorities.

We set up a project board to monitor the 33 actions contained within the framework and progress so far is reported as good. In addition, two task and finish groups were also set up to take forward key actions from the framework, and again steady progress is being made.
Objective 2: Advice and advocacy

Ensure the adequate provision of high quality, accessible advice, information and advocacy services to enable people with protected characteristics to understand and exercise their rights and make informed choices.

The Welsh Government recognises that advice services play a significant role in our efforts to tackle inequality and poverty. Appropriate and timely advice can make a big difference to service users, helping to build people’s resilience to make their own informed decisions and significantly improve their well-being. The focus of the actions contributing to this objective is on promoting awareness of advice services and improving access to existing information and advice, so that people with protected characteristics can easily find out about their rights and the support available to them.

Our actions

The evidence is conclusive that people with protected characteristics are being disproportionately impacted by the UK welfare reforms and are more likely to be in poverty. This was starkly outlined in the EHRC’s research reports: The cumulative impact of tax and welfare reforms and The cumulative impact on living standards of public spending changes, published in March 2018 and November 2018 respectively.

In 2016 we published our Social Welfare Law Information and Advice action plan which aims to develop strategically the provision of accessible and quality assured social welfare information and advice services throughout Wales.

We are working collaboratively with the National Advice Network (Wales), including advice providers, funders and commissioners to encourage a multi-agency approach to progress the actions within the plan.

During 2017/18, we prioritised the following six actions:

1. Embedding the Information and Advice Quality Framework (IAQF).
2. Funding for advice services to be based upon assessed need.
3. Advice providers to publish information about their services on a single portal, helping to make it easier for users to identify local services.
4. Developing shared outcome measures for information and advice providers.
5. Integrating our funded advice service provision.
6. National Advice Network (Wales) to encourage their principles to be adopted by all information and advice providers.

These actions are helping to strengthen advice services across Wales, increasing access to advice amongst people with protected characteristics; advice that is helping them to make informed choices around how to mitigate the impact of welfare reforms. The National Advice Network Wales’ Second Annual Review of the Information and Advice Action Plan is available on the Welsh Government’s website. It sets out in detail our progress against the plan and what we have done from 2017 to 2018 to help people to access good quality social welfare advice.

The Welsh Government’s Financial Inclusion Strategy, published in March 2016, describes our vision for everyone living in
Wales to have access to appropriate and affordable financial services, be supported by quality assured information and advice services and have the financial capability and motivation to benefit from the financial services available to them. The Welsh Government’s Financial Inclusion delivery plan sets out how the Welsh Government will work with partner organisations – both in Wales and at a UK level – to achieve the 22 commitments set out in the strategy.

The Financial Inclusion Progress Report and Forward Look was published in December 2018 and provides a summary of the important work that has taken place in Wales during the two years since the publication of the Financial Inclusion strategy and delivery plan. The report provides an overview of some of the key activities taking place across Wales, and the forward look identifies key challenges for the next twelve months. Some key developments include:

- The Wales Affordable Credit Group was established. It will be exploring alternatives to high cost credit and will be testing changes locally in Neath Port Talbot for the purpose of developing models that can be spread throughout Wales.

- To raise awareness of Credit Unions as a provider of affordable credit, Welsh Government has continued its support for credit unions, providing funding since April 2017 for a marketing campaign, promoting credit unions through social media and a dedicated website.

- The Discretionary Assistance Fund provides urgent assistance where there is an identified need to safeguard health and well-being. Payments are made to people who have no other means of meeting the immediate cost of living. Since the fund began in 2013/14, it has made over 198,500 awards, with over £42 million paid out in grants to support our most vulnerable people.

- The Dewis Cymru website is our information and advice services directory. There are currently over 140 resources registered on the website. The resource, which accurately captures the supply of information and advice services, is vital to supporting a more integrated, person-centred advice sector.

CIW is supporting the Welsh Government to design the regulatory model for advocacy services which will ensure people with protected characteristics receive high-quality advocacy services. The regulations for advocacy services will come into force in April 2019. The model will enable people with protected characteristics to have their views and wishes meaningfully considered when decisions are being made about their lives. CIW is also engaging with service users and stakeholders, including discussions at its National Advisory Board. The revised inspection framework for the advocacy services will be developed and implemented by 31 March 2020.

Through the implementation of the Together for Mental Health delivery plan (2016-2019), we committed to enabling people in Wales to have access to appropriate information and advice to promote mental well-being and to help them understand and manage their conditions.

All Local Partnership Board areas reported that providers offer a range of support at ‘Tier 0’ level – that is, for people either experiencing day-to-day stresses or mild to moderate mental health difficulties. Examples include: stress management and mindfulness educational classes, sessions with a clinician to discuss coping strategies for anxiety or depression, support for
people who have experienced bereavement, advice on healthy sleep habits, and workplace initiatives to promote well-being.

The Welsh Government has also taken steps to increase access to well-being initiatives, through two significant projects during the reporting period. We provided funding to Powys Health Board to roll out SilverCloud online Cognitive Behavioural Therapy (CBT) across Wales following a successful pilot project. This will enable people aged 16+ to access online support for mild to moderate mental health conditions. This project will be evaluated to assess its impact and effectiveness.

We have also worked in partnership with the UK Reading Agency to launch a new Book Prescription programme. The scheme is designed to assist people to access information, guidance and tips on ways to self-manage their conditions and will be accessible without the need to access formal health services.

Objective 3: Employment and skills

Identify and reduce the causes of the employment, skills and pay inequalities related to gender, ethnicity, age and disability including closing the attainment gaps in education and reducing the number of people not in education, employment or training (NEET).

