



Llywodraeth Cymru  
Welsh Government

[www.cymru.gov.uk](http://www.cymru.gov.uk)

# Annual Report on Equality 2013–2014

## Working for Equality in Wales





Print ISBN 978 1 4734 3004 4  
Digital ISBN 978 1 4734 3005 1  
© Crown copyright 2015  
WG24053

# Contents

<b>Ministerial Foreword</b>	2
<b>Chapter 1</b>	
Introduction	4
<b>Chapter 2</b>	
Meeting Our Equality Duties	8
<b>Chapter 3</b>	
Progress Against the Strategic Equality Plan Objectives	30
<b>Chapter 4</b>	
Looking Ahead	79

# Ministerial Foreword



I am pleased to present the Welsh Government's Annual Report on Equality for 2013-2014. Once again, the report clearly articulates the cross cutting nature of equality and inclusion and the commitment of all Ministers to tackle barriers and make Wales a fairer and more inclusive country. The Annual Report is an opportunity to reflect on these achievements and to build on our experiences.

We remain in a difficult economic environment, one where inequality has the potential to thrive. The Welsh Government recognises poverty and inequality are often connected. The Tackling Poverty Action Plan published in July 2013, demonstrates our joined up, cross Government approach to preventing and reducing poverty in Wales. Through dovetailing the Strategic Equality Plan and the Tackling Poverty Action Plan, within my portfolio we continue to focus on equality issues when addressing poverty in Wales.

Our policies and practices continue to be assessed for their impact on equality. We have an ongoing commitment to continuously improve our impact assessment of the Budget. Through these impact assessments, we are striving to ensure our investments are focused on tackling inequalities. We recognise how investment now can avoid problems in the future. The reflective process of the Equality Impact Assessment ensures the Welsh Government considers the needs of people with protected characteristics in decision making. Our decisions are also heavily influenced by our engagement with Third Sector organisations and we remain grateful for the expert support and advice we have received throughout the year. Our interaction with stakeholders has helped shape the Framework for Action on Independent Living, which was published in this reporting year. The Framework will promote the rights of disabled people in Wales to live independently and exercise the same choices as other citizens, demonstrating a commitment to advance their rights and remove barriers.

Tackling these barriers and supporting disabled people so they can live independently, is one of our eight Strategic Equality Plan objectives. The Plan sets out our priorities for improving the lives of people with protected characteristics, together with our arrangements for fulfilling our legal obligations.

This is the second year of reporting on our progress in delivering these objectives. We are now half way through the period covered by the Plan and it is, therefore, pleasing to see the significant developments from within this reporting period.

Chapter 3 provides evidence of our progress in taking forward our Strategic Equality Plan; including our work to tackle hate crime and domestic violence; reduce the number of young people not in education, employment or training; and improve the engagement and participation of under-represented groups in public appointments. Our efforts to increase the diversity of leadership on devolved public boards aims to lead to a better understanding of our communities and result in more effective decision making, which reflects the needs of the people of Wales. We recognise there is still work to be done to meet our objectives and we shall maintain our progress.

I am proud to say we continue to have our own distinct approach to equality in Wales. Our Welsh Specific Equality Duties have already paved the way in taking equality forward in Wales. The importance of the specific duties cannot be underestimated. They provide the framework for the devolved public sector to identify, understand, and address issues of inequality, supporting Wales to drive equality and inclusion further forward. I am pleased our increasingly divergent approach towards equality in Wales was recognised by the Commission on Devolution in its report.

The Welsh Government this year signed a concordat with Equality and Human Rights Commission Wales, strengthening our already positive and close relationship with the Commission. The Concordat provides a robust framework for an effective working relationship and ensures the Commission retains a strong and distinct presence in Wales.

The Welsh Government is driven by values of fairness, social justice and equality. Equality and human rights are enshrined in our founding legislation and reflected within our guiding principles. We are committed to make Wales a country where all people can enjoy the same opportunities and where everyone can fulfil their potential.

A handwritten signature in grey ink that reads "Lesley Griffiths". The signature is written in a cursive, flowing style.

**Lesley Griffiths AM**  
**Minister for Communities and Tackling Poverty**

# Chapter 1 – Introduction

This is the fifteenth Welsh Government Annual Report on Equality and covers the financial year April 2013 to March 2014.

This combined report is presented under our statutory reporting requirements encompassing section 77 of the Government of Wales Act 2006 and regulation 16 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

## Government of Wales Act 2006

Section 77 of the Government of Wales Act 2006 states:

- (1) Welsh Ministers must make appropriate arrangements with a view to securing their functions are exercised with due regard to the principle that there should be equality of opportunity for all people.
- (2) After each financial year the Welsh Ministers must publish a report containing:
  - (a) a statement of the arrangements made in pursuance of subsection (1) which had effect during that financial year, and
  - (b) an assessment of how effective those arrangements were in promoting equality of opportunity, and must lay a copy of the report before the Assembly.

The Equality Act 2010 replaced previous anti-discrimination law, consolidating it into a single Act. The Act covers discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These categories are known in the Act as 'protected characteristics'.

The Act places a duty on the public sector (also known as the public sector equality duty and as the 'general duty'), 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.

In order for public bodies to better perform and demonstrate their compliance with the public sector equality duty, the Welsh Government legislated to bring in specific equality duties as set out in Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (also referred to as the Welsh Specific Equality Duties).

The Welsh Specific Equality Duties place responsibilities on the devolved Welsh public sector covering engagement, equality impact assessments, pay differences, procurement, equality and employment information, review and reporting arrangements.

## Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

Regulation 16 of the Equality Act (Statutory Duties) (Wales) Regulations 2011 states:

- (1) An authority must, in respect of each reporting period, publish a report not later than the relevant date in the year following the year in which that reporting period ends.
- (2) The report must set out —
  - a) the steps the authority has taken to identify and collect relevant information;
  - b) in respect of relevant information it holds, how the authority has used the information for the purpose of complying with the general duty and the duties in these Regulations;
  - c) the authority's reasons for not collecting any relevant information it has identified but does not hold;
  - d) the progress the authority has made in order to fulfil each of its equality objectives;
  - e) a statement by the authority of the effectiveness of —
    - i. its arrangements for identifying and collecting relevant information; and
    - ii. the steps it has taken in order to fulfil each of its equality objectives; and
    - iii. the information the authority is required to publish by regulation 9(4) unless the authority has already published that information.
- (3) The authority may, if it considers it appropriate to do so, include in a report any other matter that is relevant to compliance by the authority with the general duty and the duties in these Regulations.
- (4) The authority may comply with the duty to publish a report under paragraph (1) by setting out its report (including any matter referred to in paragraph (3)) as part of another published document or within a number of other published documents.

## Programme for Government

The Programme for Government is our plan of action setting out what Ministers want to achieve over the period 2011-2016 and makes clear our plans to improve the lives of the people of Wales.

Our commitment to social justice and equality of opportunity is confirmed in the Programme for Government which has equality as a main outcome as well as being mainstreamed throughout. The Welsh Government's third annual report on its Programme for Government will outline how and what the Government has done to deliver on its commitments.

The Programme for Government is available to download on the Welsh Government's website: [www.wales.gov.uk/about/programmeforgov/?lang=en](http://www.wales.gov.uk/about/programmeforgov/?lang=en)

## The Strategic Equality Plan

In line with our Welsh specific equality duties under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, we published our Strategic Equality Plan in April 2012. At the heart of the Plan are eight outcome focused objectives which were developed following extensive engagement across Wales and aim to reflect the priorities of those with protected characteristics under the 2010 Equality Act. Each objective has a specific focus in order to prioritise action to have the greatest impact.

The Strategic Equality Plan is available to download on the Welsh Government's website: [www.wales.gov.uk/topics/people-and-communities/equality-diversity/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/equality-diversity/?lang=en)

Chapter 3 of this report provides details of the progress we have made against each objective.

## The Tackling Poverty Action Plan

The updated Tackling Poverty Action Plan was published in July 2013. The Plan sets out the targets and milestones the Welsh Government is taking forward to help prevent and reduce poverty in Wales.

The key priorities within the Plan focus on:

- Early Years – early development of language and cognitive skills are vital, as is access to high quality childcare which allows parents to work.
- Breaking the link between poverty and educational attainment.
- Reducing the number of workless households as work is the best means out of poverty.
- Reducing health inequalities – people in poverty are less likely to have access to high quality healthcare.
- Improving the quality of housing in poorer communities and making places more pleasant for people to live.

We recognise the close links between poverty and certain groups with protected characteristics. When developing approaches to address poverty it is important to acknowledge and give particular consideration to groups with protected characteristics.

We made a commitment in the Action Plan to dovetail with the Strategic Equality Plan. There are similar objectives in each Plan, so officials in the Fairer Futures and Tackling Poverty Divisions are working together closely to share knowledge, avoid duplication and collaboratively work with other departments where appropriate.

The Tackling Poverty Action Plan and the Annual Report for 2014 are available to download on the Welsh Government's website: [www.wales.gov.uk/topics/people-and-communities/tackling-poverty/taking-forward-tackling-poverty-action-plan/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/tackling-poverty/taking-forward-tackling-poverty-action-plan/?lang=en)



## Sustainable Development

Sustainability is at the heart of Welsh Government and has been adopted as our central organising principle. Sustainable development covers the breadth of the work of the Welsh Government to promote long term economic, social and environmental well-being in order to enhance people's quality of life.

Equality is recognised as a fundamental requirement for sustainable development. A strong, healthy, inclusive and just society where every individual has equal rights, respects each other, and plays a role in which they can fulfil their potential is key to a sustainable society and to the long-term well-being of Wales.

The Sustainable Development Scheme is available to download on the Welsh Government's website: [www.wales.gov.uk/topics/people-and-communities/people/future-generations-bill/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/people/future-generations-bill/?lang=en)

In line with section 79(6) of the Government of Wales Act 2006 we report annually on how the proposals set out in the Sustainable Development Scheme have been implemented in the financial year. The latest report can be read on the Welsh Government's website: [www.wales.gov.uk/topics/people-and-communities/people/future-generations-bill/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/people/future-generations-bill/?lang=en)

In fulfilling a commitment made in the Programme for Government, the Welsh Government has introduced the Well-being of Future Generations (Wales) Bill. The Bill will put sustainable development at the heart of the Welsh public services. This means taking account of long-term effects whether they are economic, environmental, or social. It means specified public bodies will need to work together to achieve six well-being goals. The Bill will complement existing statutory duties to advance equality in Wales and ensure progress is made toward a more equal nation.

## Welsh Language

The Welsh Government wants Wales to be a truly bilingual nation: a country where people can choose to live their lives through the medium of either Welsh or English. In order to help fulfil this vision, the Welsh Government has made a commitment in its current Welsh language strategy, 'A living language: a language for living Welsh Language Strategy 2012-17' which sets out a clear responsibility for the whole of the Welsh Government to lead on the future of the Welsh language.

Our vision is to see the Welsh language thriving in Wales. The Welsh Government will take the lead on delivering this vision. We will work with a wide range of partners who will play a full part in ensuring it is realised. Equality of opportunity is a cross-cutting theme integral to the Welsh language strategy.

No one, in any part of Wales, should be denied opportunities to use the Welsh language, nor denied the opportunity to learn Welsh because of their race, ethnicity, disability, gender, sexual orientation, age or religion. Welsh language services should be available to, and accessed by, all communities. The Strategic Equality Plan does not specifically include the Welsh language as Welsh language rights are led by the Welsh Language Division within Welsh Government and reported on separately. The Strategy is available to download on the Welsh Government's website: [www.wales.gov.uk/topics/welshlanguage/publications/wlstrategy2012/?lang=en](http://www.wales.gov.uk/topics/welshlanguage/publications/wlstrategy2012/?lang=en)

## Chapter 2 – Meeting Our Equality Duties

This chapter details some of our actions which have resulted from the Welsh Government having due regard to:

- the principle that there should be equality of opportunity for all people, as set out in section 77 of the Government of Wales Act (GOWA) 2006, and
- the three aims of the Public Sector Equality Duty, as set out in section 149 of the Equality Act 2010.

This chapter also reports against our responsibilities in the Welsh Specific Equality Duties.

Section 77(1) of the Government of Wales Act 2006 specifically focuses on the principle of 'equality of opportunity'. It is therefore closely linked to the second aim of the public sector equality duty.

The public sector equality duty came into force in April 2011. It aims to ensure public authorities and those carrying out a public function consider how they can positively contribute to a fairer society in their day to day activities through the three aims of the duty:

- eliminating unlawful discrimination;
- advancing equality of opportunity;
- fostering good relations.

Section 77(2) of the Government of Wales Act 2006 requires the Welsh Ministers to report on how they have met the duty in section 77(1), including how successful they have been in promoting equality of opportunity for all people.

Our commitments in complying with both the public sector equality duty and the duty in section 77 of the Government of Wales Act 2006 are reflected in our Programme for Government and our objectives in the Strategic Equality Plan. The respective commitments mutually reinforce our dedication to social justice and equality of opportunity as well as reflecting what our top priorities are for tackling inequality.

Our strategic actions in both the Programme for Government and Strategic Equality Plan reflect what stakeholders from protected groups consider to be priority areas for action. Progress against these objectives is reported in chapter 3 in more detail.

As well as our strategic actions, there is a range of work from across the Welsh Government which actively promotes equality of opportunity, eliminates unlawful discrimination and fosters good relations. A number of examples are outlined in the first part of this chapter and are listed under the following headings:

- Policy Commitments
- Funding
- Legislation

The second part of this chapter lists our actions to meet our responsibilities in regards to the Welsh Specific Equality Duties. The information is listed under the following headings:

- Engagement
- Equality Impact Assessments
- Procurement
- Evidence Base
- Our International Obligations

## Policy Commitments

### The Blue Badge Scheme

The Blue Badge Scheme provides a number of parking and travel concessions to badge holders to enable them to access services and facilities. This scheme was set up under the Chronically Sick and Disabled Act 1970 and eligibility criteria was originally limited to people with physical impairments. During 2013-2014, we consulted on extending the eligibility criteria to include people with cognitive impairments such as Autism Spectrum Disorders, Alzheimer's and dementias.

An Expert Review Group was appointed in May 2013 to determine how to extend eligibility to people with cognitive impairments who could not or did not choose to apply for Personal Independence Payments. In June 2013, the group published a report with a number of recommendations which included appointing specialists to help Local Authorities determine eligibility for people with cognitive impairments.

The planned changes to the scheme will ensure people in Wales, no matter what their age, can access the Blue Badge Scheme if they have significant barriers to accessing services and facilities. These barriers are not limited to functional physicality and include those people who because of cognitive impairments require constant supervision to undertake any journey.

### The All Wales Standards for Accessible Communication and Information for People with Sensory Loss

The All Wales Standards for Accessible Communication and Information for People with Sensory Loss was launched by the Minister for Health and Social Services in December 2013. The standards are specifically designed to help Local Health Boards comply with the statutory requirement to tackle the difficulties faced by the sensory loss community when accessing healthcare services. The All Wales Standards have been shaped by people with sensory loss,

working collaboratively with Welsh Government, NHS Centre for Equality and Human Rights and other key stakeholders.

As a result, a Senior Implementation Officer has been appointed for each Health Board and Trust to put in place an agreed implementation plan to ensure the Standards are taken forward. In helping to comply with the All Wales Standards it will be best practice for patients to provide details of their communication needs at their first point of contact with the health service and thereafter for information to be shared with other healthcare providers at the point of referral and handover.

Across the Health Boards positive steps are taking place for people with sensory loss including the North Wales Deafness and Mental Health Network, which has been developed with Betsi Cadwaladr University Health Board to address the issue of access to mental health care for Deaf people. The Welsh Ambulance Service, in partnership with Deaf Communities, has developed a Medical Information Card. The Trust is also improving its processes and policies to enhance care for those patients with assistance dogs.

### **Building a Brighter Future: Early Years and Childcare Plan**

In July 2013, the Welsh Government launched the Building a Brighter Future: Early Years and Childcare Plan. The Plan sets out clear action and activity within a 10-year timeframe for delivery and supports joint ownership of a broad and cross-cutting agenda. It brings coherence across different policies within seven Government Departments.

The Plan has a specific focus on improving life chances of children from pre-birth to age 7. It provides positive outcomes for families, including pregnant women. Some of the outcomes include:

- Improvements in children's health and well-being.
- Provision of good quality, safe homes.
- Strong positive families.
- High quality early education and childcare – both allowing children to develop to their full potential and enabling parents to work or access training which supports our drive to increase economic growth, tackle poverty and reduce inequalities.
- The provision of good primary education which enables children to perform well.
- Raising standards which close the gap between the most and least disadvantaged.

Following the launch of the Plan, the focus is now on the effective implementation of the actions. The Plan describes the key actions we will take over the short and medium term as we progress towards a fairer society.

We are developing an Early Years Outcomes Framework to help us to see where our policies and programmes are making a difference and having an impact on the outcomes which we ultimately want to achieve during children's early years in Wales.

## **The Strategy for Older People in Wales: Living Longer, Ageing Well – Phase 3**

Phase 3 of the Strategy for Older People in Wales: Living Longer, Ageing Well was launched in May 2013. It was developed with and for older people in Wales and will span 10 years.

The Strategy aims to address the barriers faced by older people in Wales today and to ensure well-being is within the reach of all. It identifies three main priority areas for action: social resources, environmental resources and financial resources. One of the outcomes for social resources focuses on diversity. This outcome aims to ensure older people are not discriminated against because of their age, and do not experience multiple discrimination on account of gender, ethnicity, disability, religion and belief, or sexual orientation, in addition to their age.

A Strategy Delivery Plan was developed following discussions with the Strategy for Older People coordinators, the National Partnership Forum and the Cymru Older People's Alliance. The purpose of the Strategy Delivery Plan is to bring together in more detail the actions the Welsh Government is taking to progress the delivery of the Strategy.

