

Welsh European Funding Office

European Structural Funds programmes 2014-2020

Cross Cutting Themes Matrix

European Regional Development Fund 2014 - 2020

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Introduction

THIS GUIDANCE SHOULD BE READ IN CONJUNCTION WITH THE CROSS CUTTING THEMES EUROPEAN REGIONAL DEVELOPMENT FUND 2014-2020 KEY GUIDANCE DOCUMENT.

The Cross Cutting Themes to be integrated into the 2014 -2020 Structural Funds Programmes in Wales are: Equal Opportunities and Gender Mainstreaming (EO&GM), Sustainable Development (SD) and Tackling Poverty and Social Exclusion (TP&SE).

When designing operations, beneficiaries should identify the change which they are seeking to achieve and how this contributes to the aim of the Specific Objective and the result which it is intended to deliver, as articulated in the Operational Programme. In designing activity to deliver this desired result, all operations should integrate the cross cutting themes CCTs into their activity. This guidance aims to support those developing 'operations' and assessing 'operations' to understand how the CCT's can be integrated into activity, giving detail on the indicators and targets (where applicable) for each of the CCT's, alongside a list of the potential types of actions which could be taken to enable the CCT's to add value to the overall aim of the 'operation'.

INSTRUCTIONS FOR USE.

To help operations (formerly projects) deliver on the cross cutting themes, a set of Specific actions are included for each priority. Not all Specific actions will apply to all operations, you should select those which best fit the activity you are seeking funding for. There is also a set of generic actions which most operation can contribute to.

*** DEFINITIONS PROVIDED IN THE GLOSSARY**

<http://gov.wales/docs/wefo/publications/150422cctGlossaryen.pdf>

West Wales and the Valleys ERDF 2014-2020

Priority Axis 1 - Research and Innovation

INVESTMENT PRIORITY: Enhancing research and innovation infrastructure (R&I) and capacities to develop R&I excellence and promoting centres of competence, in particular those of European interest.

SPECIFIC OBJECTIVE 1: To increase the success of Welsh research institutions in attracting competitive and private research funding.

INVESTMENT PRIORITY: Promoting business investment in innovation and research, and developing links and synergies between enterprises, R&D centres and higher education, in particular product and service development, technology transfer, social innovation, eco-innovation, public service applications, demand stimulation, networking, clusters and open innovation through Smart Specialisation and supporting technological and applied research, pilot lines, early product validation actions, advanced manufacturing capabilities and first production, in particular in Key Enabling Technologies and diffusion of general purpose technologies.

SPECIFIC OBJECTIVE 2: To increase the successful translation of research and innovation processes into new and improved commercial products, processes and services, in particular through improved technology transfer from HEIs.

WW&V: Priority Axis 1 – Research and Innovation

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>The following actions relate to Specific Objective 2 (SO2):</p> <ul style="list-style-type: none"> • Provide help and/or advice to employers/enterprises/organisations to either ‘adopt’ or ‘improve’ an equality and diversity strategy or monitoring system or ‘improve’ the strategy or monitoring system they already have in place. <p><u>For example:</u></p> <ul style="list-style-type: none"> • Employ qualified staff within your Operation to deliver this indicator as well as other wider equal opportunities commitments listed in your business plan 	<p>The following actions relate to Specific Objectives 2 (SO2):</p> <ul style="list-style-type: none"> • Developing, promoting or improving a sustainable development strategy. This will implement an environmental policy and will confirm that the business complies with environmental legislation. Implementing an environmental sustainability strategy will encourage economic savings, improved management and environmental benefits. • To supplement the sustainable development strategy an Eco-Code should be developed by the beneficiary to raise environmental awareness. 	<p>There are no specific actions for TP&SE under Priority 1.</p>

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Obtain a baseline of what, if any, equal opportunities strategies and monitoring systems they have in place and see if it's up-to-date and/or needs to cover areas such as flexible working, bullying and harassment, Welsh Language policy, staff training and development policy, the Equality Strategy is reviewed on an agreed / regular basis by a named (senior member of staff such as a Director/Board Member) 	<ul style="list-style-type: none"> The Eco-code is displayed as a poster, and is typically situated in a central area such as a staff canteen or reception area. The poster provides practical tips and reminders for saving energy, conserving water and encouraging improved waste management. An exemplar template is provided in the annex of this guidance and illustrates a variety of actions that the eco-code should promote. The actions should be drawn up by the organisation and would be specific to the 'operations' activities. Some generic suggestions are provided on the template. 	

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Develop ‘Health-Checks’¹ and On-line² tools such as ‘Apps’ to baseline what equal opportunities strategy / information a business has and inform that business of what they need to do next to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to you to verify the ‘adoption’ or ‘improvement/s’ made. - Operations should proactively seek to share tools they’ve developed for use or adaptation by other ERDF and ESF Operations. 	<ul style="list-style-type: none"> Develop ‘Health-Checks’ and On-line tools such as ‘Apps’ to baseline the sustainable development strategy / information and to inform the business how to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to verify the ‘adoption’ or ‘improvement/s’ made (please refer to footnote number1 for more information). 	

¹ WEFO cross cutting themes ‘Fact Sheets’ <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

² WEFO cross cutting themes ‘Fact Sheets’ <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Women into Science, Technology, Engineering & Mathematics (STEM) and R&I</p> <ul style="list-style-type: none"> The Welsh Government’s ‘Science for Wales’ strategy identified the research by the Royal Society showing the low proportion of Welsh students taking biology, chemistry and maths at A-level. It has also set up a ‘Women in Science’ Task Force group to look at the barriers (and possible solutions) which exist to women studying Science, Technology, Engineering and Mathematics (STEM) subjects in Wales. <p>In addition the European Commission has set out that gender equality in research and innovation is a key element of Horizon 2020 and is mainstreamed as a cross-cutting issue throughout the programme.</p>		

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> • Activity in this area should maximize the opportunities to support female participation and where possible actively seek to support female role models working on operations.³ • Gender balance should also be a key consideration when establishing research teams, boards and committees and Operations should consider having a minimum 40% / 60% split on all⁴. • Integrating gender/sex analysis in R&I content should sit alongside the integration of more established analysis. 		