This objective is fundamental to the aims of the Welsh Government’s approach to tackling poverty and increasing employability. It is vital for us to address the key barriers faced by those people who are economically inactive, as well as those already in employment to support them to achieve, maintain and progress towards sustainable employment.

Our actions

In March 2018, we set out our vision for making Wales a full employment, high tech, high wage economy. Our Employability Plan presented an ambitious strategy to create a highly trained, inclusive workforce, which can respond effectively to national and regional skills needs. At the centre of this ambition, we committed to helping individuals – regardless of their ability, background, gender, or ethnicity – to achieve their full potential through meaningful employment, delivering high-quality tailored support, increasing opportunities for sustainable work and bringing to the fore the role of employers to ensure the future of the Welsh workforce. An Employability Plan progress report was published in September 2018 setting out the progress we had made towards delivering its commitments and highlighting developments for future delivery.

The progress report can be found on the Welsh Government’s website.

A new working group has been convened underneath the Welsh Government’s Women in STEM board. This group will drive forward cross-government implementation of the actions for Welsh Government from the Talented Women for a Successful Wales independent report and support our partners to deliver all 33 recommendations for improving the education, recruitment, retention and promotion of girls and women into STEM subjects and careers.

In Wales, we have acknowledged that the equality evidence tells us too few disabled people are in work. We have a number of commitments set out within our Employability Plan which are aimed at tackling this through an Equalities work stream. We have set up an
officials’ working group on disability and employment to oversee activities supporting our commitments. The first commitment is to develop target(s) for increasing the number of disabled people in employment in Wales. We will work with partners to address the key issues, including employer attitudes, job design and working practices.

Evidence also tells us that participation of disabled people in apprenticeships needs to be improved and that it is not proportionate to the disabled population of Wales. We are committed to improving our approach and we are scoping out ways to ensure that apprenticeships engage more effectively with disabled people.

During 2017/18 a wide range of activity took place to broaden access to the apprenticeship programme and instigate a culture change. These included the following:

- Continued to fund National Training Federation Wales Equality and Diversity Champion and agreed to extend this post until 2021.
- Released a series of case studies focussing on apprentices from protected groups.
- Funded bespoke training on equality and diversity for our provider network.
- Developed bespoke equality and diversity toolkit which is shortly to be published online.
- Commissioned the Equality and Diversity Champion to carry out a review of our providers’ equality practices.
- Facilitated a series of workshops between Remploy and our network of apprenticeship providers to enable them to work collaboratively to match Remploy clients onto apprenticeship vacancies where possible.

- Invited guest speakers from various specialist organisations such as Chwarae Teg, Action for Hearing Loss etc. to deliver sessions at the Equality and Diversity Champion’s quarterly meetings, in order to broker relationships and up skill our network.

As a result of this work (in particular the delivery of bespoke equality and diversity training) our training providers feel that they are more confident to address the needs of people with protected characteristics, and we are beginning to see a change in attitude amongst providers and employers. The evaluation of the training shows that there is:

- A greater appreciation and understanding of equality, diversity and inclusion, and its relevance to their work, both as individuals and as organisations.
- Increased confidence and enthusiasm for the subject and a desire and will to cascade these to colleagues and to learners.
- Much greater clarity around specific steps that can be taken to progress equality, diversity and inclusion within their work and within their wider organisations.

The review carried out by our Equality and Diversity Champion during 2017/18 shows that many providers have started to trial new ways of working and, although these are yet to start making a marked difference on the number of apprentices with protected characteristics, they recognise the need for continuous action in order to progress.
Objective 4: Harassment and abuse

Reduce the incidence of all forms of harassment and abuse, including (but not limited to) violence against women, hate crime, bullying, child abuse, domestic abuse, and abuse of older people.

No-one should have to live their lives in fear of violence, abuse or victimisation. The Welsh Government has made some progress on this objective through the enactment of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and Tackling Hate Crimes and Incidents: A Framework for Action.

Our actions

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 (VAWDASV Act) seeks an improved collective public sector response, stronger leadership and a more consistent focus on the way we tackle these issues in Wales and help victims, but more importantly it seeks to stop the abuse happening in the first place.

Its implementation will:

- Ensure a shared, collective strategic vision, with the development of both local and national strategies.
- Raise the issue of gender-based abuse, domestic abuse and sexual violence with our most senior leadership, and place a responsibility on them to drive forward changes which improve the safety of victims and their children.
- Provide for the appointment of a National Adviser to provide high profile leadership and hold everyone to a higher standard of accountability.

Over the period we undertook the following activity towards successful implementation of the VAWDASV Act:

- All relevant authorities submitted five-year plans to meet the requirements of the National Training Framework for Violence Against Women, Domestic Abuse and Sexual Violence.
- The first annual report against plans was commissioned.
- We published guidance on the implementation of Ask and Act training. Ask and Act was rolled out to additional pilot areas and e-learning delivered.
- We published Information and Guidance on Domestic Abuse: Safeguarding Older People in Wales.
- We commissioned the Thematic Inspection of Sex and Relationships Education (SRE), which was also completed in the period and the SRE Expert Panel published its recommendations.
- We produced Local Strategies guidance for local authorities and local health boards, and published draft statutory regional commissioning guidance for consultation.
- We issued the draft National Survivor Engagement Framework for consultation.
- We developed a Project Initiation Document for the VAWDASV work stream of the 2018-2023 Framework to support positive change for those at risk of offending in Wales.
- We launched the This is Me gender campaign challenging stereotyping.