A consultation on the development of a Declaration of Rights for Older People in Wales ran from December 2013 to March 2014. As a result of the consultation, the Welsh Government will work with the Older People's Commissioner for Wales and a wide range of stakeholders to develop a Delivery Plan for the Declaration. The Declaration would make clear to statutory bodies and service providers what older people's expectations are and what their rights are when accessing and using services. It will also help older people to understand their rights more effectively and how they relate to current equality and human rights laws in Wales.

## **Council Tax Reduction Scheme**

As a result of the UK Government's decision to abolish Council Tax Benefit and reduce spending on replacement schemes by 10%, the Welsh Government introduced a national Council Tax Reduction Scheme and provided an additional £22 million per annum to support the scheme in 2013-2014 and 2014-2015 to add to the £222m transferred by the UK Government.

The decision by the Welsh Government to make up the shortfall in funding has helped many people with protected characteristics in Wales. In 2013-2014, over 133,000 older people (42%) and around 39,000 households with children under 5 benefitted from the Council Tax Reduction Scheme.

Following a review of the longer term arrangements, the Welsh Government has agreed to continue these existing arrangements and maintain entitlements for a further two years (2015-2016 – 2016-2017). This will protect vulnerable and low income households against any reduction in entitlements for a total of four years.

## **Welsh as an Additional Language**

The Minority Ethnic Language and Achievement Project undertook research to gain an understanding of the current level of demand for, and the availability of, Welsh as an Additional Language support for Black and minority ethnic learners in Welsh medium and bilingual schools and Welsh Language Latecomer Centres. Wales as an Additional Language

is used to refer to the situation 'whereby a pupil has a first language which is neither Welsh nor English but is pursuing a Welsh-medium education and thus requires support in order to access the whole curriculum through the medium of Welsh'.

The Welsh Government has identified a 'lack of clarity about the Welsh language support' currently provided to Black and minority ethnic learners. There is also uncertainty about the extent of the demand for such language support, as current data collection through the Pupil Level Annual School Census and other means does not identify the level of need for support.

Work will continue in 2014-2015 to determine whether a defined Welsh as an Additional Language service will be required within a Welsh-medium education setting.

### **Rewriting the Future: Raising Ambition and Attainment in Welsh Schools**

Work began in November 2013 to develop a programme to tackle the impact of deprivation on educational attainment and to bring together the various policies and programmes which impact on this agenda. During the development of the programme a wide range of stakeholders, both within Welsh Government and external, were consulted and invited to contribute.

The programme, 'Rewriting the Future: Raising Ambition and Attainment in Welsh schools' sets out what schools, working with their parents or carers, can do to break down the barriers faced by children from deprived backgrounds by acting as the central locus for interventions and support.

'Rewriting the Future' does not specifically target members of groups with protected characteristics. A number of groups with protected characteristics are, however, over-represented amongst the target group of learners from deprived backgrounds; in particular, those from minority ethnic backgrounds and disabled children.

### **Thematic Review of Equality Issues on the Apprenticeship Programme**

Under their Annual Remit (2013-2014), Welsh Government commissioned Estyn to conduct a two year Thematic Review of equality issues within the Apprenticeship programme. The remit was to look generally at engagement and participation barriers facing Black, ethnic minority and disabled people. The review was initiated in April 2013 and run until January 2015.

During the 2013-2014 phase of this Review, Estyn met members of six 14-19 Networks and nine training providers, including a number of Black, ethnic minority and disabled learners who were currently on the apprenticeship programme, to discuss any barriers they had faced. These samples were chosen from within areas of Wales with the greatest proportion of Black and ethnic citizens. Estyn engaged with community groups such as the Somali Integration Society, encouraging community leaders to give their perception and views of the apprenticeship programme. In addition Estyn started looking at gender stereotyping sectors where there appears to be a strong cultural resistance.

## Community Cohesion

Community cohesion is a term to describe how everyone in a geographical area lives alongside each other with mutual understanding and respect.

To ensure community cohesion was mainstreamed across Local Authorities in Wales, 8 regional Community Cohesion Co-ordinator Posts were put in place for the 2012-2014 period with funding of £500,000 per annum. Work programmes were agreed with Local Authorities within the local context and were linked with the development of priorities through Single Integrated Plans and Strategic Equality Plans.

Here are some examples of the work on community cohesion in Wales.

### Newport

The Co-ordinator Post enabled the development of strategic cohesion work within Newport. A multi-agency cohesion group, made up of key senior management officers, operated at a strategic level. The group oversaw the operational groups which deliver on the cohesion agenda for Newport including the Hate Crime Forum, Migration Forum and the Gypsy and Traveller Task and Finish Group.

### Cardiff and the Vale of Glamorgan

A period of training front line staff has raised the general awareness of hate crime. In the Vale, the training focussed on housing and phone line staff to aid signposting and early identification of hate crime. In Cardiff, the training focussed on hubs, libraries and housing. E-learning modules on hate crime were also available to staff across both Local Authorities. Further work has included:

- A multi agency partnership group has been launched to look at referral pathways for hate crime.
- Support has been developed for asylum seeker groups and city of sanctuary group.
- LGBT voices groups have been launched.
- Successful gay/straight alliances pilot in target schools across Cardiff.
- Co-funding and support for Neighbourhood Resolution Panel pilot.

### North Wales

The region has developed the support of a successful funding bid to the Regional Collaboration Fund in relation to Human Trafficking. This bid secured agreement from all 6 north Wales Local Authorities and other public sector organisations in the region. This programme has co-ordinated two sub regional anti human trafficking conferences in both north east and north west Wales to kick-start the work of the Regional Anti Human Trafficking Co-ordinator and provide a north Wales blue-print for taking work forward. A north Wales regional group has been established with related work programmes and actions being identified across partners.



## Funding

### **Inclusion Grant and Advancing Equality Fund Grant**

Our commitment to the principles of equality and fairness is reflected in our Inclusion Grant and Advancing Equality Fund grant programmes. Originally set as a three year grant cycle ending 31 March 2013, an extended year of funding to both programmes was agreed by the Minister for Communities and Tackling Poverty during 2012-2013, whilst a full review and consultation on future equalities funding in Wales took place.

The extended year of Inclusion Grant and Advancing Equality Fund Grant gave 19 third sector organisations support to further develop many exciting projects operating in our diverse communities across Wales. These projects reached seldom heard groups, benefitted individuals and communities in Wales, while making tangible improvements to their lives.

The grant programmes provide funding to third sector groups and organisations to assist them in promoting equality, tackling discrimination and encouraging cohesive and inclusive communities across Wales. The funding has a positive impact on equality because of its direct benefit to people who often face exclusion, disadvantage and discrimination, and because of the important work of the third sector in contributing to the Welsh Government's delivery of its Strategic Equality Plan and objectives.

### **Countering the Underachievement of Boys**

The Welsh Government is focussing work on tackling the gender gap and addressing the underlying factors contributing to the underperformance of boys at school in terms of their literacy skills. Through grant funding, support was provided under the 'Countering the Underachievement of Boys' project, which operated from September 2011 up to December 2013. The project aimed to support improvements in boys' literacy through providing training and professional development opportunities for teachers and practitioners to promote awareness of approaches to engaging boys in reading.

Evidence in the report indicates 9 of the cohort of 17 schools specifically reported improvements in boys' assessments and proficiency (including improvements in literacy, reading, writing and oracy), of which 6 attributed these improvements directly to involvement in the project. The resources and materials developed through the project have been mainstreamed into the National Support Programme for Literacy and Numeracy.

### **The Gypsy and Traveller Sites Capital Grant**

The Gypsy and Traveller Sites Capital Grant provides 100% funding to a maximum of £1.5m per project to Local Authorities for developing new and refurbishing existing Local Authority Gypsy and Traveller sites in Wales. The aim of the grant is to improve living conditions for the Gypsy and Traveller community in Wales.

During 2013-2014, Welsh Government provided nearly £2m Capital Grant funding for the development of the first Local Authority Gypsy and Traveller site in Wales since 1997. The Welsh Government also spent over £1.3m refurbishing existing Gypsy and Traveller sites in 6 other Local Authorities.



The grant funding has resulted in better living conditions on refurbished sites; better access to services on new sites and those with new community facilities; culturally-appropriate accommodation; improved Health and Safety and expected improved community cohesion in the long-term.

## European Social Funding

The European Social Fund is part of the European Structural Fund and was set up to reduce differences in prosperity and enhance economic and social cohesion across the European Union. The aim was to help people into work and to invest in the skills and training of those furthest from the labour market. One of the main priorities of the 2007 to 2013 European Social Fund programme was to extend the employment opportunities of individuals who are unemployed or have become inactive in the labour market. The programme targeted disabled people, Black and minority ethnic people and young people not in education, employment or training. Here are some examples of projects which have received European Social Funding in 2013-2014.

### Regional Special Educational Needs Transition to Employment Project

The project is led by Caerphilly County Council and provides a service for young people aged 14 to 24 years who have severe and complex needs, including those with a learning disability and/or on the Autism Spectrum. The intention of the project is to help young people take steps towards a more meaningful adult life and to promote inclusion into educational, social, and employment opportunities in the community.

In 2013-2014, the project continued to offer a wide range of accredited courses to project participants, family members and young people in mainstream settings who offer peer support. To date, 1761 young disabled people have been supported with 1344 having gained a positive outcome some of which include a qualification.

A parent commented on the project:

*"To say our lives have changed is an understatement. The value of this project cannot be quantified. It is priceless, invaluable and immeasurable. It is a lifeline to the young people involved and gives hope to parents despairing of society's ability to value their child".*

### COASTAL (Creating Opportunities And Skills Teams Alliance) Project

This project is led by the City and County of Swansea in partnership with six Local Authorities and four Third Sector organisations. The project aims to promote vocational guidance, employment, skills training and lifelong learning opportunities for individuals who are currently economically inactive as a result of illness, being disabled, substance misuse problems and/or the serious social disadvantage associated with the transition from long-term care into adulthood.

In 2013-2014 the project continued to offer detailed and comprehensive assessments of needs to each individual participant. The assessments were used to develop Individual Programmes detailing the support required to assist the participant to overcome the identified barriers to their engagement in learning, training and employment. The project up to March 2014 has supported 7563 participants, 5271 of whom are disabled or have a work limiting health condition. 7150 participants have gained a positive outcome such as employment, training or a qualification. The project also offered support, advice and guidance to employers, in order to raise awareness of illness and disability issues and to assist them in engaging with and employing project participants.

## **Agile Nation**

Chwarae Teg's Agile Nation aims to promote gender equality, support career advancement and contribute to a reduction in the pay gap.

Through Agile Nation, employees can take advantage of the Ascent programme for women, where they undertake training courses designed to develop their skills to facilitate progress in the workplace. As a result of the Ascent Programme, 482 participants have gained a level 2 qualification and 80 have gained a level 3 qualification. 165 participants have gone on to further learning and 105 have progressed in to a more senior role.

The Fair Foundations programme aims to raise awareness of gender issues in early education and assists educators to develop approaches which minimise inequalities and enhance opportunities for both boys and girls. 25 educational establishments have engaged with the programme and through Chwarae Teg, staff members based at the establishments participated in training sessions exploring current research, theories and best practice around gender and education.

The Evolve Exemplar Employer Scheme aims to recognise the organisations in Wales which move above and beyond legal compliance in areas of equality and diversity to create flexible workplaces and equality of opportunity for all employees. Through the Evolve programme 484 employers have been enrolled. 437 employers have been trained on the business benefits of equality and diversity and 183 employers have either adopted or improved their equality and diversity strategies. 111 women working in Small Medium Enterprises have accessed remote working to facilitate a better work life balance and 50 employers have been awarded Exemplar Employer status.

## Legislation

### Housing (Wales) Bill

The Housing (Wales) Bill was introduced on 18 November 2013 by the then Minister for Housing and Regeneration. The proposals in the Bill will help make a difference to people and communities throughout Wales. The Bill will enable the Welsh Government to improve housing standards, increase affordability and help prevent the difficulties and lack of opportunities often encountered by disadvantaged and vulnerable people. A suitable home is central to good health and well-being. It represents the best possible start in life for children, and is the foundation for strong, safe and fair communities.

An equality impact assessment on the Housing (Wales) Bill found positive impacts for Gypsies and Travellers because the duty to provide a site where a need has been identified will create better access to education, healthcare and community facilities, and improve community cohesion. Authorised sites will provide safer environments compared with unauthorised sites and will particularly benefit disabled people, children, young people and older people.

### The Planning (Wales) Bill

The Planning (Wales) Bill was consulted on between December 2013 and February 2014. The consultation paper contained proposals to modernise the planning system in Wales through changes to primary legislation, secondary legislation, policy and guidance.

The cross boundary approach of the Bill will address matters such as housing supply which will have a positive impact on a range of protected groups including young people, family groups, older people, disabled people and Gypsy and Traveller communities, particularly where site provision is considered. In addition, the pre-application community consultation and enhanced enforcement provisions will reduce inequalities which can exist between groups. It will also make it easier for people to influence the future of their communities and overcome issues of frustration, delay and exploitation of loopholes.

### Active Travel (Wales) Act 2013

The Active Travel (Wales) Act 2013 became law in November 2013. It created new duties to map and plan for active travel routes, to continuously improve active travel infrastructure and to provide for walkers and cyclists in new road and traffic schemes.

The aim was to ensure the provisions proposed for the Act were as inclusive as possible. The definition of cyclists includes people who use electrically assisted bikes which can be used more easily than non assisted bicycles by disabled and older people. This means active travel can be accessible to a broader range of people. There is a specific category of active traveller in the act which is 'disabled people who use motorised wheelchairs, mobility scooters or other aids to mobility'. This provision means active travel explicitly classifies people who can not physically walk to be "walkers" or "cyclists" as appropriate.

This promotes greater access to infrastructure, discourages access controls which block mobility scooters, and will require Local Authorities to provide information on barriers such as steps and bollards, with a view to removing as many of these barriers as possible. The Act

also includes consultation requirements imposed on Local Authorities to develop maps illustrating active travel routes.

### **The Mobile Homes Act 1983**

In July 2013, the Mobile Homes Act 1983 was implemented on Local Authority Gypsy and Traveller sites, providing better protection from eviction and improved rights. These rights include gifting the right for others to replace them on the pitch and challenging the decisions of site owners. Residents also have the ability to apply to the Residential Property Tribunal to determine a case for the first time.

The aim of the legislation was to ensure Gypsies and Travellers have effective security of tenure on these sites. This will support these communities to be treated fairly and to access safe and stable accommodation.

The implementation of the Act has resulted in better protection for Gypsies and Travellers from unlawful evictions; Gypsies and Travellers having a better understanding of their rights; and all Local Authorities issuing Gypsies and Travellers with new written agreements setting out clearly the terms of their agreement.

### **Mandatory Training for School Governors**

In September 2013 the Welsh Government introduced legislation which requires mandatory training for school governors in specific areas including induction training for new governors and training for chairs of governors, specific to their role in providing support and challenge to the head teacher.

The mandatory training covers the governors' responsibilities for ensuring the school complies with current equality legislation. Governors identified in the regulations who do not complete the mandatory training are suspended for six months. If they do not complete the training within the suspension period they are disqualified from continuing as a governor.

## Welsh Specific Equality Duties

In order for public bodies to better perform their public sector equality duty, the Welsh Government was the first government to bring in specific equality duties as set out in Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

The Welsh Specific Equality Duties cover engagement, review and reporting arrangements, equality impact assessments, equality and employment information, pay differences and procurement.

Here are some of our actions to meet the Welsh Specific Equality Duties.

## Engagement

### Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

Regulation 5 of the Equality Act (Statutory Duties) (Wales) Regulations 2011 states:

- (1) The provisions in paragraph (2) are referred to in these Regulations as “the engagement provisions”.
- (2) Where any provision of these Regulations requires an authority to comply with the engagement provisions in carrying out any activity, compliance with those provisions means that in carrying out the activity the authority.
  - a) must involve such persons as the authority considers
    - i. represent the interests of persons who share one or more of the protected characteristics; and
    - ii. have an interest in the way the authority carries out its functions;
  - b) may involve such other persons as the authority considers appropriate;
  - c) may consult such persons as the authority considers appropriate.

This engagement must take place in relation to:

- Setting equality objectives.
- Preparing and reviewing a Strategic Equality Plan.
- Identifying how an authority's work and activities may contribute to meeting the general duty.
- Assessing the likely impact on protected groups of any policies or practices being proposed or reviewed.

The Welsh Specific Duties state public sector bodies must 'involve people who it considers representative of one or more of the protected groups and who have an interest in how an authority carries out its functions'. This duty to engage provides Welsh Government with expert support and advice in terms of understanding the key issues and barriers facing people with protected characteristics. This intelligence can then be used to achieve shared aims and to deliver better decision-making, for example, in policy and service development and in setting priorities for action.

Throughout the year, Ministers have engaged regularly at many events and meetings with groups representing people with protected characteristics, to understand their priorities and what challenges they face on a daily basis. Welsh Government also has established forums through which we engage with groups representing people with protected characteristics.

### **The Faith Communities Forum**

The Faith Communities Forum is made up of faith community leaders who consult with the Welsh Government on issues of policy and strategy. The First Minister is Chair of the Forum and during 2013-2014 the Minister for Communities and Tackling Poverty, with responsibility for equalities issues, was the Deputy Chair. The Faith Communities Forum facilitates dialogue between the Welsh Government and the major faith communities on any matters affecting the economic, social and cultural life in Wales.

Some of the issues discussed at meetings during this period included Violence against Women, where the Forum considered what they could do to encourage awareness within their faith communities. The Forum also discussed the role of faith communities in alleviating poverty and received a presentation from the Salvation Army on their work.