³ Athena Swan Charter – Advancing Women’s careers in STEM <http://www.ecu.ac.uk/equality-charter-marks/athena-swan/>

⁴ EU Commission (2011) ‘Structural Change in Research Institutions Enhancing excellence, gender equality and efficiency in research and innovation http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf

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Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>The following indicator relates to Specific Objective 2:</p> <ul style="list-style-type: none"> 20% of Enterprises adopting or improving their equality & diversity strategies and monitoring systems (SO2). 	<p>The following indicator relates to Specific Objective 2:</p> <ul style="list-style-type: none"> 20% of Enterprises adopting or improving their sustainable development strategies (SO2). 	<p>There are no CCT indicators for TP&SE under Priority 1.</p>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> • Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. • The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’⁵ 	<ul style="list-style-type: none"> • Promote ownership of sustainable development by creating the role of a champion. This named person will take responsibility for developing actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. • Develop and promote innovative technologies and processes to reduce the causes and effects of climate change. Innovative solutions to combat climate change¹⁴ could take the form of improved environmental sustainability strategies, new technologies that could increase energy conservation*, technologies that could reduce emissions or technologies that could provide new or improved sources of clean renewable energy*. 	

⁵ Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’: <http://www.comisiynyddygydraeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recrwtio%20f2.pdf>

¹⁴ Welsh Government : Climate Change <http://wales.gov.uk/topics/environmentcountryside/climatechange/?lang=en>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the ‘Positive about disabled people, two tick symbol / system’ used in Wales, England and Scotland to encourage applications from disabled people.⁶ 	<ul style="list-style-type: none"> Develop and promote effective local sustainable supply chains. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will benefit the environment. The link below will give you further help on sustainable procurement, and provides tools, resources and several case studies.¹⁵ Prepare and implement a Site Environmental Management Plan. For those ‘operations’ involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance on all procedures to be followed during site preparation, construction and operation. The plan should 	

⁶ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Language / Accessibility</p> <ul style="list-style-type: none"> Ensure all materials, websites and publicity aimed at the public are made available in accessible⁷ and bilingual formats: <ul style="list-style-type: none"> - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups - large print / audio / Braille versions of training / educational / marketing materials. <p><u>For example:</u></p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner's guidance on 'Grants, Loans and Sponsorships' in your own organisation and to your delivery partners and abide by your own Welsh Language Scheme and/or any language standards you may become subject to⁸ 	<p>include commitments made by the developer during the planning process and involve full consultation with the local community.</p> <ul style="list-style-type: none"> No inappropriate development in protected areas. Any 'operation' with the potential to damage an internationally important site (as defined by the UK Habitat Regulations 1994)¹⁶ must undertake an 'Appropriate Assessment'. Reference should be made to Technical Advice Note 5: Nature Conservation and Planning¹⁷ in particular Annex 6 which describes the process of assessment in more detail. This assessment must be separate from any Environmental Impact Assessment (EIA)* being undertaken. Further information on 	

¹⁵ WRAP Sustainable Procurement information and case studies <http://www.wrap.org.uk/content/sustainable-procurement>

⁷ Office for Disability Issues 'Guide to Accessible Publishing' <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>

⁸ Welsh Language Commissioner's website <http://www.comisiynyddygydraeg.org/english/Pages/Home.aspx>

¹⁶ UK Habitat Regulations 1994 http://www.opsi.gov.uk/SI/si1994/Uksi_19942716_en_1.htm

¹⁷ TAN 5: Nature Conservation and Planning <http://wales.gov.uk/topics/planning/policy/tans/tan5/?lang=en>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>- Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so</p> <p>- Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so</p> <p>- Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru⁹, BSI Web accessibility 'code of practice'¹⁰</p>	<p>EIAs is provided in the footnote¹⁸.</p> <ul style="list-style-type: none"> • 'Operations' that are shown to damage an internationally or nationally protected site will not be supported. 'Operations' with the potential to damage any designated site including National Parks, Areas of Outstanding Natural Beauty (AONBs*)¹⁹, Sites of Special Scientific Interest (SSSIs*)²⁰ RAMSAR* sites²¹, Natura 2000* sites, national and marine nature reserves and locally important protected areas designated by local Wildlife Trusts²² will be subject to rigorous appraisal by WEFO and will be referred to Natural Resources Wales (NRW)²³ for assessment. 	

⁹ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

¹⁰ British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

¹⁸ Welsh Government information on Environmental Impact Assessments <http://wales.gov.uk/topics/planning/developcontrol/environmental-impact-assessment/?lang=en>

¹⁹ Areas of Outstanding Natural Beauty Wales <http://wales.com/about-wales/landscapes/wales-areas-outstanding-natural-beauty-aonb>

²⁰ Sites of Special Scientific Interest in Wales: <https://www.gov.uk/check-your-business-protected-area>