As a result of this activity:

- Over 70,000 people across Wales received training in VAWDASV.
• Survivors are represented on key policy and delivery groups.
• This is Me is one of the most successful VAWDASV communications campaigns to date.
• We received over 30,000 calls to our Live Fear Free Helpline.
• We received 780 calls to Welsh Government funded helpline for BME victims which resulted in 37 referrals to BME refuges.
• We received 526 calls to Welsh Government funded Dyn men’s helpline. This led to 303 referrals and 148 individual safety and support plans for male victims.
• The Welsh Government published its National Strategy for 2016-21. Most activities are on track to be delivered in this time frame, although tight budgets may mean that progress is not as rapid as would otherwise be the case.

Although we collect data from funded helplines, and use the statistics produced by the Crime Survey for England and Wales, the sensitive nature of VAWDASV means that it can be very difficult to collate accurate monitoring data, especially where victims do not wish to report crimes or pursue actions. Since many victims prefer to remain anonymous, this also inhibits the ability to collate data. Therefore, we have limited data on the impact of the actions above. We know that protected groups are accessing funded services, and we know that frontline professionals have been trained and are more confident in recognising potential victims of VAWDASV and making appropriate referrals. We are reviewing how we collect delivery information from funded organisations in order to ensure we appropriately target support.

Our **Hate crime: Tackling Hate Crimes and Incidents, Framework for Action** guides the work of the members of the Hate Crime Criminal Justice Board Cymru (HCCJBC). Action in 2017/18 focused particularly on raising awareness of hate crime to encourage reporting, and on discussing approaches towards anti-Semitic, misogynistic, disability and LGBT hate crime. Successive meetings of the HCCJBC focussed on these issues in turn, with additional stakeholders with relevant expertise invited to join the board for each discussion.

Outcomes for victims of hate crime with protected characteristic are monitored through the National Hate Crime Report and Support Centre. There has been an increase in reporting across all protected characteristic strands. The consensus is that this is partly due to an increase in hate crime incidents, but also partly due to an increased confidence in reporting. The proportion of prosecutions that are successful is steady at a high level. There has been a drop in the number of prosecutions brought for some strands, and this is the subject of investigation by the HCCJBC.

During the reporting period we carried out extensive engagement with partners and key stakeholders to help us determine what changes should be made to the anti-bullying guidance – **Respecting Others**. This activity included one-to-one meetings, regional workshops and conferences with representatives from the education workforce, Police, the HCCJBC, Minority and Ethnic Achievement forum, and children and young people.

The views gathered through this programme of engagement will be reflected upon as we move into the next phase of the project to revise the anti-bullying guidance.
Feedback from the stakeholder engagement highlighted a number of areas where the revised guidance should be strengthened to provide better support to all those involved in tackling bullying in schools. This includes supporting individuals impacted by bullying on the grounds of gender, race, religion, culture, sexual orientation and additional learning needs.

An equality impact assessment has been undertaken and provides a detailed analysis of how this work supports the equality agenda. The impact assessment will continue to be monitored to ascertain any potential impacts as the programme of work progresses.

**Objective 5: Diversity and public appointments**

Deliver a more diverse pool of decision makers in public life and public appointments by identifying and addressing barriers to engagement and participation for people from diverse backgrounds.

When people from all walks of life are represented on public boards, it ensures diverse perspectives and more informed decision making in Wales, both locally and nationally.

**Our actions**

Diversity data is now provided to Ministers responsible for recruitment campaigns/reappointment at key stages of the process. For example, when a post is advertised the relevant Minister receives information on the number of applications and the diversity of those who have applied. Diversity data is also provided at the shortlist and interview stage and when the Minister is asked to select a candidate for appointment. For regulated boards this data is also provided to the Office of the Commissioner for Public Appointments (OCPA) which will publish a statistical report in the Autumn covering the recruitment journey.

The Welsh Government’s **Diversity in Democracy (DiD) programme** concluded in March 2017, prior to the local government elections in May 2017. The programme supported 51 individuals from under-represented groups through a mentoring programme and various training sessions with the intention of preparing them to stand as candidates in the election.

The demographic breakdown of mentees who participated in the programme is:
- Female = 37
- Young people = 20
- BME = 10
- Disabled = 7
- LGBT = 5
- Traveller/Gypsy = 1

The demographic breakdown of mentees who expressed an intention to stand for election following their participation in the programme is:
- Female = 16
- Young people = 8
- BME = 7
- Disabled = 3
- LGBT = 1

16 individuals stood as candidates in May 2017 and four were successful in being elected. All four elected were female.
Since the election, Welsh Government has been working on developing a specification for an evaluation of the project to inform future initiatives to address this action. This went out for tender in early 2018, and the contract was awarded to Miller Research UK to conduct the evaluation in April 2018. The evaluation report will further highlight the impact the programme had.

Objective 6: Community cohesion

Strengthen community cohesion by fostering good relations, inclusion, mutual respect and understanding within and between communities across Wales.

Austerity and welfare reform continue to have a detrimental impact on our communities. In times of greater hardship, negative views and stereotypes can become entrenched in relation to particular people or groups. These negative stereotypes often have a disproportionate impact on more disadvantaged groups.

Our actions

We set up a cross-government group to coordinate the draft Enabling Gypsies, Roma and Travellers Plan, which replaces the Travelling to a Better future: Framework for Action and Delivery Plan. This approach ensured that policies were taking account of the needs of the Gypsy, Roma and Traveller Communities and we were able to identify and resolve any gaps.

We undertook a consultation on the draft plan and engaged widely with the Gypsy, Roma and Traveller communities themselves; as well as with key partners in the public and third sectors. We analysed the responses to the consultation and worked across Government to take account of suggested changes by updating and revising actions as relevant. The final plan was published on 26 June 2018.