### **Wales Race Forum**

The Wales Race Forum was established to help the Welsh Government understand the key issues within Black and minority ethnic communities and to enable the Welsh Government to engage on an ongoing basis. The membership of the Forum consists of Welsh Government officials and representatives from the main race organisations and equality councils from across Wales. The Forum meets bi-annually.

In 2013-2014 the Forum was chaired by the Minister for Communities and Tackling Poverty. During the reporting period, the Wales Race Forum agreed its 3 priorities for the next two years – tackling racism and race hate crime, poverty and ethnicity and access to healthcare for Black and minority ethnic disabled people.

### **Disability Equality Forum**

The Disability Equality Forum is chaired by the Minister for Communities and Tackling Poverty and is made up of disabled and non-disabled people who are active in making progress in disability equality, and belong to different fields of expertise. The Forum provides an opportunity for stakeholders to advise the Welsh Government on the key issues which affect disabled people in Wales and to disseminate best practice in addressing those issues.

The Forum meets twice a year and topics discussed in 2013-2014 included bus driver training, accessible housing registers and proposals for new legislation in relation to planning. The Forum also has a role in highlighting barriers to progress on the Framework for Action on Independent Living for disabled people. The Framework takes a strategic approach to disability in Wales and sets out what the Welsh Government is doing to promote an inclusive and enabling society.

### **Budget Advisory Group on Equality**

The Budget Advisory Group on Equality is made up of a number of internal Welsh Government representatives and external representatives from the third and voluntary sector equality organisations as well as an academic economist as an adviser appointed by Welsh Ministers. From July 2013 the group has been co-chaired by the Minister for Finance and the Minister for Communities and Tackling Poverty.

A key focus of the group's discussions and work in 2013-2014 has been to provide an understanding of the Welsh Government Budget process itself, the current economic environment, and the limitations these put on our equality considerations. This has generated a strong focus on the importance of building a solid and robust evidence base, so the nature of the underlying equality issues can be identified and understood. Topics and issues discussed during this period have included how government spending on public services can affect inequality, and the Well-being of Future Generations (Wales) Bill.

### **Ministerial Meetings with Equality Third Sector Organisations**

During 2013-2014 the Ministers frequently engaged with Third Sector groups representing people with protected characteristics. This was done through a variety of means including meetings; visits to organisations and communities; attendance at events and conferences; and through correspondence.

The Minister for Communities and Tackling Poverty attended and spoke at many equality events including the Disability Wales Annual Conference, Stonewall Cymru's Annual Workplace Conference and the Girls in Science Conference. The Minister also met with the Chairs of Women's Equality Network Wales, visited the North Wales Women's centre and met with meet four young men with learning disabilities as part of the 'Closer to Home' project.

This engagement is a key part of the relationship between Welsh Government and the Third Sector. This relationship is defined in the revised Third Sector Scheme.

### **Third Sector Scheme**

The revised Third Sector Scheme was published in January 2014. It followed the publication of the consultation document, 'Continuity and Change: Refreshing the relationship with the Third Sector in Wales', in May 2013. The consultation confirmed the need to revise the existing Voluntary Sector Scheme and the Code of Practice for Funding the Third Sector.

These two documents, previously published separately, were formally linked. The aim was to strengthen and make clearer the links between the Scheme, which describes the overarching principles by which Welsh Government works with the Third Sector, and the Code of Practice for Funding, which details the principles by which Welsh Government will financially assist the Third Sector.

The revised documents were developed in collaboration with a wide range of stakeholders, principally through the Third Sector Partnership Council and the networks represented by its members, while taking into account of the consultation responses.

## Case Study

### Safe Routes to School Engagement

The Children's Commissioner for Wales raised the question of how pupils get to school and the quality of assessments undertaken by public authorities when assessing safe routes to school. A consultation was undertaken in conjunction with the Office of the Children's Commissioner and with Dynamix, a group who specialise in giving children and young people a voice using activities and games.

Children and young people were consulted to determine the issues they thought should be included in the risk assessment process for walked routes to school. Further to this, the project sought to develop a new process to assess walked routes to school and put in place mechanisms to ensure the voice and concerns of children and young people are central to the process.

Arrangements are being put in place to promote ongoing engagement with children and young people and monitor their involvement in the new processes. New guidance to risk assess walked routes to school are to be released in June 2014.



## Equality Impact Assessments

The Welsh Government, as with other devolved public bodies covered by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, is required to carry out equality impact assessments in respect of protected groups, across its proposed policies and practices, those it has decided to review, and the changes it proposes to make.

### Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

#### Regulations 8(1)(a) and 8(1)(b)

A listed authority must make appropriate arrangements for assessing:

- the likely impact of proposed policies and practices on its ability to comply with the general duty
- the impact of any policy or practice which is being reviewed on its ability to comply with the general duty, and
- the impact of any proposed revision to a policy or practice on its ability to comply with the general duty.

Any such assessment must engage with appropriate persons and have due regard to relevant information the listed authority holds.

This duty to carry out an equality impact assessment does not include existing policies and practices which the listed authority has not decided to review, however those existing policies must still be monitored.

#### Regulation 8(1)(c)

The listed authority must also monitor the impact of policies and practices on its ability to comply with the general duty.

Assessing the impact on protected groups of policies and practices is one of the key ways in which public authorities can demonstrate they have had 'due regard'. Our impact assessment arrangements are also a key part of meeting our duty under section 77 of the Government of Wales Act 2006. The Welsh Government's approach to Equality Impact Assessments ensures our policies and practices better meet the needs of the people of Wales. It ensures the work we do takes every opportunity to advance equality and inclusive outcomes for all the citizens of Wales.

### What is an Equality Impact Assessment?

An Equality Impact Assessment is the formal, systematic and thorough analysis of proposed or existing policies, practices, action plans and budget processes. It is a structured approach which establishes and records whether the policy affects different groups of people in different ways, and takes action to eliminate or minimise any negative impacts where possible. Impact assessment also looks for opportunities to advance equality of opportunity.

## Equality Impact Assessments within the Welsh Government

Our commitment to Equality Impact Assessments, alongside our statutory duty, can be seen in our Programme for Government where we have promised to:

“Undertake Equality Impact Assessment of budgets and proposed and reviewed policies and practices”.

The Welsh Government has due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between different equality groups, when it takes its decisions. The Equality Impact Assessments undertaken by the Welsh Government are its mechanism for having due regard. The Welsh Government’s systematic approach to an Equality Impact Assessment ensures our policies and practices better meet the needs of the people of Wales.

Upon completion, where the impact on equality is considered to be substantial, the Equality Impact Assessments are published on the Welsh Government website at the link below:

[www.wales.gov.uk/topics/people-and-communities/equality-diversity/impactassessments/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/equality-diversity/impactassessments/?lang=en)

The Welsh Government actively works to embed the aims of the Public Sector Equality Duties and the principle of equality of opportunity for all people in its spending plans and budget processes.

## Equality Impact Assessment of the Budget

The Welsh Government is committed to assessing the impact of its spending decisions on the people of Wales. At the Draft Budget 2011-2012, the Welsh Government was the first UK Administration to assess the impact of its spending plans. Since then, the Government has looked to continuously improve the approach year on year.

The Draft Budget 2014-2015 was published on 8 October 2013 and scrutinised by the Communities, Equality and Local Government Committee on 24 October 2013. Our approach to the Impact Assessment has been informed by recommendations from a range of stakeholders including the Assembly Committees, the Budget Advisory Group for Equality and the Equality and Human Rights Commission.

## Improvement through Assessment

A clear theme emerging from completing Equality Impact Assessments across the organisation, both for the budget and policy decisions, is the lack of evidence available for particular protected characteristics including: religion and faith, and Lesbian, Gay, Bisexual and Transgender groups. A requirement of completing an Equality Impact Assessment is not only to outline the evidence sources used, but also to recognise and identify where there might be a lack of evidence. Through this emerging trend of evidence gaps for these characteristics, more departments are seeking to build in evidence collection within their policy evaluation and monitoring which focuses on the protected groups.

## Monitoring the Impact of our Policies and Practices

Within our Welsh specific equality duties, listed bodies must also ensure they continue to monitor the impact of its policies following an Equality Impact Assessment.

Equality Impact Assessments are live, interactive and continuous assessments which last the lifecycle of the decision or policy and, in some cases beyond. In Welsh Government, on completion of Equality Impact Assessments, an action plan is developed and a review date is set. At this review date, the original assessment of impact on protected characteristics must be reconsidered and evaluated. Where new impacts are identified, or evidence has been gathered which supports our original assessment of impact, these are incorporated into the assessment.

## Procurement

Public service bodies in Wales spend around £4.3 billion each year on buying goods and services from suppliers. It is important every pound is spent is done so wisely, achieving best value for the people of Wales.

### Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

#### Regulation 18

- (1) Where an authority that is a contracting authority proposes to enter into a relevant agreement on the basis of an offer which is the most economically advantageous it must have due regard to whether the award criteria should include considerations relevant to its performance of the general duty.
- (2) Where an authority that is a contracting authority proposes to stipulate conditions relating to the performance of a relevant agreement it must have due regard to whether the conditions should include considerations relevant to its performance of the general duty.

## What is Procurement?

According to the Welsh Government's 2012 Wales Procurement Policy Statement, procurement is the process whereby "organisations meet their needs for goods, services, works and utilities in a way which achieves value for money on a whole life basis in terms of generating benefits not only to the organisation but also to society and the economy, whilst minimising damage to the environment".

## Our Procurement Policy

Through compliance with the public sector equality duty, the Welsh Government can ensure the goods and services we procure are fit for purpose and thus ensure they meet the needs of our diverse citizens and communities.

As part of our statutory Welsh Specific Equality Duties, public bodies in Wales must:

- have due regard to whether it would be appropriate for the award criteria for the contract to include considerations to help meet the public sector equality duty; and
- have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the 3 aims of the public sector equality duty.

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

The Wales Procurement Policy statement consists of nine key principles which all Welsh public sector organisations should adhere to when delivering their procurement activity. This has been widely adopted by major public bodies in Wales, with all 22 Local Authorities having confirmed adoption and uptake being monitored.

For the first time in Wales, a formal definition of Value for Money is provided 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 and the economy, whilst minimising damage to the environment.”

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

- ensuring Community Benefits are built into contracts;
- simplifying the procurement process and lowering barriers for suppliers;
- advertising contract opportunities through the Sell2wales website;
- completing the Sustainability Risk Assessment tool.

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

The Welsh Government has been at the forefront of the delivery of the procurement policies which drive equality for a number of years. Outcomes include:

#### **Community Benefits**

As of March 2014, results from the first 30 public sector projects worth £445m show 84% has been re-invested in Wales, £113m directly on salaries to Welsh citizens, and £273m with Wales-based businesses, 77% of which were Welsh small and medium sized enterprises. Some 539 disadvantaged people were helped into employment, receiving over 13,460 weeks of training provided.

Community Benefits is included in the Welsh Government’s grants process as a standard condition of grant funding, thus widening its application. The Wales Infrastructure Investment Plan is also committed to incorporating Community Benefits into the contracts in its scope.

#### **Supplier Qualification Information Database**

Simplifying pre-qualification through the Supplier Qualification Information Database approach is encouraging a proportionate approach and cutting the cost of bidding for suppliers. This approach is utilised for all tenders let across the Welsh Government

and has enabled the track record of bidders to be explored in delivering equal opportunities by requesting disclosure of any infractions incurred and the remedial actions undertaken. As of March 2014, over 31 public sector organisations have used the standard Supplier Qualification Information Database question set on over 304 contracts via the eProcurement Service sourcing tools, allowing suppliers to bank over 141,000 answers for future re-use.

### **Sustainability Risk Assessment**

Completion of the Sustainability Risk Assessments for goods and services is a specific requirement of the Wales Procurement Policy Statement and this approach for all Welsh Government contracts above £25,000 has resulted in the evaluation of key equality requirements.

### **National Procurement Service**

The National Procurement Service was established in November 2013 to bring together the procurement of common and repetitive spend across the Welsh public sector on a 'once for Wales' basis.

The National Procurement Service has embedded the principles of the Wales Procurement Policy Statement into all of the frameworks it lets and manages, including increasing opportunities for Small and Medium Enterprises to bid, applying community benefits through procurement activity where possible, undertaking sustainable risk assessments to ensure sustainable and ethical issues are taken into account and ensuring all contract opportunities are advertised through Sell2Wales.

## **The Evidence Base**

### **Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011**

Regulation 5 of the Equality Act (Statutory Duties) (Wales) Regulations 2011 states that:

- (1) An authority must make such arrangements as it considers appropriate to ensure that, from time to time, it —
  - a) identifies relevant information that it holds;
  - b) identifies and collects relevant information that it does not hold; and
  - c) publishes relevant information that it holds and which it considers appropriate to publish.

We are aware the evidence around particular protected characteristics is very limited, which makes it difficult to assess accurately the potential impact of our policies, strategies and spending decisions on those protected groups. Despite these gaps, we are seeking to make progress strengthening the evidence base. Our collation of equality information as part of the actions within our Strategic Equality Plan, and our continual Equality Impact Assessment

of our policies and strategies, together with engagement with protected groups, aim to make best use of the existing evidence base. Knowledge and Analytical Services within the Welsh Government has compiled a summary of evidence by protected characteristic: [www.wales.gov.uk/topics/people-and-communities/equality-diversity/impactassessments/budget2014iip/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/equality-diversity/impactassessments/budget2014iip/?lang=en)

During 2013-2014 updates were also published for the following relevant statistical outputs:

- 2011 Census data – characteristics of households in Wales, 2014.
- Academic achievement by pupil characteristics, 2013.
- Collecting equality data – Harmonised standards and best practice, 2013.
- StatsWales tables with data on equality strands (eg Annual Population Survey data).

We continue to collect data by protected characteristic where practicable, for example gathering details of age, gender, ethnicity and disability on household surveys and administrative data collections.

However there are obstacles to collecting equalities information which limit the availability of evidence for particular groups, for example:

- Large-scale, high-quality sample surveys are costly, and the population subgroup is often so small the sample would have to be very large to collect robust information.
- It can be difficult to identify well-tested questions, or formulate new questions to produce accurate results: for example, respondents may not understand what is being asked or may not wish to provide the information asked for.
- Asking about some sensitive topics can offend respondents. This could lead to complaints, negative media coverage, and even to reduced response rates.

## Our International Obligations

The Welsh Government is committed to meeting our international obligations. We work alongside the UK Government to ensure Wales is fully represented in the presentation of reports to meet our United Nations and European obligations.

During the 2013-2014 reporting period, the Welsh Government was commissioned to contribute towards the UK Government's Mid-Term Report under the Universal Periodic Review. The Universal Periodic Review involves an assessment of the human rights records of all 193 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. The UK last underwent the Universal Periodic Review process in 2012. The Mid-Term Report was an update of progress since the last review.

During this same period, the Welsh Government was commissioned to provide a contribution to the UK Government's 6th periodic report on the United Nations International Covenant on Economic, Social and Cultural Rights. Many fundamental rights are covered under this covenant such as the right to work, to family life and to education.

In July 2013, the Welsh Government held a consultation event for stakeholders to discuss both the recommendations which followed the 2012 Universal Periodic Review and the report on the International Covenant on Economic, Social and Cultural Rights. This engagement helped shape the Welsh Government contribution to the UK Government reports, both of which were submitted in October 2013.

In July 2013, the UK was examined against the periodic report it had submitted to the United Nations in 2011 on the Convention on the Elimination of all forms of Discrimination against Women. The Welsh Government was represented in the UK delegation which travelled to Geneva for the oral examination of the report. Following the concluding observations and recommendations, the UK Government committed to establishing a cross Government working group to monitor the recommendations and to provide updates. The Welsh Government is part of this working group and attended the first meeting in April 2014.

Through these international reporting commitments, the Welsh Government has been able to demonstrate the unique approach which has been developed to human rights in Wales.

## Chapter 3 – Progress Against the Strategic Equality Plan Objectives

This chapter fulfils regulation 16(1)(d) of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, which requires us to report on the progress we have made to fulfil our equality objectives. It is retrospective and covers the financial year 2013-2014.

The Welsh Government published its Strategic Equality Plan (SEP) on 2nd April 2012 following extensive public engagement which strongly supported the Welsh Government's equality objectives, reinforcing they reflected the priorities of those with protected characteristics in Wales.

Detailed actions within the overarching objectives were formulated, based on work across Government portfolios. This approach in Wales is only the beginning and the Equality Objectives will not remain static; they will evolve and reflect how equalities and inclusion work will be developed and delivered in the future.

The Welsh Government equality objectives are:

**Equality objective 1:** Strengthen advice, information and advocacy services to help people with protected characteristics understand and exercise their rights and make informed choices.

**Equality objective 2:** Work with partners to identify and address the causes of the gender, ethnicity and disability pay and employment differences.

**Equality objective 3:** Reduce the numbers of young people not in education, employment or training (NEET).

**Equality objective 4:** Reduce the incidence of all forms of violence against women, domestic abuse, 'honour' based violence, hate crime, bullying and elder abuse.

**Equality objective 5:** Tackle barriers and support disabled people so they can live independently and exercise choice and control in their daily lives.

**Equality objective 6:** Put the needs of service users at the heart of delivery in key public services, in particular health, housing and social services, so they are responsive to the needs of people with protected characteristics.

**Equality objective 7:** Improve the engagement and participation of under-represented groups in public appointments.

**Equality objective 8:** Create a more inclusive workplace that promotes equality of opportunity for staff with protected characteristics through improved employee engagement and increase awareness of learning and development opportunities that are accessible to all staff.



## Indicators

The majority of the indicators referred to in this report are drawn from the Programme for Government which is our overarching plan on what Ministers want to achieve across the whole remit of Welsh Government in order to improve the outcomes for the citizens of Wales. The Programme for Government sets the context for the Welsh Government's decision making during this Assembly term, and provides transparency as to whether actions are being implemented and are having the intended effects. Reports on progress with the Programme are published annually.