²¹ RAMSAR sites in Wales: <http://jncc.defra.gov.uk/page-1392>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs)</p> <ul style="list-style-type: none"> The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.¹¹¹² Organisations not covered by the PSED¹³ can also carry out EIAs, as appropriate, to demonstrate good practice. 	<ul style="list-style-type: none"> Develop brown field sites²⁴ of low ecological value wherever possible: If the ‘operation’ involves the creation of new research facilities or premises, a focus on reclaiming and rejuvenating derelict and under-utilised brown field sites of low ecological value or reusing existing buildings should be priority, rather than developing green field land or brown field sites of significant ecological value. A well designed brown field development is more likely to integrate with, and complement, the surrounding area. It will also be able to take advantage of existing community services such as public transport. WEFO would require any ‘operation’ developing a green field site* (or a brown field site of 	

²² Wildlife Trust Wales: <http://www.wtwales.org/>

²³ Natural Resources Wales <http://naturalresourceswales.gov.uk/?lang=en>

¹¹ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx>

¹² Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

¹³ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>


²⁴ Welsh Government planning department webpage: <http://wales.gov.uk/topics/planning/?lang=en>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Consultation / Engagement</p> <ul style="list-style-type: none"> Develop effective ways to work with relevant user groups to ensure products are designed with end-user in-mind and help maximise sales potential for the product e.g. local disability access groups 	<p>significant ecological value) to provide evidence that a suitable alternative brown field site of low ecological value was not available.</p> <ul style="list-style-type: none"> Potential to implement small scale green or blue infrastructure into ‘operation’ design. Green infrastructure²⁵ or blue infrastructure can take a variety of forms, for example: green infrastructure can include green roofs and walls, gardens, parks, productive landscapes, green corridors, small scale urban wildflower meadows, green roofs and walls and bee/insect hotels to larger scale planned parkland, wildflower set-aside areas and community “grow your own” schemes. Blue infrastructure could include planned bio-swales, porous paving and rain gardens as well as 	

²⁵ Wildlife Trust – Good practice guidance for green infrastructure and biodiversity : <http://www.wildlifetrusts.org/planning>


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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>sustainable urban drainage systems (SUDS).</p> <p><u>Wildflower set aside near residential property:</u></p>  <p>©PeterFrost NRW</p>	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Community Allotments</u></p>  <p>©PeterFrost NRW</p> <p><u>Green Roof</u></p>  <p>©Pixabay</p>	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u><i>Insect Hotel</i></u></p>  <p>©Pixabay</p> <ul style="list-style-type: none"> • Retain and promote on-site biodiversity as far as possible: A biodiversity screening exercise using the Wildlife Trust Biodiversity Benchmark tool²⁶ must be carried out if the 'operation' involves the construction of new premises or refurbishment. A Phase 1 Habitat Survey²⁷ must be undertaken if the site is likely to support valuable 	

²⁶ Wildlife Trust – Biodiversity Benchmark Tool: <http://www.wildlifetrusts.org/biodiversitybenchmark>

²⁷ Joint Nature Conservation Committee – Phase 1 Habitat Survey handbook: <http://jncc.defra.gov.uk/page-2468>

WW&V: Priority Axis 1 – Research and Innovation

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>habitats or species (e.g. those listed in UK Biodiversity Action Plan²⁸, The Wildlife and Countryside Act²⁹ or the UK Habitats Regulations 1994).</p> <ul style="list-style-type: none"> • Actions to promote biodiversity on site. These include: preserving any natural and wildlife characteristics of the site, such as existing mature trees, hedgerows or ponds. Further landscaping could use plant species that are native and characteristic to the area. Maximise opportunities for creating new wildlife habitats on site, particularly for sensitive species that may have been displaced as a result of the development. • Plan for maximum integration of the development within the existing surrounding community: The design of the site should be based on a robust appraisal of the surrounding area, allowing for maximum 	

²⁸ UK Biodiversity Action Plan : <http://jncc.defra.gov.uk/ukbap>

²⁹ The Wildlife and Countryside Act : <http://jncc.defra.gov.uk/page-1377>

WW&V: Priority Axis 1 – Research and Innovation

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>integration of the development into the community. The site should provide good links with surrounding areas.</p> <ul style="list-style-type: none"> • Integrate renewable energy sources. It may be possible to install technology for producing renewable energy such as solar water heating*, photo-voltaic (PV) solar panels*, biomass heating* or wind turbines*. • Develop innovative technologies to promote sustainable transport. Research into, and the application of, new technologies to promote more sustainable transport (such as hydrogen fuel cells* or biogas/biodiesel systems*), would provide environmental benefits as well as potentially significant future economic benefits. • Adopt a Travel Plan*. This plan would include such initiatives as car sharing schemes, provide information on public transport options, provide facilities for safe cycle parking and 	

WW&V: Priority Axis 1 – Research and Innovation

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>changing/shower facilities to encourage cycling and walking.</p> <ul style="list-style-type: none"> • Research innovative ICT systems to reduce the need for travel. ‘Operations’ should research innovative ICT systems to reduce travel need wherever possible. • Maximise resource efficiency. ‘Operations’ should maximise opportunities to use resources more efficiently, which would bring significant financial savings. The adoption, implementation or improvement of an environmental sustainability strategy would have an important role in meeting this objective. Methods that minimise the unnecessary use of raw materials should be developed and adopted. All construction ‘operations’ over £300,000 in value should produce a site waste management plan³⁰. 	