The new plan aims to develop and improve access to help, advice and services for Gypsy, Roma and Traveller communities across Wales. It aims to tackle inequalities, discrimination and poverty experienced by these communities, promoting equality of opportunity and supporting them to more easily and readily access resources and mainstream services.

Key benefits and actions from the plan build upon work undertaken since 2011 in the areas of accommodation, health, education and community participation. In addition, the plan introduces commitments in areas such as employment and training as well as building bridges within social services and criminal justice agencies. The actions will be monitored by officials and will be reported on annually to Ministers.

Several actions relate to improving data collection systems relating to the participation and outcomes of Gypsies, Roma and Travellers, which will also be monitored. Due to the small size of the Gypsy, Roma and Traveller communities and the common reluctance to self-ascribe their ethnicity on equality monitoring forms, it can be difficult to capture quantitative data on outcomes experienced. Nevertheless, the plan includes an action to increase the confidence of these community members to self-ascribe their ethnicity and includes more opportunities for them to do so (such as improved NHS data collection, education census and Welsh Government employment programmes).
We engaged widely with partners in the public and third sector to develop the revised Nation of Sanctuary Plan for Refugees and Asylum Seekers. We held several informal engagement sessions with Refugees and Asylum Seekers in Wales to establish what was necessary for this community. We also met with colleagues in departments across government to ensure that policies are taking into account the needs of RAS and where they are not, encouraged them to develop actions which will have an impact on outcomes for this group.

Our work in this area aims to develop and improve access to help, advice and services for the refugees and asylum seekers across Wales. The plan aims to tackle inequalities and poverty experienced by these communities, promoting equality of opportunity and supporting them to more easily and readily access resources and mainstream services.

Key outcomes will include:

- Refugees and asylum seekers can access health services (including mental health) which they require throughout the ‘asylum journey’. This includes health assessments on arrival and during the dispersal and post-trauma phases.
- Refugees and asylum seekers are provided with the information and advice they need to begin to integrate into Welsh society from day one.
- Asylum seekers are not prevented from accessing Welsh Government schemes which would support their integration.
- New refugees are less likely to fall into destitution.
- All refugees and asylum seekers (particularly unaccompanied asylum seeking children) are properly safeguarded and can access advocacy support.

We worked with stakeholders to develop a Community Cohesion Action Plan for 2017-2020. The plan has been used to push forward collaborative delivery with stakeholders and has also directed the work of the eight Regional Community Cohesion Coordinators, whose posts are funded by the Welsh Government. The four objectives of the new plan are:

Objective 1: Work at a strategic level to break down barriers to inclusion and integration across marginalised groups.

Objective 2: Work at a local level to break down barriers to inclusion and integration for particular groups and communities.

Objective 3: Supporting migrants, refugees and asylum seekers during the integration process.

Objective 4: Tackling discrimination, hostility, tensions and extremism.

In 2017/18 particular progress was made on:

- Well-being plans: Community Cohesion Coordinators and the Welsh Government had a number of successes working with Public Service Boards (PSBs) to ensure community cohesion and equality issues are embedded into PSB well-being plans.
- Development of the Community Cohesion Network/Equality and Inclusion Network: the focus for 2017/18 has been to get the eight coordinators and seven Equality and Inclusion organisations working well together so that the Equality and Inclusion funding programme delivers well pan-Wales, and that all can share learning and expertise. Significant progress was made on encouraging collaboration and networks.
- Communications: we worked with a wide variety of stakeholders to set up a pan-Wales Equality and Inclusion Communications Network, getting as
many organisations as possible to join together to send out simple, consistent messaging to boost inclusion. We are hoping to achieve a real impact in countering negative rhetoric.

The work has focused on improving community cohesion outcomes for marginalised groups, including those with protected characteristics. National Indicators of community cohesion suggest that cohesion has been declining in recent years. However, it is not possible to disaggregate these measures by protected characteristic, and not possible to determine the extent to which this fall has been mitigated by our community cohesion work. The National Survey data community cohesion indicators also cannot reliably give us measures of cohesion for some protected characteristic groups. There are also gaps in evidence on the number of hate crimes experienced in Wales (rather than the number that are reported).

**Objective 7: Poverty and inequality**

Reduce poverty, mitigate the impacts of poverty and improve living conditions for those groups most at risk of living in low income households, particularly disabled people, lone parents, certain ethnic minority groups, and families with disabled children.

Evidence tell us that people with certain protected characteristics are more likely to be living in poverty, this objective explicitly focuses on poverty and inequality on the basis of protected characteristics.

**Our actions**

**In-Work Support** (IWS) is a European Social Fund (ESF)-funded programme which began in 2015 and ended in August 2018. Its objectives were to tackle poverty and social exclusion in West Wales and the Valleys by reducing sickness absenteeism and presenteeism rates in the workplace. It addressed ESF’s Cross Cutting Themes of Equal Opportunities, Tackling Poverty and Social Exclusion and Sustainability. IWS took a preventative approach that was intended to curb job losses resulting from work-limiting health conditions.

The programme provided employees who are on, or at risk of, long-term sickness absence, with rapid access to work-focused physical and/or psychological therapies, with support from a case manager. It also provided workshops to GPs to help healthcare providers to address patients’ work-related health problems. A further strand involved workshops for Small to Medium Size Enterprise (SME) managers and employees to help improve workplace health and wellbeing.

It has provided occupational health services to nearly 3,400 employees – mainly therapeutic interventions to 2,100 people with musculoskeletal issues and 1,300 people with mental health issues. This has helped over 2,500 people to remain in work, another 430 to return to work and some 1,800 SMEs to reduce the business impact of sickness absence.