The objectives within our Strategic Equality Plan are also key priorities within our Programme for Government and actions are being taken forward jointly, hence the use of the Programme indicators. The remaining indicators are drawn from individual work streams.

We have only a comparatively short period of data for many of our indicators, and for some of these indicators the data is one to two years out of date. In future, these series will be collected annually, so in these cases the current data will serve as a baseline for measuring future progress.

In general, the progress against a large number of the indicators is often broadly unchanged and where there have been changes these are often slight. This is reflective of the nature of indicators where movements occur gradually and over a prolonged period. The indicators should therefore be taken in their entirety, providing an overall sense of direction.

We acknowledge there are limitations to data due to small sample sizes in Wales and therefore disaggregating data by ethnicity and disability, for example, is not always possible. However, we are committed to reviewing our set of equality indicators as our Strategic Equality Plan evolves and changes.




# Objective 1

## Strengthening advice, information and advocacy services to help people with protected characteristics understand and exercise their rights and make informed choices

### Introduction

Not for Profit advice services can make a huge difference to the lives of many people in Wales, particularly some of the most disadvantaged or vulnerable. They continue to deliver these vital services within an increasingly challenging environment.

This objective forms part of the Welsh Government's wider efforts to tackle poverty and inequality and financial and social exclusion in Wales. Our efforts will help support, empower and build people's resilience to make their own financial decisions which may reduce the demand for such services in the longer term.

Why is access to advice and information important?		
 Acts as an enabling and preventative resource (helps citizens make informed decisions relating to their lives).	 Improves health and well-being.	 Reduces reliance on public services.

## Our Actions

### Advice Services Review

The Advice Services Review: Final Research Report was published in May 2013. The review identified the likely increase in advice seekers requiring specialist advice as a result of Welfare Reform and the ongoing economic downturn. The review also predicted a year-on-year increase in demand for information and advice on debt, welfare benefits, housing and discrimination.

Following the publication of the review, the Minister for Communities and Tackling Poverty announced £1.827m would be made available to Not for Profit advice providers in 2013-2014.

The Independent Advice Providers Forum provided the Welsh Government with a response to the review in October 2013. The Forum is made up of representatives from the main umbrella bodies providing advice on a Wales and UK basis. The Forum's response to the review has helped inform the Welsh Government's priorities for supporting advice services from 2014. The findings of key research studies on the impact of Welfare Reform and debt in Wales have also helped identify where action needs to be taken.

Work is being taken forward in the following areas:

- (i) Funding of Not for Profit advice services to provide specialist advice on welfare benefits; housing; debt and discrimination issues.
- (ii) Considering how the quality of advice can be developed and maintained over the long term.
- (iii) Establishing a National Advice Network.

The Welsh Government and the Independent Advice Providers Forum are working closely together to take forward some of the key recommendations of the review which will lead to longer term change and improvements. As a first step, the Welsh Government will be supporting the establishment of a National Advice Network, with a view to looking at ways in which this National Advice Network could support networks at a more local level. Part of the National Network's remit will be to gather information on service provision and service gaps in Wales.

### **Front-line Advice Services**

In 2013-2014, the Welsh Government provided £936,330 to support generalist and specialist front-line advice services and to help organisations adapt to cuts in funding to support their services. A further £193,283 was allocated specifically to support specialist discrimination advice. The services supported included those delivered by Citizens Advice Bureaux; Shelter Cymru; Advice UK; Age Cymru; Royal National Institute of Blind People; SNAP Cymru; Welsh Refugee Council and Law Centres Network. This funding helped ensure almost 9,000 people received free and independent advice on issues relating to welfare rights; debt and money management; housing and discrimination.

### **Research**

Two research reports were commissioned during 2013 to look at the effectiveness of different modes of delivering advice and to investigate the expectations of clients in terms of information and advice services. The reports reached important conclusions in relation to the needs of people with protected characteristics. The research reports identified:

- Barriers to accessing information are a particular issue in Wales, due to rural locations and a disproportionately older population.
- Face-to-face meetings can be very effective in reaching socially and financially excluded people and is especially important for older people; clients under 18; people with protected characteristics and people with mental health issues. Telephone advice is a good mode of initial communication for those with mobility issues or illnesses which prevent the individual leaving the home.
- Many disabled people and their carers are often unaware they have specific rights and entitlements in relation to disability.
- Local delivery based on local need is essential and the more local the services; the more accessible it is.
- Citizens should be involved in the design and development of services, as far as possible.

Through the Independent Advice Providers Forum, Welsh Government officials have engaged with advice providers involved in providing advice on issues relating to equality and discrimination. This has enabled the Welsh Government to develop a fuller understanding of the current issues being faced by clients and providers. These discussions, along with some of the findings listed above, have helped inform the criteria for awarding an additional £2 million grant in 2014-2015 for front-line advice services. Almost £400,000 of this funding has been allocated to support a pan-Wales specialist discrimination advice service and, in applying for funding, delivery organisations were required to describe how they intend to meet the needs of people with protected characteristics, for example through home-visits or translation/interpretation services.

---

## Indicators

The Welsh Government, working with grant recipients, has agreed a set of performance measures for 2014-2015 which will demonstrate the difference advice services are making to people's lives in Wales including people with protected characteristics. Some of this performance data will be included in the Annual Report on Equality 2014-2015.




## Objective 2

### Work with partners to identify and address the causes of the gender, ethnicity and disability pay and employment differences

#### Introduction

Many factors can potentially hinder an individual's development and eventually prevent them from achieving their full potential in the labour market. For people with protected characteristics, there are often more obstacles. Failure to address these issues can have a profound effect in later life.

It is vital everyone in Wales is given the best opportunity to achieve their goals. The Welsh Government is taking a cross-cutting approach to remove barriers and provide a level playing field for all. This includes giving all children the best possible start in life, providing them with a quality education, challenging gender stereotyping and encouraging people with protected characteristics into roles where they are under-represented.

What are the causes of these pay and employment gaps?		
Gender	Ethnicity	Disability
		
<ul style="list-style-type: none"><li>• Role as carers and/or motherhood.</li><li>• Education choice.</li><li>• Stereotyping or discrimination.</li></ul>	<ul style="list-style-type: none"><li>• Education choice.</li><li>• Lower education achievement for some groups.</li><li>• Cultural differences.</li><li>• English Language competence for some groups with speakers of languages other than English.</li></ul>	<ul style="list-style-type: none"><li>• Lower educational achievement.</li><li>• Being disabled itself.</li><li>• Impairment likely to increase with age.</li></ul>

## 1. Early Years

#### Wrap Around Childcare

Local Authorities' spending plans for the Out of School Grant have incorporated a number of projects and schemes which specifically address actions identified in the Tackling Poverty Action Plan and the Early Years and Childcare Plan to alleviate inequalities in childcare provision.

In 2013-2014, Local Authorities were allocated a total of £180,000 on the Assisted Places grant, providing 750 children from low income families a place in after school clubs and holiday play schemes. A further £260,000 was allocated to provide childcare places in after school and holiday settings for 550 children with additional needs.

Disabled children could access 1 to 1 specialised childcare through the Extra Hands scheme, allowing children with specific needs to access and participate fully within a quality registered childcare of play facility.

## **Flying Start**

Flying Start is the Welsh Government's targeted early years programme for families with children under the age of 4 who live in some of the most disadvantaged areas of Wales. The programme aims to make a difference to the life chances of children and remains a top priority of the Welsh Government. It includes four core elements:

- Free quality childcare
- Parenting support
- Intensive health visitor support
- Support for early language development.

The Welsh Government has given a commitment to double the number of children benefiting from the programme from 18,000 to 36,000 by the end of this Assembly term. This will mean almost a quarter of the children in Wales under the age of 4 will be receiving services by 2016.

In 2013-2014, 31,322 children benefited from Flying Start. This represents an increase from the figure benefiting last year of approximately a third (from 23,579 in 2012-2013). A total of £61.5 million of Revenue Grant and £13 million of capital grant was invested in the Flying Start Programme in 2013-2014. Capital funding has provided venues for group work, office accommodation for multi-agency Flying Start teams, and childcare settings. The funding has primarily been awarded to develop the latter with both English and Welsh medium settings which will provide more than 4,000 part time childcare places.

A Flying Start statistical bulletin provides an outline of the performance of the Flying Start programme at both a national level and also at a Local Authority level in 2013-2014. The statistical bulletin is available to download at:

[www.wales.gov.uk/statistics-and-research/flying-start/?lang=en#/statistics-and-research/flying-start/?tab=previous&lang=en](http://www.wales.gov.uk/statistics-and-research/flying-start/?lang=en#/statistics-and-research/flying-start/?tab=previous&lang=en)

Local Authorities are required to report on their performance on a number of key indicators through submission of the Flying Start monitoring workbook on a termly basis. The workbook records data on a range of indicators including engagement with groups with protected characteristics e.g. children from ethnic minority families, disabled children or children with a disabled parent/carer. We continued to work with Local Authorities to share best practice and to support continuous improvement, through the development of updated policy guidance, liaison with Welsh Government Account Managers and scrutiny of performance information.

Flying Start is subject to a robust programme of evaluation. A series of reports were published in winter 2013 and are available online:

[www.wales.gov.uk/statistics-and-research/national-evaluation-flying-start/?lang=en](http://www.wales.gov.uk/statistics-and-research/national-evaluation-flying-start/?lang=en)

Researchers concluded “experiencing the Flying Start programme has been life-changing for some high need families”. The impact evaluation found 89% of parents in Flying Start areas reported they had enough advice and support to look after their child and to keep them happy and healthy.

## **2. Education**

### **Minority Ethnic Achievement Grant**

The Welsh Government’s Minority Ethnic Achievement Grant makes funding available to support the educational attainment of certain minority ethnic groups in Wales. These include asylum seekers; refugees; and the children of migrant workers. In December 2013, the new reporting framework for the Minority Ethnic Achievement Grant was introduced. The framework makes the grant more outcome focused so it will be easier to demonstrate what the funding achieves in terms of attainment.

Authorities were encouraged to undertake greater sharing of best practice, particularly in mapping pupil progress and attainment. An all Wales seminar on attendance issues for Gypsy and Traveller children was held in February 2014 in Wrexham. An internal working group is considering the issues discussed at this seminar. In March 2014, 140 education professionals attended the ‘Raising Aspirations’ conference at Cardiff’s Millennium Stadium. The event showcased good practice in raising minority ethnic educational achievement, including how in certain areas minority ethnic learners were out performing their peers. It also demonstrated the excellent progress made by previously under performing groups, such as Somali learners, and the first examples of Gypsy and Traveller learners entering higher education.

At the conference, the Minister for Education and Skills launched a new Policy Statement on minority ethnic achievement in education which re-stated the high expectations for minority ethnic learners set in the context of school improvement and improved regional collaboration. The Minister also used the conference to introduce ‘Travelling Together’ a new on-line curriculum resource designed to provide Gypsy and Traveller learners with a culturally relevant curriculum.

### **Minority Ethnic Language and Achievement Project**

An evaluation of the Minority Ethnic Language and Achievement Project provided a detailed account of successful interventions and ways of monitoring and assessing pupils’ progress. The project ran for three school years from September 2010 to July 2013 and aimed to raise attainment and tackle the risk of underachievement among Black and minority ethnic groups of young people; improve equality of opportunity to future employment and increase the employability for Black and minority ethnic young people through improved engagement in education and training.

The project was supported by £4.5 million committed through the European Social Fund. The project funding was used to provide support to nearly 2,000 pupils in 74 schools to support enhanced English as an Additional Language teaching; effective integration of new arrivals into the school; mentoring and support at transitions; training and extended translation and interpretation services.

The evaluation demonstrated the project broadly achieved its original targets for English as an Additional Language pupils, including providing support to 2,062 pupils. 522 pupils were supported to achieve a home language qualification and the project achieved 93% of this target as 487 qualifications were achieved. 1,037 pupils were supported to achieve an increase of one stage on the Welsh Government's 5 stage English as an Additional Language ability model and the project achieved 82% of this target as 928 pupils achieved an improvement of one stage.

Additionally training was delivered to over 700 secondary school teachers; 46 teaching assistants and English as an Additional Language teachers received training towards qualifications.

### **English for Speakers of Other Languages**

English for Speakers of Other Languages provision in Wales equips people with the English language skills they need to fulfil their potential and to actively participate in the Welsh economy.

The English for Speakers of Other Languages Development Advisory Group met seven times during 2013-2014 and provided a steer on the development of the English for Speakers of Other Languages Policy for Wales.

The English for Speakers of Other Languages policy for Wales document is available at: [www.wales.gov.uk/topics/educationandskills/learningproviders/esolcourse/?lang=en](http://www.wales.gov.uk/topics/educationandskills/learningproviders/esolcourse/?lang=en)

Further data on the provision of English for Speakers of other Languages is published annually as part of the general statistics on Further Education and Adult Community Learning provision in Wales. The majority of English for Speakers of Other Languages learners in Wales are at Level 1 or Entry Level; and overall have a completion level of 94%.

### **Get on with Science Pilot Project**

The Get on with Science pilot project operated over the period January 2012 – March 2014. Funded by the Welsh Government and led jointly by CaST Cymru and Chwarae Teg, the project's key aim was to address negative perceptions and gender stereotypes of girls generally being not well suited to the study of science subjects.

Using evidence from the Get on with Science project, work programmes for Techniquist and Techniquist Glyndŵr, funded by the Welsh Government, now incorporate a significant focus on this area, including support through outreach activity, staff training, and provision which involves role models and other positive influences which help to counter gender bias.

Here are some of the actions from 2013-2014:

- Phase 2 of the Get on with Science project was completed in March 2014 with grant funding of £59,121 given to ContinYou Cymru in 2013-2014 to lead on this work.
- Support has been provided to the 8 schools directly involved in the project in north and mid Wales supported by the 5 Science Champions recruited to the project.
- Two conferences, in Cardiff and Wrexham, have been delivered for teachers across Wales to share the learning and emerging case studies and good practice from the project.



- Techniquet and Techniquet Glyndwr, the Welsh Government's existing lead partners supporting delivery of STEM in schools, have received a total of £90,000 in grant funding in 2013-2014.

A second grant round was held over the autumn 2013. This resulted in 27 projects being supported with a total value of around £1.5m.

### **3. Workplace**

#### **Sector Panels**

The Welsh Government is working with nine key business sectors to encourage more people from protected groups into roles where they are under-represented.

Each business sector has a panel whose role is to provide advice to Ministers on the opportunities and needs of the different sectors. They offer their private sector success and experience to help the Welsh Government identify opportunities for business growth. Here are some examples of partnership working between the sectors and the Welsh Government.

#### **The Information and Communication Technology Sector**

The Information and Communication Technology Sector awarded £10,326 to BAWSO (Black Association of Women Step Out) to support delivery of the WAVE pilot project:

- 30 employed women from lower paid and administrative positions are being trained in Website Design and Social Media for business. 14 women have commenced training in 2013-2014.
- 30 employed women with graduate level work experience and existing management responsibility will receive Information and Communication Technology Strategic Leadership Skills training. 30 women have commenced training in 2013-2014.

#### **Construction Futures Wales**

The Construction Sector Team is working with the Construction Industry Training Board to develop a £3 million 3 year jointly funded programme entitled Construction Futures Wales. This programme will embrace the Construction Industry Training Board's Fairness, Inclusion and Respect agenda with specific support, and is complementary to its 'Be Fair Framework'. Construction Futures Wales was launched in April 2014.

#### **Entrepreneurship and Business Start Up Initiatives**

The Business Start Up service has held a number of targeted workshops delivered specifically to under represented groups. In areas across Wales an increase in the take up of the provision for these groups has been identified.

## Communities First

Communities First is the Welsh Government's community focused tackling poverty programme. It supports the most disadvantaged people in our most deprived areas with the aim of contributing to alleviating persistent poverty and narrowing gaps in education, economy, skills and health.

As of 31 March 2014, 594 young people under 25 had gained an employment related qualification as a result of the programme, while 205 young people under 25 had entered employment.

£1.1 million was awarded for the financial year 2013-2014 for small grants in these areas, to promote healthy living and training for people to find jobs. Of the 202 projects supported:

- 17 were specific to Black and minority ethnic participants,
- 12 were specific to vulnerable/disabled participants
- 10 were specific to older people.

In Cardiff and Newport there is a particular emphasis on engaging and working with people from Black and minority ethnic backgrounds and those who may be disengaged as a result of cultural reasons or language barriers. The Mid Merthyr Cluster identified a large Polish community within their area and as a result is producing all its written material in Polish to ensure inclusivity.

## European Social Funds Programmes

The European Social Fund in Wales has had a significant impact in supporting some key groups with protected characteristics.

### Gender

Across both European Social Fund programmes (West Wales and the Valleys and East Wales) almost 42% of participants entering employment are women, 46% in West Wales and the Valleys, 43% in East Wales. The target for young female participants supported through the Convergence programme is 40% and this has been exceeded (46% March 2014).

Positive action projects have also been supported, recognising the different experiences people have. These include Chwarae Teg's 'Agile Nation' project and 'Women Adding Value to the Economy' project both of which aim to tackle various aspects of gender inequality including equal pay issues in the workplace.

The STEM Cymru project is led by Engineering Education Scheme Wales and encourages young people to study Science, Technology, Engineering and Mathematics to improve qualifications, skills and career prospects. The project has been particularly successful in supporting young females with 52% of the total participants engaging with the project being female.

Swansea University, working in partnership with the Welsh steel and metals industries, aims to supply demand-led flexible credit based training, addressing higher level skills gaps to enable the creation of next-generation high level employees, particularly future metals technologists. Recognised as a key issue, the project has made a significant contribution

to gender equality with 21% of participants being female and of the 43% of participants who have gained a qualification, 23% are female.

## Ethnicity

Over 5% of participants across the European Social Fund programmes are from Black and minority ethnic backgrounds. A range of projects have been funded to support Black and minority ethnic people across Wales.