³⁰ WRAP Site Waste Management plan information: <http://www.wrap.org.uk/category/sector/waste-management>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Develop innovative technologies and processes to increase resource efficiency. Research into improved technologies and management processes to enable improved resource efficiency is crucial to Wales’ economic future. ‘Operations’ must plan for segregating and storing materials for recycling within the site and how these materials can be safely collected from the site. • Low energy demand design: Steps must be taken to ensure that all new buildings are zero carbon rated to meet Welsh Government targets. WEFO requires that all new buildings aim to achieve BREEAM ‘Excellent’ environmental building standards certification (operated by BRE) or equivalent. The ‘Excellent’ score must be verified at the Post-Construction Review stage and the BREEAM certificate presented to the sustainable development adviser in WEFO for confirmation. Further 	

WW&V: Priority Axis 1 – Research and Innovation

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>information on BREEAM can be found in the accompanying key document.</p> <ul style="list-style-type: none"> Develop and promote energy conservation and efficiency measures: This can be achieved through undertaking research into improved energy conservation and efficiency methods or technologies; promoting better energy conservation and efficiency methods or technologies and providing grants for SMEs/organisations to adopt energy conversion and efficiency measures. Such measures can include improved insulation materials, energy efficient lighting and heating technologies such as time-sensitive switches and combined heat and power units. Water efficiency is also an important consideration for operations. Water conservation measures such as time-limited tap flows and water storage should be installed where appropriate. Water could also be conserved through 	

WW&V: Priority Axis 1 – Research and Innovation

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>water storage and recycling schemes. Sustainable Drainage systems (SUDS) can contribute to sustainable development and improve urban design, by balancing the different issues that influence the development of communities. Approaches to manage surface water that take account of water quantity (flooding), water quality (pollution) and amenity issues are an important consideration within a construction operation.</p>	

Generic CCT integration.
<ul style="list-style-type: none"> All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an 'operation'

Priority Axis 2 – SME Competitiveness

INVESTMENT PRIORITY: Promoting entrepreneurship, in particular by facilitating the economic exploitation of new ideas and fostering the creation of new firms, including through business incubators

SPECIFIC OBJECTIVE 1: To increase the amount of finance available to SMEs for both business start-up and for business expansion.

SPECIFIC OBJECTIVE 2: To increase the number of SME start-ups through the provision of information, advice and guidance and support of information, advice and guidance and support for entrepreneurship.

INVESTMENT PRIORITY: Supporting the capacity of SMEs to engage in growth in regional, national and international markets, and in innovation processes

SPECIFIC OBJECTIVE 3: To increase the take-up and exploitation of NGA networks and ICT infrastructure by SMEs.

SPECIFIC OBJECTIVE 4: To increase the growth of those SMEs with growth potential, in particular through accessing new markets (both domestic and international).

INVESTMENT PRIORITY: Promoting business investment in innovation and research, and developing links and synergies between enterprises, R&D centres and the higher education sector, in particular product and service development, technology transfer, social innovation, eco-innovation, public service applications, demand stimulation, networking, clusters and open innovation through Smart Specialisation and supporting technological and applied research, pilot lines, early product validation actions, advanced manufacturing capabilities and first production, in particular in Key Enabling Technologies and diffusion of general purpose technologies.

SPECIFIC OBJECTIVE 5: To address market failures in the availability of finance, in particular risk capital, for Welsh SMEs to undertake innovation and commercialise R&D.

WW&V: Priority Axis 2 – SME Competitiveness

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p style="text-align: center;">These actions refer to Specific Objective (SO2) under Priority 2</p> <ul style="list-style-type: none"> Develop effective ways to engage and provide support for existing business owners and SME start-ups / entrepreneurs, especially those individuals from under-represented groups such as Females³¹³², Older, BME and Disabled people. <p style="text-align: center;">The following actions relate to Specific Objectives (SO1, SO2, SO4 & SO5) under Priority 2</p> <ul style="list-style-type: none"> Provide help and/or advice to employers/enterprises/organisations to either ‘adopt’ or ‘improve’ an equality and diversity strategy or monitoring system or ‘improve’ the strategy or monitoring system they already have in place. 	<p style="text-align: center;">The following actions relate to Specific Objectives (SO1, SO2, , SO4 & SO5) under Priority 2</p> <ul style="list-style-type: none"> Developing, promoting or improving a sustainable development strategy. This will implement an environmental policy and will confirm that the business complies with environmental legislation. Implementing an environmental sustainability strategy will encourage economic savings, improved management and environmental benefits. To supplement the sustainable development strategy an Eco-Code should be developed by the beneficiary to raise environmental awareness. 	<p style="text-align: center;">The following actions refer to Specific Objectives (SO1 & SO2) under Priority 2</p> <ul style="list-style-type: none"> Look to engage with individuals that would not normally consider starting a business in order to promote the opportunity and encourage uptake, this could be achieved by linking with third sector organisations, Youth Groups, Communities First, and local community/action groups as this will provide direct working links with the people most in need of assistance. Work with local Higher and Further Education establishments to encourage entrepreneurship.

³¹ Chwarae Teg – Women into Enterprise <https://www.cteg.org.uk/policy/enterprise//>

³² EU – Encouraging women entrepreneurs http://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/women/index_en.htm

WW&V: Priority Axis 2 – SME Competitiveness

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p><u>For example:</u></p> <ul style="list-style-type: none"> • Employ qualified staff within your Operation to deliver this indicator as well as other wider equal opportunities commitments listed in your business plan. • Obtain a baseline of what, if any, equal opportunities strategies and monitoring systems they have in place and see if it's up-to-date and/or needs to cover areas such as flexible working, bullying and harassment, Welsh Language policy, staff training and development policy, the Equality Strategy is reviewed on an agreed / regular basis by a named (senior member of staff such as a Director/Board Member) 		<ul style="list-style-type: none"> • Provide opportunities for individuals to gain experience in running a business, preferably the experience should be within a relevant area of business. Look to establish links with ESF operations where an operation has an aim to up skill individuals and encourage re-engagement in the labour market, in order to promote the possibilities of moving to self-employment.