There are two sources of equality monitoring information used to track the impact of the programme – feedback from participants and outcome reports from health care professionals. All the available evidence suggests the approach had a positive impact on reducing sick days and boosting
productivity as well as providing value for money. Feedback from people who have used the Service has been very encouraging with some 87% of participants reporting it as having a positive impact on their health and well-being. An independent evaluation study of the service reported on the perceived outcomes and wider impact of the service, and is available on the Welsh Government’s website.

During the 2017/18 period the **Valleys Taskforce** engaged extensively with stakeholders, including representatives from communities, local authorities, third sector organisations and businesses across the valleys area to develop a delivery plan for the Valleys. A high level plan was published in July 2017 which identified three main priority areas: good quality jobs and the skills to do them; better public services; and my local community. The taskforce sense-checked the plan with stakeholders to ensure that the priorities identified were the right ones. The result of this process is the **Our Valleys, Our Future: delivery plan**, which was published on 29 November 2018.

During our engagement activity communities told us that **transport** should be a key priority for the taskforce as unreliable and uncoordinated public transport across the Valleys is a barrier for people accessing jobs, education, training, and leisure facilities. The taskforce is working with transport colleagues in the Welsh Government to maximise the benefits of large scale infrastructure projects such as the Metro and the duelling of the A465 to deliver for the Valleys. In addition, officials are also developing smaller scale pilots to deliver more effective community transport options.

In July 2018 we published **Our Valleys, Our Future**, one year on detailing the progress made in the first eight months since the introduction of the delivery plan. We are still collecting data to show how the actions in **Our Valleys, Our Future** are making a difference to Valleys communities but there is already evidence of positive change.

In 2017/18 we made good initial progress towards the **20,000 affordable homes** target and, whilst it is early days, we are confident we can achieve the target. We are making a record investment in housing in this term of government, having committed over £1.7 billion over five years.

We introduced a Rent to Own scheme (and a Shared Ownership companion scheme) and an Innovative Housing Programme to support new ways of delivering the homes we need.

The provision of social housing will make up the biggest element of our 20,000 homes target, which supports the most vulnerable (who are disproportionately likely to be disabled or from some specific minority ethnic groups).

We also ensure that any allocations of Social Housing Grant insist homes are built to Design Quality Requirements, meaning they are built to a higher space and quality standard, as well as being suitable for adaption should the resident’s health or circumstances change.

When housing is properly considered and integrated with social care it can have significant benefits to people and the health service by, for example, supporting reductions in delays of transfer of care. The **Integrated Care Fund** (ICF), currently £10m per annum, aims to improve public services by integrating housing, health and social services. ICF Capital is used to support schemes that provide an effective integrated and collaborative approach to regional partnership board priority areas for integration, namely: older people with complex needs and long term conditions, including dementia; people with learning disabilities; also children...
with complex needs due to disability or illness; and carers, including young carers. We are going to invest further in this fund to support regions to be more strategic, particularly with accommodation led solutions to health and social care. We believe there is further scope to improve people’s independent living and maximise the contribution housing interventions can make to improve service delivery whilst also alleviating the pressures on the NHS and the delivery of social care. A focus on housing and accommodation solutions on a more strategic and scalable basis can help prevent unnecessary hospital admission, inappropriate admission to residential care and delayed transfers of care. We are exploring how we can invest further in this area.

We aim to break down the link between poverty and low attainment through additional funding for children eligible for free school meals (eFSM) and that are looked after via the Pupil Development Grant (PDG).

In 2017/18 we:

• Doubled the Early Years PDG (EYPDG) for learners in the Foundation Phase from £300 to £600;
• Extended the PDG to support three year old looked after children at the same rate as all other looked after learners;
• Extended funding to learners who are in education other than at school; and
• Asked the regional education consortia to strengthen their management arrangements to support secondary schools in delivering an aspirational target of at least 60% PDG being invested at key Stage 3 to address barriers to learning as they are identified.

We continue to invest unprecedented amounts through the Pupil Development Grant with over £90m invested through the PDG in 2017/18 to help education services close the attainment gap between our disadvantaged learners and their peers.

We published an evaluation of the PDG in December 2017, which is available on our website. Some of the key findings include:

• PDG represents a significant source of funding for schools to invest in approaches to tackle disadvantage and is considered an ‘invaluable’ source of funding for specific types of activity to reduce the attainment gap.
• Some schools felt that the PDG had significantly raised the profile of disadvantage and how schools should cater for disadvantaged learners.
• In general the impact analysis finds that the gap between eFSM and non-FSM pupils has narrowed over the past five years; it acknowledges an emerging pattern of success in reducing the ‘effect’ of being eligible for free school meals on measures of educational progress between Key Stage 2 and Key Stage 4 in English, Maths and Science.
Objective 8: Welsh Government as an employer

Welsh Government will aim to be an exemplar in the Equality, Diversity and Inclusion agenda by 2020.

This objective demonstrates our commitment to ensure the Welsh Government Civil Service provides a fair and inclusive environment, where everyone has the opportunity to be themselves and fulfil their potential.

Our actions

Our Diversity and Inclusion Action Plan, published in April 2017, aims to demonstrate how we will meet this objective during the period 2017-2020. It has been developed with the help of members of the Diversity and Inclusion Steering Group who include Diversity Champions, Network Chairs and the Trade Union Side (TUS). The implementation of the action plan is overseen by the Diversity and Inclusion Steering Group and chaired by the Welsh Government Board’s representative on equality. The Welsh Government’s HR-Expert Services Division is working with the TUS and our internal diversity networks to deliver the action plan.