The project 'Increasing BME Employment and Tackling BME Economic Inactivity' has assisted around 880 Black and minority ethnic people, of which 20% have gained qualifications, 20% have entered employment and around 47% have gained positive outcomes.

'Minorities are Wales Resources 2' has assisted over 1,250 Black and minority ethnic people, of which just under one third have gained qualifications. The 'Minority Ethnic Learning and Achievement Project' has assisted almost 1,950 Black and minority ethnic people, of which around 25% have gained qualifications and 48% have gained positive outcomes.

## Disabled People

Projects supporting disabled young people have been funded, including the Regional Special Educational Needs Transition to Employment Project led by Caerphilly County Borough Council, alongside projects supporting older disabled people and those who are particularly vulnerable.

A combination of mainstream and targeted support has focused the delivery of activity for these groups.



## Indicators

### Percentage of children on health visitor caseloads:

Local Authorities report on their performance on a number of key indicators through submission of the Flying Start monitoring bulletin on a termly basis. This includes their performance on the Programme for Government indicator % of Flying Start children reaching or exceeding their development milestones at 3 years. Collection of this data through the workbook does not disaggregate on this measure by protected characteristics.

Across Flying Start areas in Wales, the percentages on the Health Visitor caseloads in 2013-2014 were disaggregated as follows:

- children from ethnic minority families: 13.0%;
- children from families where Welsh is the first language: 2.7%;
- children from families where English or Welsh is not the first language: 6.9%;
- children of teenage parents: 8.9%;
- children of first time parents: 28.9%;
- children with a disabled parent/carer: 1.3%;
- disabled children: 1.7%.

Please note a child can be in more than one of these groups.

### **Number of children benefiting from Flying Start nursery provision:**

In 2013-2014, 6,450 children received nursery care under Flying Start (an increase from 4,461 in 2012-13).

### **Percentage of children reaching development milestones at age 3 as measured against standard assessment development tool:**

55% of children in Flying Start areas (prior to the 2013-2014 expansion) reached or exceeded the targeted developmental milestones by age 3.

## **Education**

### **School attendance rates:**

The data for school absenteeism is complex, and further complicated by the distorting effect of persistent absenteeism. For secondary schools in 2013-2014, 5% of pupils were persistent absentees (i.e. they missed at least 62 half day sessions). However, this group accounted for 25% of overall absences, and 48.8% of unauthorised absences.

There were no gender differences for unauthorised absences in secondary schools in 2013-2014. However, for overall absences boys missed 6.2% of half-day sessions, while girls missed 6.6%.

Secondary schools with a higher proportion of students eligible for free school meals recorded higher levels of absences. For example, schools with more than 30% of eligible students indicated 8.8% of half day sessions were missed, compared to 5.1% for schools where less than 10% of students were eligible. The all-schools figure is 6.4%.

In 2011-2012, the average percentage of half-day sessions missed in secondary schools was 7.8%. Students with a statement of Special Educational Needs missed a greater percentage of sessions (9.3%), as did school action plus (11.5%) and school action (9.7%) students. Children with 'moderate learning difficulties' (2.4%), Attention Deficit Hyperactivity Disorder (ADHD, 2.9%) and 'Behavioural, emotional and social difficulties' (4%) missed a greater percentage of sessions, relative to this with other special educational needs.

Asian/Asian British (6.2%), Black/Black British (4.9%), and Chinese/Chinese British (3.4%) missed a smaller percentage of half-day sessions than average.

For primary schools, 2.4% of pupils were persistent absentees (missing at least 76 half day sessions) in 2012-2013. However, this group accounted for 10.6% of overall absences, and 20.8% of unauthorised absences.

There were no notable gender differences for unauthorised or overall absences for girls and boys in primary schools in 2012-2013.

Primary schools with a higher proportion of students eligible for free school meals recorded higher levels of absences. For example, schools with more than 32% of eligible students indicated 7.7% of half day sessions were missed, compared to 5.0% for schools where

less than 8% of students were eligible. The all-schools figure is 6.3%.

In 2011-2012, the average percentage of half-day sessions missed in primary schools was 6.1%. Students with a statement of Special Educational Needs missed a greater percentage of sessions (8.5%), as did school action plus (7.6%) and school action (7.3%) students.

Unlike in secondary schools, in primary schools Asian/Asian British students missed a larger percentage of sessions than average (7.4%). However, Black/Black British (5.2%) and Chinese/Chinese British (5.1%) missed a smaller percentage of half-day sessions than average.

### **Percentage of pupils aged 15 achieving level 2 threshold including GCSE (A\*-C) in maths and either English or Welsh as a first language:**

51.7% of students achieved a level 2 threshold (including GCSE grade A\* – C in English/Welsh and Mathematics) in 2013.

A smaller percentage of boys achieved this standard (48.7%) than girls (57%). Both of these percentages have increased by approximately 5% in the previous five years.

A breakdown of ethnicity reveals significant inequalities in achievement of this standard. Chinese/Chinese British students are the highest achievers on this measure (77.8%). The average for other Asian backgrounds was 54.5%, while the average of mixed ethnicities was 53.6%. Black students are less likely to achieve the standard (41.4%), as are Gypsy/Gypsy Roma students (12.3%).

Students learning English as an additional language demonstrate an interesting pattern. Those in 'early acquisition' or 'developing competence' are less likely to achieve the standard (6.7% and 23.3%, respectively). However, those who are competent (63.9%) or fluent (64%) are more likely to achieve the standard.

Students with Special Educational Needs are less likely to achieve this standard (average of 16.8%). 10.6% of those who are statemented achieve the standard, while those under School Action Plus (15.5%) and School Action (19.6%) are slightly more likely to achieve the standard.

Students eligible for free school meals have significantly lower levels of achievement on this measure. 25.8% of those eligible for free school meals achieved the level 2 standard, against 58.5% of those not eligible. Both of these percentages have increased between 2008 and 2013.

Finally, absenteeism data reveals a predictable effect on achievement. 67.9% of those who miss 0-4% of sessions achieve the standard, while 4.2% of those who miss more than 50% of sessions do so.

## **Percentage of working adults qualified to level 2/3/4 threshold:**

For 2013, the general pattern for working adults is as follows:

- 10% have no qualifications,
- 76% have level 2 qualifications,
- 56% have level 3 qualifications,
- 34% have level 4 qualifications.

There are some notable exceptions to these averages.

- No qualification:
  - 20% of disabled individuals (Equality Act or work-limiting) have no qualifications.
- Level 2:
  - 64% of disabled people have a level 2 qualification.
- Level 3:
  - 42% of disabled people have a level 3 qualification.
  - 61% of non-white people also have a level 3 qualification.
- Level 4:
  - 24% of disabled people have a level 4 qualification.
  - 48% of non-white people have a level 4 qualification.

## **Reduced inequality in education and skills outcomes:**

The percentage of children who attain the Level 2 threshold at Key Stage 4 has improved significantly between 2009-2010 and 2012-2013 (from 47.6% to 53.2%). The percentage of Special Educational Needs pupils achieving the Level 2 threshold at Key Stage 4 has also increased (from 12.6% to 16.8%).

Despite slight improvements in attainment, the gap between male and female students at KS2 and KS4 remained constant through to 2012-2013 (though the gap in 2013 was the smallest since 1999). At KS2, 6.1 percentage points more females achieve a level 4 qualification than males (87.5% & 81.4%, respectively). At KS4, the gap is wider at 8.3 percentage points (57% for females, 48.7% for males) while overall attainment is lower.

In 2013, the percentage of disabled people who left school with no formal qualifications (19.6%) was higher than any other group (only 6.9% of non-disabled people do so). A higher percentage of non-white people (12.3%) have no formal qualifications than white people (10.1%). There is also a slight difference between males (9.9%) and females (9.4%).

## **Workplace**

### **Pay differences for gender/disability/ethnicity:**

The gap between the average hourly earnings for men and women in Wales has been narrowing over the past decade, with women's pay standing at 91.9% of men's in 2013.

When it comes to pay differences for disabled people, we are constrained by the availability of Wales-specific data. The same is also the case for the earnings of different ethnic minority groups. However, recent research conducted by the Equality and Human Rights Commission has looked into the issues surrounding the earnings of disabled people and those of ethnic minority background. In their conclusions they assert the impact of disability on hourly earnings is much less than for other disadvantaged groups, yet a persistent gap does exist when compared to the Welsh average.

Similarly, there is considerable variation in terms of average hourly earnings for people from different minority ethnic backgrounds. Indian, Black African and Black Caribbean ethnic groups appear to have the highest earning, a reflection of their relatively high concentration in well paid occupations. However those from Pakistani and Bangladeshi origins have average hourly earnings significantly below the Welsh average.

### **Employment rates by gender/disability/ethnicity:**

Large differences in employment rates continue to exist in Wales in 2014 (Q2). 72.5% of men are employed, compared to 66.5% of women. Finally, 70.1% of white adults and 54.7% of non-white adults are employed.

In 2013 (Q1), 74.9% of non disabled people were employed, compared to 44.3% disabled people. More recent data is unavailable due to changes to the Annual Population Survey.

### **Further education learning activity success rates:**

In 2012-2013, the success rate for further education learning activities was 84%. There was no notable difference in the rate for gender or ethnicity, but the success rate for disabled learners was slightly higher than average (87%).





## Objective 3

### Reduce the number of young people not in education, employment or training (NEET)

#### Introduction

The Welsh Government has continued its holistic approach to reducing the number of young people in Wales classed as not in education, employment or training (NEET).

A variety of factors need to be addressed to prevent the young people of Wales from becoming NEET. The link between poverty and low educational attainment continues to hold young people back. A situation made worse by the current economic climate. The creation of opportunities and provision of support and guidance will assist young people to fulfil their potential, whether through education, employment or training.

Influences on Young People Becoming NEET			
 Low levels of qualifications.	 Lack of vocational skills.	 Family disadvantage and poverty leading to disengagement.	 No formal experience or training.

#### Our Actions

##### Jobs Growth Wales

Jobs Growth Wales offers unemployed young people aged 16-24 work experience for a 6-month period. This is paid at or above the National Minimum Wage for a minimum of 25 hours per week.

In April 2013, Jobs Growth Wales exceeded its first year target, creating 6,000 job opportunities for young people across Wales and getting more than 4,000 unemployed young people into work.

As of March 2014 Job Growth Wales had created 11,851 job opportunities across Wales and of these, 9,181 had been filled. The remainder were in various stages of recruitment. A data management system is kept which logs details on participants, such as ethnicity, any disability, age and length of unemployment.

##### Traineeships

The Traineeship programme for 16-18 year olds aims to support young people to secure sustained employment by helping them gain confidence and motivation, improve their skills levels through the delivery of NVQs in any chosen occupational area, as well as gaining employability skills and valuable work experience, aiding the transition into employment.



The programme seeks to improve skills levels through the delivery of entry level qualifications up to NVQ Level 1 in their chosen occupational area, and elements of NVQ Level 2 delivery. This includes the delivery of essential skills qualifications to enhance their learning experience.

They also receive valuable work experience and the support and help they need to learn at a pace suitable to them. This can sometimes be with a dedicated employer or through a simulated work environment, depending on the level of support the young person requires.

## **Apprenticeships**

Our Apprenticeship programme offers individuals the opportunity to earn money while they learn, obtain vocational training and build a sustainable career. Apprenticeships are available at all levels in a wide range of occupations at Foundation (level 2), Apprenticeships (level 3) and Higher Apprenticeships in certain occupations at levels 4 to 6. Some Higher Apprenticeships may include options to study Higher Education qualifications such as HNC, HND or Foundation degrees.

Apprenticeships are a proven mechanism in the fight against poverty. The wage and productivity returns associated with Apprenticeships, mean they are good for business, and help lift people out of poverty. Apprenticeships provide skills which can last a lifetime, and they also open doors to rewarding careers. Apprenticeships remain easily accessible for young people, via the Apprenticeship Matching Service and pre-entry programmes such as Traineeships and Work Ready.

## **Young Recruits**

The Young Recruits Programme has been hugely successful and directly supports youth employment by offering a wage subsidy to employers. It was introduced to support the continuation of Apprenticeship training during the economic downturn. It has supported employers offering high quality apprenticeship programmes to recruit and train additional young apprentices aged 16 to 24 years old. The programme offers a wage subsidy of £50 per week for a maximum of 52 weeks. Following completion of their apprenticeship, individuals have developed skills which enable them to proceed in their chosen career.

For financial year 2013-2014, the target of 2,000 places for the Young Recruits Programme was exceeded. The Programme for Government figure has been recorded as 5,427 new places. The increase in the number of places has been facilitated via the additional £20m invested as part of the 2013-2014 Labour/Plaid Cymru budget agreement. Going forward, the Young Recruits Programme will support progression from Jobs Growth Wales and the development of Shared Apprenticeship provision, including working with Small and Medium Enterprises within identified Enterprise Zones.

## **Careers Wales**

The Careers Wales remit was revised in 2013 to increase the focus of services towards the younger age group, up to age 24, as well as supporting the Welsh Government's Youth Engagement and Progression Framework.

Young people at risk of disengagement are identified in the remit as a priority client group. These young people are entitled to an enhanced careers information, advice and guidance service which includes face-to-face guidance interviews, as well as the standard service of telephone and web-based support. Careers Wales provide 'lead worker' support to help unemployed 16-18 year olds re-engage in education, employment or training as part of the implementation of the Youth Engagement and Progression Framework.

Careers Wales has a responsibility for supporting young people with Special Education Needs as one of its priority client groups carrying out Section 140 Assessments (Learning & Skills Act 2000). This means preparing a specific and individualised Learning and Skills Plan identifying learning and training needs support for the young person progressing into further education or training.

### **Youth Engagement and Progression Framework**

The Youth Engagement and Progression Framework was published in October 2013 and requires an integrated approach from all organisations involved in delivering activity for young people, focussing on the needs of the individual. Local Authorities are charged with providing the support individuals need to aid their progression through education and training into employment.

At the heart of the Framework there are two new actions. The first is the offer of a lead worker within a relevant organisation who can provide continuity of support and contact for the most at risk young people. The second is the development of a proactive Youth Guarantee, which is the offer, acceptance and commencement of a suitable place in education or training for a young person making the first time transition from compulsory education at age 16.

It is believed this will provide a clear progression route for all young people, linked to effective information, advice and guidance to help them make a more informed choice, and support their progression post 16. Action plans have been received from all Local Authorities in Wales confirming their commitment to implement the milestones within the Youth Engagement and Progression Framework.

### **Tackling Poverty Action Plan**

The updated Tackling Poverty Action Plan (Building Resilient Communities) was launched on 3 July 2013. It includes targets:

- To reduce the number of young people who are not in employment, education or training aged 16-18 to 9 per cent by 2017.
- To reduce the proportion of young people who are not in employment, education or training aged 19-24 in Wales relative to the UK as a whole by 2017.

## European Social Fund

The European Social Fund supports young people, unemployed people and others at a disadvantage and at risk of poverty in finding work and in gaining skills.

The development of the 2014-2020 European Social Fund programmes align closely with the Welsh Government Youth Engagement and Progression Framework supporting the identification, tracking and mapping of services and outcomes for young people from education through to employment. This alignment will create a consistent approach in supporting young people and ensuring European Social Fund investment truly adds value to an integrated approach to achieving the programme's aim.

In line with this approach the proposal is to extend the definition of 'young people' to 0-24 years of age (previously 11-19), ensuring European Social Fund investments support individuals as they move through mainstream education into sustainable employment, reducing the risk of becoming Not in Education Employment or Training and ensuring interventions can begin early and tackle the key transition points.

As of March 2014, 115,146 young people have been supported by the European Social Fund programme (2007-2014). 46% female, of which 45% have gained a qualification; 4.9% from Black and minority ethnic backgrounds, of which 4.5% have gained a qualification and 7.3% disabled young people, of which 10.1% have gained a qualification. It should be noted the main aim of the funding is not to fund qualifications through this activity but to enable young people to stay in formal learning and engage with mainstream qualifications which are not counted here. £1461 million has been spent on projects supporting young people of which £83.6 million is European Social Fund grant.



## Indicators

### Percentage of 16-18 year olds who are NEET:

This indicator measures (on an annual basis) the percentage of 16-18 year olds who are not in education, employment or training (NEET). The percentage for 2013 (10.5%) is broadly similar to 2012 (10.8%), as is the distribution by gender. This indicates males (12%) are more likely to be NEET than females (8.8%).

Due to the low absolute numbers, figures for disabled young people are only available by averaging across Q2 of 2011, 2012 and 2013. In this period, 22% of disabled youths were NEET, while 11% of those who were not disabled were NEET.

### Percentage of 19-24 year olds who are NEET:

In 2013, 21.2% of 19 to 24 year olds were NEET (a slight reduction from 22.9% in the previous year). Unlike the 16 to 18 year old group, females in the 19 to 24 group were more likely to be NEET (22.7%) than males (19.7%).

Due to the low absolute numbers, figures for disabled young people are only available by averaging across Q2 of 2011, 2012 and 2013. In this period, 44% of disabled young people were NEET, while 19.2% of those who were not disabled were NEET.

### **Attainment of 19 year olds:**

Data from 2010-2011 (published February 2014) indicated gender may have a slight effect on the educational attainment of 19 year olds. 95% of 19 year olds achieved a Level 1 threshold (96% female, 93% male); 78% achieved a Level 2 (81% female, 74% male); and 53% achieved a Level 3 (58% female, 48% male).

### **Number of people benefitting from Job Growth Wales:**

During 2013-2014, 5,568 people had benefited from Jobs Growth Wales. This is an increase from 2012-13, when 4,042 young people were helped into work in 2012-2013.

### **Number of apprenticeship opportunities available through Young Recruits Programme:**

The number of opportunities available has increased significantly since 2009. In 2013-2014, 5,427 opportunities were available (up from 185 in 2009-2010).