WW&V: Priority Axis 2 – SME Competitiveness

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Develop 'Health-Checks³³' and On-line³⁴ tools such as 'Apps' to baseline what equal opportunities strategy / information a business has and inform that business of what they need to do next to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to you to verify the 'adoption' or 'improvement/s' made. - Operations should proactively seek to share tools they've developed for use or adaptation by other ERDF and ESF Operations. 	<ul style="list-style-type: none"> The Eco-code is displayed as a poster, and is typically situated in a central area such as a staff canteen or reception area. The poster provides practical tips and reminders for saving energy, conserving water and encouraging improved waste management. An exemplar template is provided in the annex of this guidance and illustrates a variety of actions that the eco-code should promote. The actions should be drawn up by the organisation and would be specific to the 'operations' activities. Some generic suggestions are provided on the template. 	

³³ WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

³⁴ WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

WW&V: Priority Axis 2 – SME Competitiveness

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Develop 'Health-Checks' and On-line tools such as 'Apps' to baseline the sustainable development strategy / information and to inform the business how to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to verify the 'adoption' or 'improvement/s' made (please refer to footnote number1 for more information). 	

WW&V: Priority Axis 2 – SME Competitiveness

Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p style="text-align: center;">These indicators refer to Specific Objective (SO2) under Priority 2:</p> <ul style="list-style-type: none"> • Individuals receiving support - Female individuals. • Individuals receiving support - BME individuals. • Individuals receiving support - Disabled individuals. <p style="text-align: center;">These indicators refer to Specific Objectives (SO1, SO2, SO4 & SO5) under Priority 2:</p> <ul style="list-style-type: none"> • 50% of Enterprises adopting or improving their equality and diversity strategies or monitoring systems. 	<p style="text-align: center;">This indicator refers to Specific Objectives (SO1, SO2, , SO4 & SO5) under Priority 2:</p> <ul style="list-style-type: none"> • 50% of Enterprises adopting or improving their sustainable development strategies. 	<p style="text-align: center;">The following indicator refer to Specific Objectives (SO1 & SO2) under Priority 2:</p> <ul style="list-style-type: none"> • Number of new enterprises supported.

WW&V: Priority Axis 2 – SME Competitiveness

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> • Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. • The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’³⁵ 	<ul style="list-style-type: none"> • Promote ownership of sustainable development by creating the role of a champion. This named person will take responsibility of developing the following actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. This person will also be responsible for reporting, delivering and providing information where needed to the WEFO Cross Cutting theme sustainable development adviser. 	

³⁵ Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’: <http://www.comisiynyddygyrmaeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recriwtio%20f2.pdf>

WW&V: Priority Axis 2 – SME Competitiveness

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the ‘Positive about disabled people, two tick symbol / system’ used in Wales, England and Scotland to encourage applications from disabled people.³⁶ 	<ul style="list-style-type: none"> Develop and promote effective local sustainable supply chains and deliver community benefits. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will also benefit the environment. The link below will give you further help on sustainable procurement, provides tools, resources and several case studies.⁴⁴ Research innovative ICT systems to reduce the need for travel. ‘Operations’ should research innovative ICT systems to reduce travel need wherever possible. 	

³⁶ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

WW&V: Priority Axis 2 – SME Competitiveness

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Language / Accessibility</p> <ul style="list-style-type: none"> • Ensure all materials, websites and publicity aimed at the public are made available in accessible³⁷ and bilingual formats: <ul style="list-style-type: none"> - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups - large print / audio / Braille versions of training / educational / marketing materials. <p><u>For example:</u></p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner’s guidance on ‘Grants, Loans and Sponsorships’ in your own organisation and to your delivery partners and abide by your own Welsh Language Scheme and/or any language standards you may be subject to³⁸ 		

⁴⁴ WRAP Sustainable Procurement information and case studies <http://www.wrap.org.uk/content/sustainable-procurement>

³⁷ Office for Disability Issues ‘Guide to Accessible Publishing’ <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>

³⁸ Welsh Language Commissioner’s website <http://www.comisiynyddygydraeg.org/english/Pages/Home.aspx>

WW&V: Priority Axis 2 – SME Competitiveness

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> - Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so - Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so - Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru³⁹, BSI Web accessibility 'code of practice'⁴⁰ 		

³⁹ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

⁴⁰ British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

WW&V: Priority Axis 2 – SME Competitiveness

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs):</p> <ul style="list-style-type: none"> • The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. • One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.^{41 42} • Organisations not covered by the PSED⁴³ can also carry out EIAs, as appropriate, to demonstrate good practice. 		

⁴¹ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx>

⁴² Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

⁴³ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>

WW&V: Priority Axis 2 – SME Competitiveness

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Consultation / Engagement</p> <ul style="list-style-type: none"> Develop effective ways to work with local communities, business owners and relevant user groups to ensure 'Operations' are designed with end-user in-mind, help maximise benefits and help ensure buy-in and support e.g. local disability access groups or other isolated members of the community 		

Generic CCT integration.
<ul style="list-style-type: none"> All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an 'operations'.

Priority Axis 3 – Renewable Energy and Energy Efficiency

INVESTMENT PRIORITY: Promoting the production and distribution of energy derived from renewable sources

SPECIFIC OBJECTIVE 1: Increase the number of wave and tidal energy devices being tested in Welsh waters and off the Welsh coast, including multi-device array deployments, thereby establishing Wales as a centre for marine energy production.

SPECIFIC OBJECTIVE 2: To increase the number of small scale renewable energy schemes established.

INVESTMENT PRIORITY: Supporting energy efficiency, smart energy management and renewable energy using in public infrastructures, including in public buildings and in the housing sector.

SPECIFIC OBJECTIVE 3: To increase the energy efficiency of the existing Welsh housing stock, particularly in areas of fuel poverty.