The Welsh Government’s Annual Employers Equality Report 2017/18 gives an overview of the diversity mix of the workforce and details the work undertaken to advance equality and diversity by cultivating and maintaining an inclusive workplace through the Diversity and Inclusion Action Plan. This includes:

- Recruitment and Work Placement Programmes
- Learning and Development
- Staff Diversity Networks.


Updated Strategic Equality Plan actions

The steps we agreed to take to fulfil our equality objectives were published within our Strategic Equality Plan in December 2016. Since then a number of those actions have been superseded by more current activity, further actions have been identified, and some actions have been completed. Below is a summary of the changes.

Revised actions

| 2016 published action                                                                 | Revised action                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Rationale                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1. The enhanced provision for carers’ right to care and support in the Social Services and Well-being (Wales) Act 2014 will be reflected in the refreshed Carers Strategy.                                                                 | The rights of carers to access care and support, as set out in the Social Services and Well-being (Wales) Act 2014, will be actively promoted through implementation of the National Priorities for Carers (announced by the Minister for Children, Older People and Social Care on 24 November 2017) with the support of a Ministerial Advisory Group for Carers.                                                                 | During 2017/18, the decision was taken not to continue with a new Carers Strategy but instead to prioritise action on three national priorities for carers. We have updated the action to reflect this shift.                                                                                          |
| 1.2. Improve the quality of care and embodiment of rights for older people in residential care.                                                                 | 1. Take action to “make rights real” for older people in Wales.  
2. Improve the quality of care for older people in residential care.                                                                                                                                                                                                                                                                                                                                                      | Evidence from the Older People’s Commissioner indicates that there is work to do to improve the implementation of older people’s rights, but this is a broader piece of work than one relating specifically to residential care.                                                                                                       
This has been the subject of discussion between the Welsh Government and the Older People’s Commissioner. Outline actions have been discussed and will be taken forward to ‘make rights real’ for older people. These discussions have taken place following the reporting period and will form part of our reporting for 2018/2019.                                                                                       
We will split the action into two parts to reflect the different strands of work.                                                                                                                                                                                                                                                                                                                                                           |
<table>
<thead>
<tr>
<th>2016 published action</th>
<th>Revised action</th>
<th>Rationale</th>
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<tr>
<td>2.7. CSSIW (now CIW) to develop and implement a framework for regulating and inspecting statutory advocacy services for vulnerable children and adults. The new model will be implemented in 2018/19 under the Regulation and Inspection of Social Care (Wales) Act 2016.</td>
<td>CIW to develop and implement a framework for regulating and inspecting statutory advocacy services for vulnerable children and adults. The new model will be implemented 31 March 2020 as part of phase 3 of the Regulation and Inspection of Social Care (Wales) Act 2016.</td>
<td>Wording of the action updated to reflect changes in timescales and also the change of name to Care Inspectorate Wales.</td>
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<tr>
<td>2.11. We will work with the Information for People project to ensure accurate healthcare information is produced in a variety of formats to suit people’s needs.</td>
<td>We will work with the Information for You Steering Group to ensure accurate, up-to-date, quality healthcare information is made available digitally which can then be reproduced in a variety of formats to suit people’s needs.</td>
<td>Information for People was a short term Working Group to enable policy colleagues and key stakeholders to engage on ways to improve supply and distribution of health and care information. Further work is being taken forward by the Information for You work stream under the Informed Health and Care strategy delivery programme.</td>
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<td>3.3. Ensure a collective response to the UK Government’s Green Paper on reducing the disability employment gap across the UK.</td>
<td>Ensure a collective response to the UK Government’s ten-year strategy Improving Lives: the future of Work, Health and Disability to ensure that there is integration with devolved areas of responsibility towards reducing the disability employment gap across the UK.</td>
<td>The action will be updated to reflect our current focus; engagement with the UK Government’s 10 year Strategy Improving Lives the future of Work, Health and Disability.</td>
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<tr>
<td>4.2. Delivery of an Annual Delivery Plan through Tackling Hate Crimes and Incidents: Framework for Action across three objectives on prevention, supporting victims and improving multi-agency working. 4.3. Improving and evolving hate crime victim services through Equality and Inclusion Funding for a National Hate Crime Report and Support Centre.</td>
<td>Working with the third sector, public sector and criminal justice agencies, plan and deliver work to encourage hate crime reporting, ensure victims are supported and satisfied with the outcome of their case, and perpetrators are brought to justice.</td>
<td>We will merge actions 4.2 and 4.3 as they both relate to activity in the current Tackling Hate Crimes and Incidents framework. The action will also focus on outcomes rather than the plan itself.</td>
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<tr>
<td>2016 published action</td>
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<td>Rationale</td>
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| 4.6. The updated *Keeping Learners Safe* takes account of the new Working Together and the Social Services and Well-being Act. This includes the continuation of the Child Sexual Exploitation training programme for education and other professionals and the creation and publication of Keeping Learners Safe learning and development e-learning modules for all teachers in Wales. | Update the Keeping Learners Safe guidance to take account of:  
- the implementation of the Social Services and Well-being (Wales) Act 2014  
- the development of the NPP  
- the establishment of the education workforce Council (EWC) and  
- the suite of guidance under *Working together to safeguard people* under the Social Services and Well-being (Wales) Act 2014. | The action is amended to update the Keeping Learners Safe guidance taking into account the developments in 2018/19. The action now includes the development and embedding of the safeguarding toolkit. |
<p>| 6.1. Develop a revised <em>Travelling to a Better Future: Framework for Action and Delivery Plan</em>. This will support social inclusion and equality of opportunity for Gypsy, Roma and Traveller communities. | Through the publication of the <em>Enabling Gypsies, Roma and Travellers Plan</em>, we aim to develop, strengthen and improve access to the help, advice and services available to Gypsy, Roma and Traveller Communities across Wales. | Following publication of the plan on 26 June 2017, the Welsh Government will continue to work with key stakeholders to take forward actions within the plan. The action will be updated to reflect that this is now in the delivery phase. |
| 6.4. Through the <em>Community Cohesion Plan</em> we aim to strengthen, mainstream and sustain both local and regional approaches, so that communities across Wales are safer, inclusive and resilient. | Through the <em>Community Cohesion National Delivery Plan</em>, work with partners in the third sector, public sector and criminal justice agencies to foster good relations between groups in society, encourage inclusion, mitigate community tensions and challenge negative divisive rhetoric. | The action has been rephrased to focus on outcomes, rather than the plan itself. |
| 6.7. Continue engagement through the Race and Faith Forums to facilitate dialogue between the Welsh Government and a range of communities on any matters affecting economic, social and cultural life in Wales. | Facilitate regular two-way dialogue between the Welsh Government and faith and minority ethnic communities, to discuss key economic, social and cultural issues and their solutions. | The action has been rephrased in terms of meaningful engagement with race and faith groups, rather than limited to engagement through the fora. This reflects that there are other mechanisms through which we engage. |</p>
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<th>2016 published action</th>
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<tr>
<td>6.8. Narrow the economic, education/skills and health gaps between our most deprived and more affluent areas through three strategic objectives: Prosperous Communities, Learning Communities and Healthier Communities.</td>
<td>Narrow the economic, education/skills and health gaps between our most deprived and more affluent areas, through the development and delivery of an integrated assessment tool that combines health, equality, and children’s rights impacts to identify cross-cutting Welsh Government actions.</td>
<td>It was difficult to obtain meaningful progress updates regarding the broad, cross-cutting action as it was worded. We have, therefore, rephrased the action to be more specific and measurable. The new action can be monitored more effectively through review of our published integrated impact assessments.</td>
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<td>6.9. Pilot volunteer led community development partnerships for lonely and isolated older people (Compassionate Communities) including those with protected characteristics.</td>
<td>Develop a strategy to address loneliness and isolation in Wales, including amongst those with protected characteristics.</td>
<td>Due to the lack of a robust evidence-base for community-based volunteering, this action has now been superseded by commissioned research.</td>
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<td>7.4. Support more than 4,000 people with health problems stay in work, through the new In-Work Support programme. This will help to tackle poverty and social exclusion by preventing people falling out of work due to common health problems, which are often musculoskeletal and mental health-related. Secure funding support from the DWP’s Work and Health Innovation Fund for a trial to commence from May 2017 to test an Individualised Placement Support (IPS) model to help people with Mental Health conditions who have been unemployed for less than 12 months into sustained employment.</td>
<td>Support more than 4,000 people with health problems stay in work, through the In-Work Support programme. This will help to tackle poverty and social exclusion by preventing people falling out of work due to common health problems, which are often musculoskeletal and mental health-related. Support more than 14,000 people aged 16 or older who are recovering from substance misuse and/or mental health conditions (aged 16-24 who are NEET and 25+ who are long term unemployed or economically inactive) towards employment including self employment, education and training by August 2020 through the new Out-of-Work Service.</td>
<td>The second part of the action has been rephrased to reflect current and planned activity.</td>
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### 2016 published action