### **Apprenticeship framework success rates:**

The rates of leavers attaining the full framework are recorded by the Lifelong Learning for Wales Record. The rate of successful leavers has shown steady improvement over the last five years, reaching 86% for 2012-2013. Only slight differences were observed for gender (female 87%, male 85%) and there was no difference for ethnicity (BME 86%, white 86%). However, disabled apprentices appeared to be less likely to attain the full framework (79%) compared to those with no disability (86%).

### **Percentage of traineeship leavers progressing to either further learning or employment:**

Data from Lifelong Learning for Wales (2012-2013) indicates 70% of those leaving traineeships progressed to further learning or employment. Disaggregation by protected characteristics did not indicate the presence of any strong effects for gender (71% of women, 70% of men), ethnicity (70% of BME trainees, 70% of white trainees) or disability status (68% of disabled young people, 71% of non-disabled young people).

## Objective 4

### **Reduce the incidence of all forms of violence against women, domestic abuse, 'honour' based violence, hate crime, bullying and elder abuse**

#### **Tackling Hate Crimes and Incidents: A Framework for Action**

##### **Introduction**

The Association of Chief Police Officers and the Crown Prosecution Service define hate crime as:

"a criminal offence which is perceived, by the victim or any other person to be motivated by a hostility or prejudice based on a person's actual or perceived disability, race, religion and belief, sexual orientation and transgender".

Offences may include physical assault, damage to property, bullying, harassment, verbal abuse or insults, or offensive graffiti or letters.

The agreed common definition for a hate incident is:

"any non-crime incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on actual or perceived disability, race, religion and belief, sexual orientation and transgender".



Tackling hate crime is a key commitment for the Welsh Government within the Programme for Government. Tackling hate crime has also featured as an equality objective in many Public Sector Strategic Equality Plans across Wales including 20 Local Authorities. This has highlighted the need for a joined-up approach to tackle hate crime in Wales.

The Tackling Hate Crimes and Incidents Framework aims to bring together current evidence and practice across Wales in order to explore the current response to hate crimes and incidents. The Framework builds on current approaches and identifies the key policy and practice areas where hate crime and incidents will need to be tackled in the future.

The Framework identifies a high level outcome against which progress will be tracked: 'Individuals and communities are enabled to be resilient, cohesive and safe to tackle hate incidents and crimes'.

Three strategic objectives support the delivery of this outcome:

- Prevention: to tackle prejudice and ingrained stereotypes.
- Supporting victims to increase reporting and the provision of advice.
- Improving the multi-agency response to enhance better partnership working and to tackle perpetrators.

Key themes in tackling hate crime				
 <p><b>Leadership:</b></p> <p>Organisations to take the lead to challenge and tackle hostility and prejudice both in the workplace and in our communities.</p>	 <p><b>Partnership Working:</b></p> <p>Welsh Government, Public Sector, Statutory and Third Sector organisations have a responsibility to work together to improve outcomes for people and to increase reporting.</p>	 <p><b>Education:</b></p> <p>Tackling stereotypes and negative attitudes should take place with children and young people to increase awareness of the impact of hostility and prejudice.</p>	 <p><b>Tackling Hate Incidents:</b></p> <p>Low level harassment can have a detrimental impact on people. This can lead to persistence and escalation, where victims can be repeatedly targeted. Early intervention is effective.</p>	 <p><b>Promotion of Human Rights:</b></p> <p>The framework supports the FREDA (Fairness, Respect, Equality, Dignity and Autonomy) principles.</p>

## Our Actions

In July 2013 the Minister for Communities and Tackling Poverty launched a consultation on the 'Tackling Hate Crimes and Incidents: A Framework for Action'.

The consultation document was drafted following extensive engagement with a Task and Finish Group comprising of a range of stakeholders from Wales, Welsh Government, Public Sector Authorities and the Third Sector. Evidence was supplemented through Focus Groups across the protected characteristics of disability, race, religion, sexual orientation and gender identity.

The Framework intends to build on current practice and to explore actions across three objectives around prevention, supporting victims and improving the multi-agency response. The consultation version of the framework explored hate crimes and incidents based upon race, religion, disability, sexual orientation and gender identity. This was also extended to explore alternative subcultures, mate crime, older people, cyber hate and far right hate.

The consultation period ran until 18 October 2013. Eight questions were set out in a separate proforma-style response forms. Separate child friendly and easy read forms were included as part of the consultation documents. Online versions of the consultation documents and response forms were also provided. The Welsh Government received 120 responses to the consultation.

In addition to the written responses, five multi-agency consultation sessions were held by the Welsh Government during the consultation period with over 150 people in attendance. Welsh Government officials also attended nineteen consultation meetings and forums. This ensured the final version of the Framework was based upon robust and contemporary evidence. A 'Summary of Responses' was published in March 2014.

[www.wales.gov.uk/consultations/people-and-communities/130711-hate-crime-framework-consul/?lang=en](http://www.wales.gov.uk/consultations/people-and-communities/130711-hate-crime-framework-consul/?lang=en)

The Welsh Government has worked with the Crown Prosecution Service in Wales to develop and establish a Hate Crime Criminal Justice Board, which was launched in October 2013. This Board will play a key role to develop links across non-devolved areas and to drive leadership and consistency across Wales. The Board will support the development of the Hate Crimes and Incidents Framework through an agreed work plan.

## Domestic Abuse and Violence Against Women

### Introduction

Gender-based violence and domestic abuse can include all kinds of physical, sexual and emotional abuse. People from all walks of life suffer these abuses, irrespective of cultural, social or ethnic backgrounds.

Violence and domestic abuse has no place in a progressive Wales and will not be tolerated. The Welsh Government is striving towards a fairer nation, where people have the right to live fear free and a culture which challenges this abusive behaviour.

We are committed to protecting and supporting victims of violence and abuse and work with enforcing agencies to ensure perpetrators are held accountable. Our actions reflect our efforts to protect all members of society and we work in collaboration with other statutory bodies and the third sector to develop policy and facilitate delivery of support to victims and their children in a number of ways.

### Our Actions

#### 10,000 Safer Lives

The aim of the 10,000 Safer Lives project is to make sure all relevant service providers and organisations in Wales are able to support individuals who experience domestic abuse and ensure the safety of the individual and their family.

Under the project, the Welsh Government has focused on three areas for immediate action: workplace policies; service user groups; and sharing information.

**Service User Groups:** One-off funding of £3,000 per region was offered this financial year to help support the setting up of regional service user groups. The groups will provide service users with a voice to feed in to the policy development, and the design and delivery of services at all levels. The Welsh Government will consult service user groups on the implementation of recommendations of the Independent Review of Services such as the use of online services and the effectiveness of One Stop Shops. Best practice guidance was also issued by the Welsh Government in September 2013.

**Workplace Policies:** All 42 key public service organisations in Wales have now implemented or reviewed their workplace policies on Domestic Abuse, Violence Against Women and Sexual Violence. We have reviewed all policies submitted and provided feedback to the submitting organisations to ensure they comply with best practice guidance and will monitor how they are promoted within organisations. We will also look to roll this model out to other sectors in Wales.



**Sharing personal information:** Work on information sharing is being taken forward as part of the wider Public Service Leadership Group commitment to make it easier to share information to protect vulnerable people. A commitment has been made to develop information sharing guidance for public services under the Gender-based Violence, Domestic Abuse and Sexual Violence (Wales) Bill.

## **Right to be Safe Strategy**

The Right to be Safe Strategy is the Welsh Government's 6 year integrated strategy for tackling all forms of violence against women and domestic abuse. Violence against women constitutes a serious violation of the human rights of women and girls and is a major obstacle to the achievement of equality between women and men.

The Strategy identified four key priority areas:

- Prevention and raising awareness of violence against women and domestic abuse.
- Providing support for victims and children.
- Improving the response of Criminal Justice Agencies.
- Improving the response of health services and other agencies.

Specific achievements during 2013-2014 included supporting the delivery of effective services with the provision of £3.94 million, which has supported third sector organisations such as Welsh Women's Aid, BAWSO (Black Association of Women Step Out) and Hafan Cymru to deliver direct services to victims and education on healthy relationships in schools, and raising awareness through national publicity campaigns.

The fourth Annual Report 2013-2014 is the last on the Right to be Safe Strategy.

[www.wales.gov.uk/topics/people-and-communities/communities/safety/domesticabuse/publications/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/communities/safety/domesticabuse/publications/?lang=en)

## **Anti-Slavery Officer**

An Anti-Slavery Officer was appointed in November 2013 to work with the Anti-Slavery Coordinator in tackling modern slavery and its emerging threats in Wales, such as female genital mutilation, forced marriage, honour based violence and stalking.

Some of the progress achieved with our partners includes:

- Establishing the Wales Anti-Slavery Leadership Group.
- Developing the Wales Anti-Slavery Leadership Group Delivery Plan.
- Establishing Anti-Slavery Fora in Gwent, Cardiff and north Wales.
- Establishing the post of north Wales Regional Anti-Slavery Co-ordinator.
- Hosting a seminar on 29 January 2014, themed around prevention, safeguarding and protection of Forced Marriage & 'Honour' based violence victims.
- Running a successful and high profile national TV and poster campaign in February 2014 to raise public awareness of the crime of slavery.
- Hosting a female genital mutilation conference on 6 February 2014. This was a significant step forward in raising awareness and encouraging better partnership working in Wales.



## **Gender-based Violence, Domestic Abuse and Sexual Violence Bill**

The Welsh Government's principal policy aim in this area is to reduce the rates of gender-based violence, domestic abuse and sexual violence in Wales. The provisions in the Gender-based Violence, Domestic Abuse and Sexual Violence (Wales) Bill are intended to ensure a focus across the public sector on the prevention of such abuse and violence, the protection of victims and the support of those affected by such issues.

The Welsh Government's response to the White Paper consultation on legislation to End Violence against Women, Domestic Abuse and Sexual Violence was published on 2 October 2013. The consultation responses and other stakeholder engagement events informed the significant policy and legal development work undertaken during the course of 2013-2014.

---

## **Indicators**

### **Hate Crime**

Welsh Government is developing an outcomes framework to monitor the delivery of the Tackling Hate Crimes and Incidents: A Framework for Action through specific indicators. It is anticipated the overall outcome will focus on enabling individuals and communities to be resilient, cohesive and safe to tackle hate incidents and crimes. The outcomes framework will centre on three key themes – prevention, supporting victims and improving the multi-agency response. Indicators will subsequently be developed under each theme. Following agreement of the detailed indicators, work will commence on collating the data, a summary of which will be provided in next year's annual report.

### **Incidence of hate crime**

1,810 hate crimes were recorded in 2012-2013. 1,809 were recorded in 2011-2012. It is possible that these statistics underestimate the prevalence of hate crime due to under-reporting.

### **Violence against women, domestic abuse, and sexual violence**

#### **Percentage of successful prosecutions and convictions in cases of violence against women:**

78.1% of prosecutions in cases of violence against women were successful in 2012-2013. This was an increase from around 71.8% in 2010-2011 to 74.8% in 2011-2012.

#### **Incidence of domestic abuse/sexual crime:**

53,547 incidents of domestic abuse were recorded in 2012-2013, an increase over the previous two years (48,576 in 2011-2012, and 48,738 in 2010-2011).

In 2012-2013, 2,873 sexual offences were recorded in Wales. For the period from 2007-2008 to 2012-2013, the average number of sexual offences recorded was 2,554.

### **Number of people referred to Multi Agency Risk Assessment Conferences (MARACs):**

Multi Agency Risk Assessment Conferences (MARACs) are designed to support and protect adults and children who are at high risk of being seriously harmed. In 2013, 5,585 cases were referred, an increase on the 5,074 referred in 2012.

There were 6,715 children in households referred in 2013, and a quarter of cases (1,340 / 24%) were repeat referrals.

The number of referrals has steadily increased from 3,632 in 2010 due to further development and quality assurance of MARACs.

### **Number of callers supported by All Wales Domestic Abuse Helpline:**

The number of calls to the All Wales Domestic Abuse Helpline by callers experiencing domestic abuse has decreased from 2,937 in 2012-13 to 2,335 in 2013-14. In 2013-14 there were 2,659 callers experiencing any form of abuse (including domestic abuse), of whom 226 (8.5%) were male.

The total number of calls to the All Wales Domestic Abuse and Sexual Violence Helpline in 2013-2014 was 27,972, of which 10,767 were calls from other agencies about a person experiencing domestic abuse.

## Objective 5

### Tackle barriers and support disabled people so they can live independently and exercise control in their daily lives

#### Framework for Action on Independent Living

##### Introduction

The final Framework for Action on Independent Living was published in September 2013 following extensive engagement and consultation with disabled people and their representative organisations.

Independent living in this context expresses the right of disabled people to participate fully in all aspects of life. The Welsh Government supports the following definition of independent living, which was adopted by Disability Wales and partner organisations during consultation on the Manifesto for Independent Living 2011:

**“Independent Living enables us as disabled people to achieve our own goals and live our own lives in the way we choose for ourselves”.**

The Framework focuses on delivery and sets out the actions we are undertaking across Welsh Government departments and with our external partners to promote independent living. It takes a positive approach, based on the social model of disability, and is focused on removing the barriers to equality and inclusion. The Framework also highlights the crucial role of our public sector partners in creating inclusive and enabling places and communities, which are sustainable for future generations.

Disabled people’s groups and organisations make up a network which can enable effective engagement with public services and the private sector to ensure their views are represented and taken into account. The Framework encourages constructive partnership working between public authorities and disabled people’s organisations, as this will achieve better outcomes for service deliverers and disabled people alike.

We also promote the importance of Centres for Independent Living. These are social enterprises, which are run by and employ disabled people. They can provide a wide range of services including information, advice and independent advocacy services; training; third party Direct Payments support; and support with engagement. We are committed to supporting the development of more Centres for Independent Living in Wales, although the lead on this must come from disabled people themselves.

## The assumptions underlying the commitment to develop the Framework for Action



Action is needed to strengthen the rights of disabled people to live independent lives as set out in Article 19 of the UN Convention on the Rights of Disabled People, i.e. the right to independent living.



People in Wales are disabled by environmental, institutional and societal barriers which lead to social exclusion and dependence and prevents them from full participation in Welsh society.

## Our Actions

### Monitoring Progress

The Disability Equality Forum, chaired by the Minister for Communities and Tackling Poverty, meets twice a year. Progress on the Welsh Government actions in the Framework is also being monitored by an Internal Programme Board of officials from relevant departments.

### Person-centred technology

Our Communities 2.0 programme continues to work with Disability Wales to facilitate an e-accessibility forum which aims to find ways to support disabled people to take advantage of the benefits of digital technology and the internet. An E-accessibility Wales web-site was launched in October 2013 to provide a directory for organisations to advise disabled people on the appropriate assistive technology for their needs.

The web-site is at [www.eaccessibilitywales.org.uk/](http://www.eaccessibilitywales.org.uk/)

We are encouraging the private sector to be involved in developing digital solutions. For example, the Betsi Cadwallader Health Board in collaboration with Welsh Government and the Technology Strategy Board has launched a new £1 million Small Business Research Initiative competition to find innovative technology-based solutions for healthcare.

The Welsh Government is working in partnership with Powys Teaching Health Board, Powys Council and several private sector companies to look at ways of providing more efficient, joined-up delivery of local health services.

The Digital Powys Project will test the viability of proposed digital solutions prior to wider roll out across Wales. Some areas of the initiative are:

- The use of video and phone conferencing to deliver more efficient and convenient healthcare to patients in rural areas.
- Technology being used to address a range of issues, from patient transport to managing mental health and leading healthy lifestyles.

The Care Council for Wales launched a knowledge and skills set, and workforce learning strategy in March 2014. These materials will support employers with the workforce implications of Assistive Technology so staff are better able to advise and support disabled people to access suitable technology to meet their needs.

### **A barrier-free transport system**

We established a Bus Policy Advisory Group which has reviewed our policy on bus services. The review emphasised the importance of accessibility for disabled passengers, including people with sensory loss. The report from the group is now published at: [www.wales.gov.uk/topics/transport/public/review-bus-policy/?lang=en](http://www.wales.gov.uk/topics/transport/public/review-bus-policy/?lang=en)

Recommendations include establishing a Welsh Bus Standard; introducing an orange-wallet type scheme; and introducing a Welsh module for the Driver Certificate of Competence to improve services for disabled people. The group is now working to develop the recommendations further and support their implementation across Wales.

The Welsh Government is developing a Charter for Disabled Public Transport Passengers so disabled passengers can see which bus and train operators are committed to the Charter by means of a CharterMark or similar accreditation. The Welsh Government continues to promote improved accessibility for all at stations with its own £40 Million Wales Station Improvement Programme.

### **Accessible and inclusive places**

Supported by grant funding from the Welsh Government's Advancing Equality Fund, Disability Wales has published good practice guidance in the form of a toolkit as the final stage of the 'Way to Go' Project. The project aimed to equip planning officers, and disability and access organisations with the practical tools to work together to ensure a fully inclusive built environment in Wales. The Toolkit brings together the issues and lessons from the training programme to provide an online resource for planners to enable them to plan for inclusive access and to engage effectively with access and disability groups. The toolkit is available at: [www.disabilitywales.org/toolkit/](http://www.disabilitywales.org/toolkit/)

We improved the accessibility of Swansea High Street station as part of our Wales Station Improvement Programme. The aim was to enhance the station environment; provide additional facilities; improve the feeling of safety and security in the station; and provide the first Changing Places facility in a railway station in Wales. Station staff and passengers have provided positive feedback and we have published a report which provides a review of the successes of the project and the lessons learned. The report can be found at: [www.wales.gov.uk/topics/transport/rail/projects/completed/swansea-station/?lang=en](http://www.wales.gov.uk/topics/transport/rail/projects/completed/swansea-station/?lang=en)

## Employment, including self-employment

We introduced an Employer Support Grant scheme to support disabled ex-Remploy workers back into employment following the closure of Remploy factories in Wales. This scheme was very successful and many of those made redundant by the closures have found employment with private, public and third sector employers. We are continuing to work with JobCentre Plus to find positions for the remaining ex-Remploy staff who want to work. We will be identifying the lessons learned from this scheme so they can be applied to our other employment programmes.