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p align="center">There are no specific actions for EO&GM, please ensure you refer to the generic actions for Priority 3</p>	<p align="center">The following actions relate to ‘operation’ activity under SO 1 & 2 under Priority 3:</p> <p>Under this priority it is important to consider the transition to a low carbon economy. A more environmentally sustainable energy system is crucial to Wales’ future economic sustainability. As fossil fuels become scarcer and the negative effects of their combustion become more apparent, continued reliance on such fuels cannot be an option.</p> <p><u>Energy Efficiency actions:</u></p> <ul style="list-style-type: none"> • Raise awareness and understanding of climate change-related energy issues: ‘Operations’ that aim to raise awareness of climate change and related energy issues can contribute towards a positive change in behaviour. Low carbon, energy efficiency/conservation and renewable energy measures are more likely to be adopted once the scientific background and substantial environmental, social and economic benefits are understood. 	<p align="center">The following actions refer to Specific Objectives (SO2) under Priority 3</p> <ul style="list-style-type: none"> • Work with the community to build skill sets and increase the confidence of community members to enable them to consider participating in an energy scheme. • Look to partner up existing community groups with new community groups to provide a mentoring role. • Broker engagement between community groups that are at similar stages in order to establish / develop good working links to share best practice and expertise. • Engage with existing 3rd sector organisations, community groups and Communities First Clusters (CF) in order to promote the Community Energy Scheme this can be achieved by attending for example locally run events / Fairs and CF events.

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Low energy demand design: Steps must be taken to ensure that all new buildings are zero carbon rated to meet Welsh Government targets. WEFO requires that all <u>new</u> buildings aim to achieve BREEAM 'Excellent' environmental building standards certification (operated by BRE) or equivalent. The 'Excellent' score must be verified at the Post-Construction Review stage and the BREEAM certificate presented to the sustainable development adviser in WEFO for confirmation. Further information on BREEAM can be found in the accompanying key document to this matrix. • Develop and promote energy conservation and efficiency measures: This can be achieved through undertaking research into improved energy conservation and efficiency methods or technologies; promoting better energy conservation and efficiency methods or technologies and providing grants for SMEs/organisations to adopt energy 	<p>The following actions refer to Specific Objective (SO3) under Priority 3:</p> <ul style="list-style-type: none"> • Engage with 3rd sector organisations, community groups and Communities First Clusters (CF) in specific geographical areas prior to starting the main portion of engagement, this could be achieved by attending locally run community events / Fairs, school fairs or Parents and Governor meetings or CF events. • Link up with (where appropriate) the local CF Cluster as many clusters using the following link: http://wales.gov.uk/topics/people-and-communities/communities/communitiesfirst/clusters/?lang=en It enables local contractors to promote other government initiatives, inclusion the provision of Debt and Benefit advice services run locally, which may assist with any financial matters that might be affecting an individual.

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>conversion and efficiency measures. Such measures can include improved insulation materials, energy efficient lighting and heating technologies such as time-sensitive switches and combined heat and power units.</p> <ul style="list-style-type: none"> • Water efficiency is also an important consideration for operations. Water conservation measures such as time-limited tap flows and water storage should be installed where appropriate. Water could also be conserved through water storage and recycling schemes. Sustainable Drainage systems (SUDS) can contribute to sustainable development and improve urban design, by balancing the different issues that influence the development of communities. Approaches to manage surface water that take account of water quantity (flooding), water quality (pollution) and amenity issues are an important consideration within a construction operations. 	<ul style="list-style-type: none"> • Provide support for those most in need to adopt energy saving measures in their homes resulting in a reduction of levels of fuel poverty.

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • <u>Marine Energy (Tidal* and Wave*)</u> When considering Marine Energy investments please refer to the Welsh Governments dedicated Marine website. It is essential that ‘operations’ consider the following when commencing construction near or offshore in Wales: • Obtain a Marine Licence; • Obtain a European Protected Species (EPS) Licence; • Refer to information on various regulations on the extraction of minerals by marine dredging; • Awareness of The Conservation of Habitats and Species Regulations 2010; • Completion of Marine Works (Environment Impact Assessment) Regulations 2007; • Compliance with the Water Framework Directive (WFD); • Awareness of the Marine and Coastal Access Act 2009. 	

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>Further information is provided on the dedicated Welsh Government webpage entitled Marine Licencing which can be accessed using the hyperlink below. ⁴⁵</p> <p style="text-align: center;"><u>Small scale / community scale renewable energy schemes.</u></p> <p>Schemes will be expected to complement the activity of the Energy Wales Programme⁴⁶.</p> <ul style="list-style-type: none"> • Develop and promote low Carbon initiatives: Once all possible energy conservation and efficiency measures have been incorporated; low Carbon initiatives can provide a substantial contribution to energy demand. 'Operations' can undertake research into low Carbon initiatives, developing or applying technologies, and promoting the use of clean energy through grants to social enterprises and community groups where additional support would be required in the early stages of the 'operation' to arrive at a 	

⁴⁵ Marine Licencing –<http://gov.wales/topics/environmentcountryside/marineandfisheries/licensing/marine-licensing/?lang=en>

⁴⁶ Welsh Government Energy department: <http://wales.gov.uk/topics/environmentcountryside/energy/?lang=en>

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>stage where other investors will be willing to invest. Schemes will be particularly encouraged where they form part of low-Carbon strategies for a specific area.</p> <p>The low- Carbon initiatives to consider for small scale/ community scale schemes include:</p> <ul style="list-style-type: none"> • Wind (offshore and onshore); • Solar (photo-voltaic*); • Wave and Tidal energy. <p>More information on renewable energy sources can be found in TAN 8⁴⁷ and the Welsh Governments dedicated Energy webpage⁴⁸</p> <p><u>The following actions relate to 'operations' with indicators under SO 3.</u></p> <ul style="list-style-type: none"> • Promote ownership of sustainable development* by creating the role of champions. 	