7.11. Raise the academic attainment of learners from deprived backgrounds through implementation of strategies set out in *Rewriting the Future* and its revision, (the Welsh Government’s overarching policy for improving the outcomes of pupils from deprived backgrounds) and an extended Pupil Deprivation Grant.

### Revised action

Raise the academic attainment of learners from disadvantaged backgrounds through implementation of the Pupil Development Grant.

### Rationale

The action has been updated to reflect current and planned activity and the revised name of the grant.

### New actions

#### New action

**Equality Objective 3:**

Identify and reduce the causes of the employment, skills and pay inequalities related to gender, ethnicity, age and disability including closing the attainment gaps in education and reducing the number of people not in education, employment or training (NEET).

**Actions**

1. Deliver ESF Investments in actions to reduce the number of 16-24 year olds who are NEET and to reduce the number of 11-24 year olds in education who are at risk of becoming NEET.
2. Deliver ESF Investments to increase the take up and attainment levels in STEM subjects amongst 11-18 year olds in West Wales and the Valleys. (Actions will focus primarily on 11-19 year old girls to help reduce the attainment gap in STEM subjects, particularly in non social science areas).
3. Deliver ESF Investments to support individuals with work limiting health conditions or a disability to remain in work or to increase employment.
4. Invest ESF funding to improve the position of women in the workforce.

#### Monitoring arrangements

Monitoring data to include:

NEET individuals 16-24 who are:
- Receiving support
- Gaining qualifications
- Returning to education/training
- Gaining employment

Young people 11-24 who are most at risk of becoming NEET:
- Receiving support

Young people 11-19 with a reduced risk of becoming NEET:
- Receiving support
- Continuing to study STEM subjects post 16

Employed individuals with a work limited health condition or disability who:
- Receive support
- Return to work after a period of absence

Underemployed individuals with barriers to further employment receiving support.

Number of female employees gaining a qualification and gaining an improved labour market situation.