## Supporting Disabled People's Organisations

In December 2013 the Minister for Communities and Tackling Poverty announced 3 years of funding from the Welsh Government's Equality and Inclusion Grant had been awarded to the following projects to support independent living:

**Enabling Wales Project** – Disability Wales, working with the Wales Co-operative Centre and DEWIS Centre for Independent Living, will aim to increase the number of organisations led by and for disabled people so they are more actively involved in the design and delivery of public services. By the end of the project two of these organisations will be supported to become Centres for Independent Living, to be run as self-sustaining social enterprises. The project will also develop young disabled people as future leaders by raising their awareness and understanding of disability equality and rights, and supporting them to engage with public bodies to influence service delivery.

**Sensory Inclusion Project** – Action on Hearing Loss Cymru will be working with RNIB Cymru to train and support people with sensory loss to share their personal experiences with service providers, primarily with GP surgeries, social services and housing departments. As well as providing the opportunity to tell service providers directly of the barriers they face, the project will capture the service users' stories and compile a report for wider dissemination. An accessible and bilingual virtual sensory toolkit will also be created to help organisations be more responsive to the needs of people with sensory loss.



## Indicators

The Framework document includes several headline indicators which will help us monitor progress on independent living. We have developed an outcomes framework which includes those indicators along with further measures.

Indicators are currently in development as part of the Framework for Action on Independent Living. The following represents a sample of these indicators.

### Percentage of disabled people in households with internet access:

68% of adults (aged 16+), who have a limiting long-term illness, live in households with internet access. However, 87% of those without a limiting long-term illness live in households with internet access. Age (which is highly correlated with limiting long-term illness) is likely to be responsible for some of the difference between those with and without limiting long-term illness.

### **Disabled people's level of satisfaction with the public transport system:**

The National Survey for Wales asked respondents what their level of satisfaction was with the public transport system (on a 0 to 10 scale, with 10 being the most satisfied). This question included public and private transport, as well as infrastructure such as footpaths, roads, cycle paths, etc. 39% of adults (aged 16+), who have a limiting long-term illness, gave a high rating (7 to 10) for the transport system (46% for adults without a limiting long-term illness). The average rating was 5.7 (5.9 for respondents without a limiting long-term illness).

Age (which is highly correlated with limiting long-term illness) is likely to be responsible for some of the difference between those with and without limiting long-term illness.

### **Take-up of Direct Payments:**

This indicator measures the number of adult service users receiving direct payments. The data is sourced from departmental management information, specifically: 'Referrals, Assessments and Social Services for Adults, Wales'. In 2012-2013, 3,536 service users received direct payments. This number has increased over the previous few years. 3,211 service users received direct payments in 2011-2012, and 2,734 in 2010-2011.

### **Employment rates of disabled people:**

This indicator compares the headline employment rates for disabled individuals in Wales and the rest of the adult population. Due to changes in the health questions on the Annual Population Survey, data for April 2013 to March 2014 is currently unavailable.

The employment rate for disabled people in Q1 of 2013 was 44.3%, lower than the 74.9% for the rest of the adult population.

### **Economic activity rates of disabled people:**

Data from the Annual Population Survey indicates the economic activity rate (ages 16-64) for disabled people (50.5%) is lower than the rest of the adult population (81.2%) for the year ending March 2013. In the previous year, the rates were 48.6% and 80.9%, respectively.

### **Percentage of disabled people with no formal qualifications:**

Disabled persons (Equality Act currently disabled and/or work-limiting disabled) are more likely to hold no qualifications than non-disabled persons, and less likely to hold qualifications at or above levels 2, 3 and 4.

For 2013, 19.6% of disabled people had no qualifications (6.9% for non-disabled), while in 2012 the percentages were 20.3 and 7.4%, respectively.

### **Percentage of Welsh students enrolled in universities in the UK who are disabled:**

In 2011-2012, there were 10,185 Welsh disabled students who were enrolled in universities in the UK. This represents 9.9% of the total number of Welsh students. In the previous year (2010-2011) 9.3% of Welsh students enrolled in UK universities were disabled.

### **Percentage of new public appointees who are disabled:**

For the purpose of this indicator, senior appointments are defined as the chairs and members of executive Welsh Government Sponsored Bodies, Local Health Boards and NHS Trusts appointed by Welsh Ministers.

All data is based upon self-reported information from the new public appointees. As such, the data on disabled people should be treated with a degree of caution, given some people do not identify themselves as disabled and others may be reluctant to declare they are a disabled person.

In 2012-2013, 5.4% of new appointees self-identified as disabled, while in 2013-2014 the proportion was slightly lower at 4.3%.



## Objective 6







### **Put the needs of service users at the heart of delivery in key public services in particular health, housing, and social services, so they are responsive to the needs of people with protected characteristics**

#### **Introduction**

Public Services play an essential role in the lives of people in Wales. Whether they are keeping people safe, healthy or in accommodation, they are providing services which support many of our fundamental and basic rights.

The delivery of public services should always reflect the needs of the public. A more people focused approach will result in the provision of better public services which meet the requirements of all. Focussing on the needs of all people can assist providers in identifying and overcoming barriers which prevent people with protected characteristics from accessing services. This is a key challenge for all public service organisations.

Through engagement the Welsh Government will ensure key public services take account of the needs of service users in order to deliver services which are right for everyone and ensuring our citizens have confidence in their public services.

What are the benefits of engaging with citizens?					
					
It can help inform the development of policies and strategies.	It can help in planning the development of new services.	It can inform decision making about setting priorities and the allocation of resources.	It can be used to monitor attitudes and perceptions about how organisations are performing.	It can inform decision making about individual projects or programmes which impact upon local communities.	It can help build closer links between organisations and citizens by involving them in decisions which effect them.

## 1. Health

### **Our Actions**

#### **Together for Mental Health**

Together for Mental Health is the Welsh Government's strategy for improving mental health and well-being in Wales. The strategy's delivery plan includes an outcome to reduce inequalities for vulnerable groups with mental health needs, ensuring equitable access and provision of mental health services.

The development of a national core mental health data set is a Welsh Government commitment within Together for Mental Health. This will standardise data collected at an individual service user level, and will include measuring outcomes from a holistic service user perspective. In its first phase it will capture ethnicity data in all NHS psychiatric inpatient settings. We are continuing to develop this aspect of the data set in conjunction with the NHS Equality and Human Rights Unit and Diverse Cymru. The work has been piloted across Wales in a variety of settings and with all ages. It is being rolled out across the NHS from September 2014.

### **Achieving Excellence – The Quality Delivery Plan for the NHS in Wales**

This plan sets out our ambitions for achieving excellence in Welsh health care by 2016. Our vision is for a quality driven NHS, focused on providing high quality care and excellent patient experience, including across all the protected characteristics.

In May 2013, the Minister for Health and Social Services launched the Framework for Assuring Service User Experience, developed by the National Service User Experience Group. It is based on three domains of patient experience: first and lasting impressions; receiving care in a safe, supportive, healing environment and understanding and involvement in care.

All Boards of NHS organisations are expected to use the Framework as a guide to ensure service user experience is being assessed and used to improve service delivery. Implementation of the Framework has been monitored on a regular basis with detailed summaries of analysis provided to the NHS Wales Chief Executive in November 2013 and January 2014, which showed an overall improvement in the quality of data provided. The patient feedback is used to develop service improvements.

### **Healthy Working Wales**

The Welsh Government's Healthy Working Wales programme aims to improve health at work, reduce the impact of ill health at work and encourage early intervention to retain people in work with a health issue, including disabled people.

The programme aims to engage 1000 employers per year through a range of programmes including Rhyl Fit for Work Service and the Well-being through Work Project, which are piloting models of early intervention services. Rhyl Fit for Work was evaluated in 2012-2013 and the report was published in April 2013. The findings from both projects are informing the development of the UK Health and Work Service and the proposed European Social Funded 'Working Together for a Healthy Working Wales' project.

### **Add to Your Life Online Assessment**

Work to develop a health checks programme has been led by Public Health Wales, including field testing of the 'Add to Your Life' online assessment between October 2013 and March 2014. 'Add to Your Life' is free NHS Wales health and well-being assessment for people who are 50 or over in Wales. The service provides tailored health and well-being information, advice, and signposting to sources of support in response to the answers they provide in the self-assessment.

The field testing included a sample of 10 Communities First clusters and representatives from Age Cymru. Field testing has progressed well with results being used to inform further refinements prior to a national roll out of the online assessment.

### **Travelling to Better Health**

The aim of Travelling to Better Health is to improve access to healthcare and health outcomes for Gypsies and Travellers and in so doing, help to improve the cultural competence of the healthcare practitioners working with them. Travelling to Better Health is the response to the health objectives contained within the Welsh Government's Travelling to a Better Future Framework for Action and Delivery Plan for Gypsies and Travellers. The Welsh Government acknowledges the importance of involving Gypsies and Travellers in the development of policies and practices which have an impact on them and the need to establish and collect baseline information on the health status of these communities.

### **Time to Change Wales**

Time to Change Wales has carried out numerous targeted activities within Black and minority ethnic communities to raise awareness of their campaign to end mental health stigma and discrimination in Wales.

Time to Change Wales has attended cultural events such as the Black and Minority Ethnic Health and Well-being Fair and Black History Month. They have engaged with Black and minority ethnic community groups to gain a deeper understanding of how stigma and discrimination affects diverse communities and to encourage people to talk about their experiences of mental health stigma and discrimination.

### **The Review of Evidence of Inequalities in Access to Health Services in Wales and the UK**

The Review of Evidence of Inequalities in Access to Health Services in Wales and the UK: Gender, Gender Reassignment, and Sexual Identity was published in February 2014. This report looks at the inequalities and inequities in access to health services associated with characteristics of gender, sexual identity and gender reassignment. Here are some of the key findings:

- Lesbian, gay and bisexual people have less confidence in their GPs than straight people and report poorer experiences of consultations.
- Lesbian, gay, bisexual and trans people who have mental health difficulties are more likely to report they have felt uncomfortable using mainstream services and a majority report experiences of negative interactions within this setting.
- Health professionals can sometimes make inappropriate assumptions about the health needs and sexual health of their lesbian, gay and bisexual patients.
- Women from Black and minority ethnic backgrounds are more likely to book late for antenatal care and language barriers among some groups may impede understanding of health advice.
- Men are generally more positive than women about their experience of cancer treatment.

- Some people experience difficulties in getting GPs to refer them for gender reassignment services and some GPs are not fully informed about gender reassignment processes or refuse treatment.
- Almost a third of trans people who have used mental health services report feeling their gender identity was not seen as valid but as a symptom of mental ill-health.

The review is the first part of a full review of inequalities of access to health services which will form a foundation for the development of interventions. The report can be found at: [www.wales.gov.uk/statistics-and-research/review-evidence-inequalities-access-health-services-wales/?lang=en](http://www.wales.gov.uk/statistics-and-research/review-evidence-inequalities-access-health-services-wales/?lang=en)

## 2. Housing

### Tai Pawb Equal Outcome Toolkits

In March 2014 Tai Pawb published two new toolkits focussing on customer care and repairs and maintenance. They are aimed at assisting housing associations to set their equality outcomes for self-assessment under the new Welsh Government risk based approach to regulation. The toolkits provide practical advice and information on equality issues to practitioners in the social housing sector. Tai Pawb offers training on the approach used within the toolkit to enable organisations to get the most out of using the process.

The toolkits aim to:

- Meet the requirements of the Equality Act's general public sector equality duty.
- Explore the impact of customer care or repairs and maintenance policies and practices on diverse groups.
- Improve and deliver more appropriate services.
- Tackle discrimination, promote equality and lead to more inclusive and cohesive communities.
- Collect evidence for Equality Impact Assessments.
- Inform Equality and Diversity Action Plans.

### Accessible and Supported Housing

The Welsh Government has continued to work with the housing sector in Wales to improve the use of Accessible Housing Registers, and we provide funding to Tai Pawb which organises a network to support the sector in introducing them. Currently 14 Local Authorities have Accessible House Registers in place and the other 8 are working towards them.

We have also commenced a review of adaptations programmes to explore the options for a consistent, good quality and accessible system for adaptations so disabled people can continue to live in their own homes. The report is due in autumn 2014.

### 3. Social Service

In Wales, Social Services support 150,000 young, older, and disabled people every year to achieve their potential and help make them safe. Care and support is delivered through a partnership of Local Authorities and the independent sector, with support from the Welsh Government.

In our Programme for Government we reconfirmed our approach:

“Better social services will be delivered by ensuring citizens have a much stronger voice and greater control over the services they receive. We will make the way that services are delivered simpler, and by working collaboratively with others we will focus on improving the well-being of all our citizens. We will lead a shared approach with our partners in the public, private and voluntary sectors to deliver the transformational vision set out in Sustainable Social Services.”

#### **The Social Services and Well-being (Wales) Act 2014**

The Social Services and Well-being (Wales) Act will provide the legal framework for improving the well-being of people who need care and support and carers who need support. It will transform the delivery of social services in Wales, giving people stronger voice and control over the services they receive. It will promote equality, improve the quality of services and enhance the provision of information.

The Act also introduces a National Outcomes Framework to set out very clearly the well-being outcomes which children and adults and carers can expect to achieve in order to lead fulfilled lives. The framework will measure whether well-being is achieved and shine a spotlight on where improvements are needed.

The then Deputy Minister for Social Services issued a well-being statement for people who need care and carers who need support on 16 April 2013. This was the first phase in developing the National Outcomes Framework.

---

## Indicators

### Health

#### **Public health services satisfaction rates:**

People were asked to rate health services on a scale of 0 to 10, where 0 was ‘extremely bad’ and 10 were ‘extremely good’. For this report, respondents who gave a score of 7 or more are classed as being ‘highly satisfied’. In 2013-2014, 50 per cent of respondents were highly satisfied with health services in Wales.

16 to 24 year olds and the over 75s were most likely to report high satisfaction (56% and 69%, respectively, compared to 65% and 68% in the previous year). Less than 50% of both 25 to 44 year olds and 45 to 64 year olds reported being highly satisfied with health services.

Men (52%) were slightly more likely to report high satisfaction than women (48%). These figures have changed somewhat from the previous year, where 57% of men and 50% of women reported high satisfaction.

Similarly, there was only a slight difference between those with a limiting long-standing illness, those who are disabled and those who are not. 52% of those with a limiting long-standing illness reported being highly satisfied, compared to 49% for the rest of the population.

Please note this data comes from the National Survey for Wales, and will be discontinued in 2015-2016 pending changes to the Survey.

### **GP Access:**

These indicators monitor patient access to GP surgeries and services.

In 2013, 76% of practices were open for either the full daily core hours (08:00 to 18:30, Monday to Friday) or within one hour of the full daily core hours. This is an increase from the 2012 percentage (68%).

There was little change in the percentage of practices which offered appointments at any time between 5pm and 6.30pm at least two days a week. 95% of practices offered these appointments in 2013, compared to 94% in 2012.

The percentage of practices closed for half a day on one week day has continued to decrease, from 11% in 2012 to 6% in 2013.

### **Gap in life expectancy between most and least deprived areas:**

Using aggregated data from ONS (2009-2011), the gap in life expectancy between most and least deprived areas in Wales was 7.1 years for males and 6 years for females. Deprivation is judged based on the Welsh Index of Multiple Deprivation (WIMD).

## **Housing**

### **Number of additional affordable housing units delivered:**

2,042 affordable housing units have been delivered in 2012-2013. This is slightly lower than the average of the previous four years (2008-2012), which was 2,457.

### **Number of empty homes brought back into use via action by Local authorities:**

2,293 houses which had been vacant for more than six months at the beginning of the financial year were returned to occupation during the year (2013-2014) through direct action by the Local Authority. The number of houses brought back into use has risen over the previous 5 years, from 596 in 2009-2010.

### **Number of homeless acceptances per 1,000 households:**

4.4 households per 1,000 were accepted as homeless in 2012-2013. This figure has changed only slightly in the previous three years (4.3, 4.7 and 4.9, chronologically).

Of the total number of eligible households, 7.5% were from non-white ethnic groups. 2.4% of the total was Asian/Asian British, and a further 2.4% were Black/Black British.

## Social Services

Additional indicators are currently in development as part of the Social Services National Outcomes Framework. The data is being collated and will be available from May 2015.

### **Percentage adult service users helped to live in the community:**

This indicator measures the percentage of adult social service users who are helped to live in the community. It has remained constant at roughly 82% over the five years to 2012-2013. In 2012-2013 the percentage was 82.6%.

## Objective 7





### Improve the engagement and participation of under-represented groups in public appointments

#### Introduction

It is vital our public bodies consist of board members who reflect Welsh society. When people from all walks of life are represented on public boards, it ensures a broad range of perspectives and more informed decision making on public services in Wales, both locally and nationally.

The Welsh Government is committed to increasing the number of women and other under-represented groups such as disabled people and those from Black and minority ethnic backgrounds appointed to public bodies. These bodies include health boards, sport organisations and art bodies.

We are working with a range of organisations to identify and remove the barriers which prevent many from applying for such roles.

Why is diversity important in public appointments?			
			
The key resource of organisations is its people and therefore boards need to find and appoint the best talent.	Diverse boards benefit from a range of experiences and are therefore more adaptable to new situations, providing better services to customers and stakeholders.	Diverse boards are more effective, have better governance, and will improve the performance of the organisation.	Boards of public bodies should reflect the people they serve if they are to be credible and command public confidence.