⁴⁷ TAN 8: Planning for Renewable Energy : <http://wales.gov.uk/topics/planning/policy/tans/tan8/?lang=en>

⁴⁸ Welsh Government Energy department: <http://wales.gov.uk/topics/environmentcountryside/energy/?lang=en>

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • The title of the role could be entitled “Green Champion” at implementation level. With an aim to focus the role at a person residing in the community in which the energy efficiency measures are planned to be implemented into the local area. The “Green Champion” for a community would encourage public buy-in and aid the distribution of positive information regarding energy efficiency and smart energy management, with the ultimate goal of changing behaviour towards energy efficiency in communities affected by fuel poverty. • At a beneficiary level the named person will take responsibility of developing the following specific actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. This person will also be responsible for reporting, delivering and providing information where needed to the WEFO Cross Cutting theme sustainable development adviser. 	

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Develop and promote innovative technologies and processes to reduce the causes and effects of climate change. Innovative solutions to combat climate change⁴⁹ could take the form of improved environmental sustainability strategies, new technologies that could increase energy conservation*, technologies that could reduce emissions or technologies that could provide new or improved sources of clean renewable energy*. <p><u>Energy Efficiency actions:</u></p> <ul style="list-style-type: none"> • Raise awareness and understanding of climate change-related energy issues: ‘Operations’ that aim to raise awareness of climate change and related energy issues can contribute towards a positive change in behaviour. Low carbon energy efficiency/ conservation and renewable energy measures are more likely to be adopted once the scientific background and substantial environmental, social and economic benefits are understood. 	

⁴⁹ Welsh Government : Climate Change <http://wales.gov.uk/topics/environmentcountryside/climatechange/?lang=en>

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p align="center">There are no indicators for EO&GM under Priority 3</p>	<p>The following indicators relate only to Specific Objective (SO 1 & 2):</p> <ul style="list-style-type: none"> • Additional capacity of renewable energy production. • Number of pilot projects completed. • Number of renewable energy prototypes tested. • Community energy schemes. <p>The following indicators relate only to Specific Objective (SO 3):</p> <ul style="list-style-type: none"> • Number of households with improved energy consumption classification. • Estimated decrease of GHG (Green House Gases). 	<p>The following indicator relate only to Specific Objective (SO2):</p> <ul style="list-style-type: none"> • Community energy schemes. <p>The following indicator relate only to Specific Objective (SO3):</p> <ul style="list-style-type: none"> • Number of households with improved energy consumption classification.

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> • Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. • The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’⁵⁰ 	<ul style="list-style-type: none"> • Develop and promote effective sustainable supply chains and deliver community benefits. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will also benefit the environment. The link below provides further assistance on sustainable procurement, provides tools, resources and contains case studies. • Prepare and implement a Site Environmental Management Plan. For those ‘operations’ involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance on all procedures to be followed during site preparation, construction 	

⁵⁰ Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’: <http://www.comisiynyddygyrmaeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recriwtio%20f2.pdf>


WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the ‘Positive about disabled people, two tick symbol / system’ used in Wales, England and Scotland to encourage applications from disabled people.⁵¹ 	<p>and operation. The plan should include commitments made by the developer during the planning process and involve full consultation with the local community.</p> <ul style="list-style-type: none"> Adopt a Travel Plan*. This plan would include such initiatives as car sharing schemes, provide information on public transport options, provide facilities for safe cycle parking and changing/shower facilities to encourage cycling and walking. Potential to implement small scale green or blue infrastructure into ‘operation’ design. Green infrastructure⁵⁸ or blue infrastructure can take a variety of forms, for example: green infrastructure can include green roofs and walls, gardens, parks, productive landscapes, green corridors, small scale urban wildflower meadows, green roofs and walls and bee/insect hotels to larger scale planned parkland, wildflower set-aside areas 	

⁵¹ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>



⁵⁸ Wildlife Trust – Good practice guidance for green infrastructure and biodiversity : <http://www.wildlifetrusts.org/planning>

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Language / Accessibility Ensure all materials, websites and publicity aimed at the public are made available in accessible⁵² and bilingual formats: <ul style="list-style-type: none"> - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups - large print / audio / Braille versions of training / educational / marketing materials. <p><u>For example:</u></p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner’s guidance ‘Grants, Loans and Sponsorships’ in your own organisation and to your delivery partners and abide by your own Welsh Language Scheme and/or any language standards you may become subject to 	<p>and community “grow your own” schemes.</p> <ul style="list-style-type: none"> • Blue infrastructure could include planned bio-swales, porous paving and rain gardens as well as sustainable urban drainage systems (SUDS). <p><u>Wildflower Meadow set aside near residential property:</u></p>  <p><small>©PeterFrost NRW</small></p>	

⁵² Office for Disability Issues ‘Guide to Accessible Publishing’ <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>


WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>- Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so</p> <p>- Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so</p> <p>- Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru⁵³, BSI Web accessibility 'code of practice'⁵⁴</p>	<p>Community allotments</p>  <p>©PeterFrost NRW</p> <p>Green Roof</p>  <p>©Pixabay</p>	

⁵³ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

⁵⁴ British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs):</p> <ul style="list-style-type: none"> The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.⁵⁵⁵⁶ Organisations not covered by the PSED⁵⁷ can also carry out EIAs, as appropriate, to demonstrate good practice. <p>Consultation / Engagement</p>	<p><u>Insect Hotel</u></p>  <p>©Pixabay</p> <ul style="list-style-type: none"> Maximise resource efficiency. ‘Operations’ should maximise opportunities to use resources more efficiently, which would bring significant financial savings. The adoption, implementation or improvement of an environmental sustainability strategy would have an important role in meeting this objective. Methods that minimise the unnecessary use of raw materials should be developed and adopted. All 	