Number of SME’s supported, with 50% adopting or improving equality and diversity strategies and monitoring systems.
**New action**

<table>
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<th>Equality Objective 7:</th>
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<tr>
<td>Reduce poverty, mitigate the impacts of poverty and improve living conditions for those groups most at risk of living in low income households, particularly disabled people, lone parents, certain ethnic minority groups, and families with disabled children.</td>
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**Actions**

1. Deliver ESF Investment to increase the employability of economically inactive and long term unemployed individuals who have complex barriers to employment.
2. Deliver ESF funding to help low skilled workers, including BAME and disabled individuals, to gain essential skills, and technical or job-specific qualifications.

**Monitoring arrangements**

Economically inactive and long term unemployed individuals receiving support with the following barriers to employment:
- Care and childcare responsibilities
- From a jobless household
- Have a work limiting health condition or a disability
- From a BAME group
- Have low or no skills

Economically inactive and long term underemployed individuals entering employment.

Number of workers who hold no qualifications or only one or two qualifications, receiving training and the number gaining a qualification and the number of those who are BAME or disabled.

**Closed actions**

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<th>Action</th>
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<tr>
<td>1.5. Publication of the revised Mental Health Act 1983 Code of Practice for Wales which contains specific reference to equality legislation and the equity of service provision.</td>
<td>This action was completed in April 2017.</td>
</tr>
<tr>
<td>6.3. Support the implementation of the Syrian Resettlement Programme across Wales to provide support to vulnerable refugees.</td>
<td>The Welsh Government is not directly involved in discussions about resettlement as these take place between the Home Office, WLGA Strategic Migration Partnership and local authorities. This action can now be removed, bearing in mind our work under the Refugee and Asylum Seeker Delivery Plan – A Nation of Sanctuary.</td>
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<tr>
<td>7.10. Continue to improve health and well-being amongst children, young people and families through a focus on reducing the incidence of Adverse Childhood Experiences (ACEs) and by seeking to prevent them where we can. We will aim to increase the resilience of children and young people to avoid the damaging behavioural and physiological changes that occur in response to chronic stress and thus help to improve their well-being and their economic prosperity in later life.</td>
<td>Prosperity for All includes an action to tackle ACEs, which will be reported against in the annual report later this year, and it is through this we would consider progress on ACEs to be more appropriately directed.</td>
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<td>Action</td>
<td>Rationale</td>
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<td>7.22. Non Guaranteed Hour arrangements, often referred to as zero hour contracts can provide individuals with the flexibility to undertake additional employment, education or provide care for a dependent but that flexibility should not undermine the way an employee is treated. Welsh Government will publish the Public Service Staff Commission’s Principles and Guidance on the appropriate use of non-guaranteed hours arrangements in devolved public services in Wales to ensure those employed on non guaranteed hours are treated equitably.</td>
<td>The principles and guidance were published in December 2016.</td>
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The Equality Act 2010 – The Public Sector Equality Duty

The Equality Act 2010 (the Act) replaces previous anti-discrimination laws for England, Scotland and Wales with a single Act. The Act protects people from discrimination because of:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

These categories are known as the ‘protected characteristics’.

Section 149 of the Act also sets out the Public Sector Equality Duty (PSED). Those subject to the duty must, in the exercise of their functions, have due regard to the need to:

- eliminate discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

For the Welsh Government this includes shaping policy, delivery services and in relation to our employees.

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (the 2011 Regulations)

In Wales, the public bodies listed in Part 2 of Schedule 19 to the Equality Act 2010 are subject also to specific duties set out in the 2011 Regulations. The 2011 Regulations set out what is commonly known as the Welsh specific equality duties.

The Regulations can be found here: www.legislation.gov.uk/wsi/2011/1064/contents/made

‘Relevant Welsh authorities’ refers to public bodies listed in Part 2 of Schedule 19. Where we have referred to the ‘Welsh public sector’ or similar, we are referring only to those bodies listed in the schedule and subject to the Welsh specific equality duties.

The listed authorities can be found here: www.legislation.gov.uk/ukpga/2010/15/schedule/19/part/2

The aim of the Welsh specific equality duties is to enable the better performance of the PSED. They do so by requiring, for example, the publication of equality objectives together with equality impact assessments, engagement requirements, progress reports, collection of data and more.

Regulation 16: Annual reports

Part One of this report is provided under regulation 16 of the 2011 Regulations that provide for the Welsh specific equality duties, requiring the Welsh Ministers to publish a report each year setting out how they are complying with the specific duties.
Part One includes a number of progress statements outlining how we are complying with the specific duties, including those regarding engagement, equality evidence and equality impact assessments.

Regulation 16 also requires listed authorities to provide an annual statement of the effectiveness of the steps they have taken to fulfil their Equality Objectives. This information is included at Annex 1.

**Regulation 17: Welsh Ministers’ reports**

Part Two of this report fulfils regulation 17 of the Regulations that provide for the Welsh specific equality duties, requiring the Welsh Ministers to publish reports every four years that set out an overview of the progress made by listed authorities towards complying with the general duty. Welsh Ministers’ reports must also set out proposals for the co-ordination of action by listed authorities so as to bring about further progress in their compliance with the general duty.

An interim report must be published two years following the publication of a full report.

**The Government of Wales Act 2006**

The duty in section 77 of GoWA 2006 requires Welsh Ministers to make appropriate arrangements to help ensure that their functions are exercised with due regard to the principle of equality of opportunity for all people.

The duty further emphasises the importance that Ministers place on mainstreaming equality in their work and ensuring it is given due consideration when making their decisions reflects the emphasis they place on meeting this duty. The duty ensures that we give weight to promoting equality, as well as meeting our responsibilities under the Equality Act 2010.

Part One of this report includes examples and case studies outlining how we have exercised our functions with due regard to the principle of equality of opportunity.