Our Programme for Government includes commitments to:

- Identify steps to deliver a more representative pool of decision makers in public appointments.
- Seek to introduce Norwegian-style gender quotas for appointments to public bodies in Wales, ensuring at least 40 per cent of appointments are women.



## Our Actions

### Sport Wales Public Appointments Case Study

The Sports Wales case study project was established as part of the Welsh Government's commitment to increase the number of women in public appointments in Wales.

Since its publication in December 2012, the case study has been distributed to departments in the Welsh Government and shared with public appointment colleagues across the UK as best practice. The case study can be used as a guide for recruiting departments who are looking to increase diversity on their respective public bodies.

The full Sports Wales case study report is available to download on the Welsh Government's website: [www.wales.gov.uk/topics/people-and-communities/equality-diversity/increasing-diversity-public-appointments/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/equality-diversity/increasing-diversity-public-appointments/?lang=en)

The Welsh Government has developed an action plan for increasing the number of women and other under-represented groups in public appointments in Wales. This, along with other good practice documents, was shared with the Chairs of Public Sector Boards at a seminar in July 2013.

In November 2013, a seminar was held for officials to explore what more could be done to support them and Chairs in increasing diversity on Boards in Wales. To monitor the actions contained in the action plan, a steering group was established in January 2014. Membership of this group includes organisations representing women, lesbian, gay and bisexual and Black and minority ethnic groups.

One of the actions in the plan is to develop a pilot programme of training and support for under-represented groups. Interest sessions took place in north and south Wales in February and March 2014 and have helped shape the pilot programme.

### Expert Group on Diversity in Local Government

The 2012 Survey of Candidates for Local Government confirmed the severe under-representation of female councillors and candidates in Wales. The Expert Group on Diversity in Local Government was established in July 2013 to address this issue.

The Expert Group reviewed the survey results and in March 2014 published its report 'On Balance: Diversifying Democracy in Local Government in Wales'. The report sets out an action plan and 24 recommendations with an aim to improve the diversity of candidates by the next Local Government Elections in 2017.

A Steering Group has been developed in order to work with the Project Co-ordinator to take forward the recommendations in the report. Members will be expected to support and provide challenge to those recommendations which are most relevant to their areas of expertise. All Local Authorities in Wales have been asked to nominate a Diversity Champion in order to raise awareness of diversity and to support some of the recommendations in the Expert Report Action Plan.

## Indicators

### **Percentage of new public appointments who are women, disabled people and ethnic minorities:**

In 2013-2014, a smaller proportion of women, disabled people and ethnic minority people were appointed to regulated public positions. 42.6% of those appointed were women (54% in 2012-2013). 8.8% identified as disabled (12% in 2012-2013), and 3.1% were from ethnic minorities (4% in 2012-2013).

The proportions appointed to unregulated public positions were similar: 40.9% were women, and 3% were from ethnic minorities. However, only 4.5% identified as disabled.

### **Number of new public appointments disaggregated by gender/disability/ethnicity:**

In 2013-2014 there were 85 new public appointments. Of these, 36 were female (42%), 3 were from an ethnic minority group (3.5%) and 4 were disabled (4.7%). The percentages for female and disabled appointments are lower than these groups' share of the total population (50.2% for working age females and 19.2% for people with a disability defined under the Equality Act), and are also lower than last year's percentages.

### **Number of public reappointments disaggregated by gender/disability/ethnicity:**

Of 154 public reappointments in 2013-2014, 67 (43.5%) were female, 4 were from an ethnic minority group (2.5%) and 13 were disabled (8.4%). These percentages are lower than these groups' share of the total population, though the percentage for female reappointments has increased since 2012-2013.

### **Number of people who apply for public appointments disaggregated by gender/disability/ethnicity:**

In 2013-2014, 387 people applied for public appointments. 137 of these were female (35.4%), 26 were disabled (6.7%) and 19 were from ethnic minority backgrounds (4.9%). Thus females (50.2% of the working age population) and disabled people (19.2% of the working age population under Equality Act definition) are under-represented in applications to public appointments.

### **Success rates at the recruitment intervals disaggregated by gender/disability/ethnicity:**

Of the 387 people who applied for public appointments in 2013-2014, 191 were shortlisted (49.4%) and 92 were appointed (23.8%). The figures for female applicants were 56.9% shortlisted and 29.2% appointed, indicating females are slightly more likely to be successful, despite having lower overall numbers than males (40% and 52%, respectively). By comparison, 45.2% of males were shortlisted, and 20.8% were appointed.

Out of 19 ethnic minority applicants, 7 were shortlisted and 3 were appointed (36.8% and 15.8%, respectively). Similarly, from 26 disabled applicants, 10 were shortlisted and 6 were appointed (38.5% and 23.1%, respectively).

## Objective 8

**Create a more inclusive workplace that promotes equality of opportunity for staff with protected characteristics through improved employee engagement and increase awareness of learning and development opportunities that are accessible to all staff**

### Introduction

As an employer, the Welsh Government is committed to promoting equality of opportunity and values individualism and diversity. All Welsh Government staff are expected to understand their responsibilities with respect to equality and diversity. New permanent members of staff are required to attend a mandatory induction course which includes one day training on equality, diversity and human rights awareness which links with Welsh Government policies including Dignity at Work.

The Welsh Specific Equality Duties include a requirement to collect and publish data on the number of people employed, recruitment information (both externally and internally), employment information by gender, training, grievances and disciplinary procedures and employees leaving the organisation. The Welsh Government captures and reports this data in its annual Employer Equality Report.

## Our Actions

### Diversity Networks

The Welsh Government supports and encourages four Staff Diversity Networks. These networks give under-represented groups a voice. They offer networking opportunities to provide a different sort of support to colleagues than is normally available. It is a chance to meet others in the same position, and to share issues and ideas. They also act as an advisory body to internal policy makers, and offer opportunities for staff to gain or develop new skills.

In November 2013, the Staff Diversity Networks were relaunched. The Permanent Secretary and Senior Board Equality Champion addressed attendees at the event, reaffirming their commitment to creating and maintaining a fair and inclusive workplace where people can feel comfortable being themselves at work. Following on from the relaunch, all networks reported an increase in membership and interest from members of staff.

Each Staff Diversity Network was allocated a budget of £1000 and 10 hours facility time to use on network activity.

Our four staff networks are:

### **Disability Awareness and Support**

Disability Awareness and Support has been in existence since 2002. The group acts as a support network for disabled staff as well as providing support to Welsh Government policy makers.

### **The Minority Ethnic Staff Network**

The Minority Ethnic Staff Network actively seeks to support its members to achieve their full potential. The network contributes to making their experience of working for the Welsh Government one which positively benefits our communities as well as helping to develop individual learning. We promote a zero tolerance position towards racism.

### **Women Together**

Women Together, the Welsh Government women's network is an inclusive network for men and women working at all levels of the organisation. Through a range of events and activities, the network aims to provide opportunities to help individuals to fulfil their potential through connecting, learning and sharing with others.

### **PRISM**

PRISM is the Welsh Government's sexual orientation and gender identity staff network, which supports staff that identify themselves as lesbian, gay, bisexual, trans or who experience atypical gender identity.

PRISM works in partnership with the organisation to create a safe, inclusive and diverse working environment which encourages a culture of respect and equality for all, so everyone can reach their full potential without fear of discrimination. The network provides confidential advice, support and developmental opportunities.

### **Work Placements**

The Welsh Government offers a range of placements to provide individuals with an opportunity to experience the world of work. These range from paid and unpaid placements for those of school age children, undergraduate placements and those from protected groups. We are currently participating in the following diversity placement schemes:

### **Windsor Fellowship**

This is an 8 week and 50 week placement for Black and minority ethnic undergraduates who complete 8 weeks in their second year at university and when they graduate a 50 week placement. We have 2 students each year on a rolling programme. One student would be on their 8 week placement and the other on their 50 week placement.

## **LIFT Placements**

Work has been underway to design and implement a work placement scheme for individuals who come from workless households; i.e. a household where no one has worked for the past 6 months or more.

The placement scheme will run for 26 weeks. During the placement, the participants in the scheme will receive training on CV writing, interview techniques and confidence building. They will also learn office based skills, all of which will provide a good platform going forward for future job seeking and employment.

## **Cabinet Office Summer Diversity Internships**

These are 9 week placements for undergraduates and recent graduates who are thinking of applying for the Fast Stream and are from ethnic minority backgrounds or from socio-economically deprived backgrounds.

## **People Survey 2013**

As well as the developments in learning and development described above, the Human Resources Stakeholder Reference Group continues to meet regularly and provide feedback on corporate developments.

The engagement scores for the People Survey 2013 stand at 64% for the Welsh Government as a whole, but disabled colleagues are still reporting a lower engagement score at 59%. Work is currently underway to further explore the reasons for this and what further work can be done to address the issues.

## **Equality Training**

A new classroom based course was launched in August 2013 on Hidden Disabilities and Carers Awareness. This was developed following feedback from an engagement exercise with disabled colleagues who felt these were areas where managers and colleagues often knew little about. Feedback from the course has been positive.

In addition to this, a “Hotshot” training session on Valuing Disabled Colleagues has been designed for HR Business Partners to deliver within their business portfolios. It gives some practical advice on reasonable adjustments and creating a fairer workplace for disabled colleagues.

The Equality, Diversity and Human Rights Awareness Course was revised and relaunched in January 2014. This course is available as a stand alone course and also as part of the reception training for new members of staff.

## Employer Equality Annual Report 2013-2014

Regulation 9 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, requires listed authorities to collect and publish certain employment information each year for their workforce, including that information broken down in respect of each protected characteristic. Regulation 16(2)(f) permits the employment information to be captured in a separate report from the Annual Equality Report, providing that separate report has already been published by the time the Annual Equality Report is published.

The Welsh Government publishes its Employer Equality Annual Report by 31 March each year. The report provides an overview of the work undertaken to progress equality and diversity in the workplace including:

- Workforce data.
- Recruitment and outreach activity.
- Training provision.
- Activities aimed at supporting an inclusive environment.

The Employer Equality Annual Report for 2013-2014 will be published in March 2015.

## Indicators

### Workforce representation rate by protected group:

Women make up 58% of the workforce at Welsh Government, and are thus over represented relative to the population. Of those who responded to questions on other characteristics, 2.1% are non-white; 4.4% are disabled people; and 2.3% are not heterosexual, although 13.7% of staff preferred not to say.

60% of those who responded are married or in a civil partnership. However, the figure is only 38.7% if we take it as a proportion of all staff (roughly 40% of respondents failed to answer this question).

Christianity accounts for the largest number of staff (44%). 'Other religion' accounts for 19% of staff, while those who preferred not to declare account for 32%. The remainder are those without a religion (1.6%) and non-responses.

Finally, the age of members of the workforce is normally distributed, with a peak in the range of 40-54 years (44% of staff), and reducing numbers at the younger and older ends of the scale.

### **People Survey engagement index by protected group:**

The People Survey is a tool for measuring staff engagement levels. The engagement index is calculated from the responses to the following statements:

- I am proud when I tell others I am part of the organisation.
- I would recommend the organisation as a great place to work.
- I feel a strong personal attachment to the organisation.
- The organisation inspires me to do the best in my job.
- The organisation motivates me to help it achieve its objectives.

The mean engagement index for the Welsh Government was 64%. The index was lower for staff who reported as disabled (59%) and slightly higher for those from mixed ethnicities (67%) or Asian/Asian British respondents (65%). Christians had a slightly higher index (66%) while Buddhists (61%) and 'any other religion' (59%) were lower. There was little variation by sexual orientation, apart from those who selected 'other' (i.e. not heterosexual, gay/lesbian, or bisexual) at 44%.

Please note all comparisons are based on very small group sizes, and so should be interpreted with caution.

### **Participation in training and talent management programmes by protected group:**

In 2013-2014, 58.8% of attendees on training courses were female, in line with their overall numbers at Welsh Government. Staff from ethnic minorities accounted for 1.5% of attendees (excluding non-replies and 'prefer not to say'). 4.8% were disabled people, and 2.7% were not heterosexual (same exclusions as for ethnic minority data).

38.3% of attendees were married or in a civil partnership, 27% were had an 'other status', and 34.7% did not reply to this item.

44% of attendees were Christian, 18.8% had another religion, and 3.6% had no religion. 30.3% selected 'prefer not to say'.

Feedback from the implementation of reasonable adjustments:

- The office makes every endeavour to meet the needs of colleagues who require reasonable adjustments. In the past few years the number of colleagues who have required such adjustments has risen considerably, but the office has managed in the main part to identify staff who have required assistance and met their needs by using the available technologies and budgets.
- These adjustments have included such things as keyboards, dictation software, hearing software and even mobility scooters for use within the office.
- Where issues have arisen following the installation of reasonable adjustments, the Welsh Government's occupational health team have usually acted in a timely and diligent manner and only rarely have come up against obstacles which have taken resource from more senior levels of the office to seek a resolution.



- The Occupational Health Team enjoy the support of the Welsh Government's Disability Awareness and Support group whose members are grateful for the support and reassurance which the team provides them.
- In challenging budgetary times many organisations both within and outside of the civil service would not have treated reasonable adjustment for staff in the same manner or to the same level, but it is a tribute to the work of the Welsh Government's Occupational Health Team.

### **Take up rate of equality and diversity courses:**

More women than men take up equality and diversity courses (64%), while white people account for 89% (of declared respondents) on these courses. Similarly, 96% of attendees are non-disabled, and 86% are heterosexual. 43% of respondents are married or in a civil partnership (40% excluding non-responders).

Christians account for 46% of attendees. Those with another religion account for 21%, while those who preferred not to say account for 13%. Those with no religion are over-represented on this type of training, account for 16% of attendees.

Finally, the age profile for attendees on these courses is quite different to the overall Welsh Government distribution. Attendees peak at the younger end of the range, with 50% of attendees under 34 and 20% under 24.

### **Effectiveness of Welsh Government Actions to Fulfil the Equality Objectives**

The equality objectives seek to address long standing, deeply entrenched and often inter-generational inequalities for those with protected characteristics under the Equality Act 2010. It is therefore imperative the actions to address these inequalities have a long term focus. A truly equal and inclusive Wales will take time to achieve but we intend to show measurable progress.

In order to measure progress against the equality objectives, where appropriate, indicators have been established and referenced in this report. Where indicators are still in development as part of specific strategies, this is also made clear within the relevant equality objective in this report. The indicators are intended to set the baseline in this second year of reporting progress against the equality objectives. Our actions to progress each equality objective, considered alongside the indicators, demonstrate our effectiveness in this reporting period. We acknowledge often significant change may not be immediate but, should nevertheless, be steady and measurable. We are committed to ensuring we have the right actions in place to take forward each equality objective.



## Chapter 4 – Looking Ahead

The Inclusion Grant and Advancing Equality Fund Grant programmes saw out their final year in 2013-2014, and following review and consultation, have been succeeded with our Equality and Inclusion Grant programme. The Equality and Inclusion programme is set as a three year grant, running from 1 April 2014 until 31 March 2017. Sixteen Third Sector organisations were successful in their application to the Equality and Inclusion Grant programme and activity will commence on 1 April 2014.

From May 2014 onwards, the revised Children's Rights Scheme sets out the arrangements for Welsh Ministers to comply with the duty to have due regard to the United Nations Convention on the Rights of a Child when exercising any of their functions. This Scheme will ensure children's rights are further embedded within Welsh Government. It will improve our decision making and policy development which in turn will lead to improved outcomes for children and young people.

Tackling Hate Crime and Incidents Framework is a major part of the delivery of Objective 4 of the Strategic Equality Plan and will be launched in May 2014. The Framework is based on action and is supported with a Delivery Plan which is cross-cutting across a number of Welsh Government policy and practice areas. This Delivery Plan will be updated annually to ensure transparent delivery. The Plan will be monitored by an Independent Advisory Group, which will consist of a number of community and Third Sector organisations. They will provide advice and guidance on implementation.

The Gender-based Violence, Domestic Abuse and Sexual Violence (Wales) Bill aims to improve the Public Sector response in Wales to gender-based violence, domestic abuse and sexual violence by providing a strategic focus and ensuring consistent consideration of preventive, protective and supportive mechanisms in the delivery of services.

Following the Draft Budget 2014-2015, the Government set out its intention to move towards a more integrated approach to the impact assessment of the budget. The Government concluded an integrated assessment would provide a more realistic assessment of the overall impact of spending decisions and recognised there is not always a single answer which can manage the impact of a decision in all areas, in a backdrop of reducing budgets.

In line with this, the Welsh Government undertook to produce a strategic and integrated assessment of the budget, which would consider equality, tackling poverty and socio-economic disadvantage, children's rights and Welsh language. This approach would reflect importance of considering the sustainability of decisions and the aims and objectives set out in the Well-being of Future Generations (Wales) Bill, including the focus on prevention, collaboration and long-termism. This integrated approach would also recognise the relationship between different impacts.

The Well-being of Future Generations (Wales) Bill will set long-term goals for Wales. These are for a prosperous; resilient; healthier; more equal Wales; with cohesive communities; and a vibrant culture and thriving Welsh language. The Bill will help deliver the long term consistency and certainty which is needed to tackle the generational challenges and provide a clear definition of the Wales we want.

# Annex

## Relevant Information

Knowledge and Analytical Services within the Welsh Government has compiled a review of the evidence on inequality in Wales.

Our knowledge of inequality affecting the people of Wales is growing, and this review examines this inequality with respect to both specific themes and each of the protected groups. As a background to this work, we present demographic data across each of the protected characteristics.

The review can be found online:

[www.wales.gov.uk/topics/people-and-communities/equality-diversity/impactassessments/budget2014iip/?lang=en](http://www.wales.gov.uk/topics/people-and-communities/equality-diversity/impactassessments/budget2014iip/?lang=en)