⁵⁵ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx>

⁵⁶ Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

⁵⁷ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>

WW&V: Priority Axis 3 – Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Develop effective ways to work with local communities, business owners and relevant user groups to ensure 'Operations' are designed with end-user in-mind, help maximise benefits and help ensure buy-in and support e.g. local disability access groups or other isolated members of the community 	<p>construction 'operations' over £300,000 in value should produce a site waste management plan⁵⁹.</p> <ul style="list-style-type: none"> Develop innovative technologies and processes to increase resource efficiency. Research into improved technologies and management processes to enable improved resource efficiency is crucial to Wales' economic future. 'Operations' must plan for segregating and storing materials for recycling within the site and how these materials can be safely collected from the site. 	

Generic CCT integration.
<ul style="list-style-type: none"> All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an 'operation'.

⁵⁹ WRAP Site Waste Management plan information: <http://www.wrap.org.uk/category/sector/waste-management>

Priority Axis 4 – Connectivity and Urban Development

INVESTMENT PRIORITY: Supporting a multimodal Single European Transport Area by investing in the Trans-European Transport Network (TENT-T) network.

SPECIFIC OBJECTIVE 1: To address issues of peripherally and improve private investment in local areas through improvements to the functioning of the Trans-European Transport Network (TEN-T).

INVESTMENT PRIORITY: Promoting low carbon strategies for all types of territories, in particular for urban areas, including the promotion of sustainable multimodal urban mobility and mitigation-relevant adaptation measures.

SPECIFIC OBJECTIVE 2: To increase urban and labour mobility to and from key urban and employment centres.

INVESTMENT PRIORITY: Extending broadband deployment and the roll-out of high-speed networks and supporting the adoption of emerging technologies and networks for the digital economy.

SPECIFIC OBJECTIVE 3: To contribute to Digital Agenda for Europe targets in Wales for 100% access to next generation broadband (30Mbps and above) and 50% access to 100Mbps.

INVESTMENT PRIORITY: Supporting employment friendly growth through the development of endogenous potential as part of a territorial strategy for specific areas, including the conversion of declining industrial regions and enhancement of accessibility to and development of specific natural and cultural resources.

SPECIFIC OBJECTIVE 4: To Increase employment through investments in priorities local or regional infrastructure supporting a regional or urban economic strategy.

WW&V: Priority Axis 4 – Connectivity and Urban Development

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>The following actions relate to Specific Objective (SO3):</p> <p>Women Into ICT Research shows the number of females taking IT related qualifications and continuing into the IT professional workforce has been and continues to decline. In 2008 males outnumbered females in the IT industry 4:1, with women accounting for just 23% of the IT workforce.⁶⁰</p> <ul style="list-style-type: none"> • Activity here should maximise opportunities to: <ul style="list-style-type: none"> - support female participation and where possible actively seek to support female role models working on operations, including community ICT hubs⁶¹ • Gender balance should be a consideration when establishing boards and committees and operations should consider having a minimum 40% / 60% split on both. 	<p>The following actions relate to Specific Objectives (SO 1, 2 & 4):</p> <ul style="list-style-type: none"> • Promote awareness of existing public transport options: Where public transport links already exist but are not being fully utilised, seek to increase the level of awareness of potential public transport options. For example, businesses should provide their staff with a travel information board detailing the public transport services serving that location. 	<p>The following actions relate to Specific Objective (SO2):</p> <ul style="list-style-type: none"> • Consult with local access groups, 3rd Sector organisations and local community groups. This consultation must include any locally driven initiatives that are currently in place. Evaluate their effectiveness with the view of looking at how any improvements or additions can be effectively incorporated avoiding a duplication of existing services or the continuation of services that are no longer relevant. • References should be made to the Regional Transport Plans to learn what strategic analysis has been undertaken. This local assessment would mean that the needs of pockets/areas of deprivation would have been highlighted along with the suitable solutions.

⁶⁰ Women in IT Scorecard <http://www.e-skills.com/research/research-themes/women-in-it/>

⁶¹ Athena Swan Charter – Advancing Women’s careers in STEM <http://www.ecu.ac.uk/equality-charter-marks/athena-swan/>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> Develop and promote integrated transport*: Integrated transport systems* can significantly increase the use of more environmentally sustainable types of transport. Displaying all public transport options in one place, possibly highlighting the links between the different services is an easy and practical way to encourage people to use it. Integrated real-time transport information available at stations/bus-stops or on the internet can provide up-to-date and accurate information on all current public transport options. Electronic tickets and card systems can be developed to enable travellers to use any public transport service in the region without having to buy multiple tickets. In addition, train and bus stations should be fitted with secure, accessible cycle lockers, to enable travellers to switch between the cycle and the train/bus easily. 	<ul style="list-style-type: none"> Simple, affordable and consistent fare offers for young people, disabled people, jobseekers or individuals living in rural parts of Wales. This could increase their use of public transport, enabling them to experience sustained access to further/higher education institutions and/or centres of employment. For routes servicing employment centres consideration must be given to timings of routes to ensure that unsociable hours, shift work pattern (early morning or late evening) and weekends are covered along with providing sufficient capacity at peak times of the day.

WW&V: Priority Axis 4 – Connectivity and Urban Development

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> Construct new physical links with other transport services/routes: <p>‘Operations’ should create new physical links between transport services and routes that currently do not exist, for example a safe and secure walkway between a rail station and a bus station. Alternatively, if the distances between service link points are greater, consider providing a quick and efficient shuttle bus service. Sustainable transport can also be encouraged by improving public transport links to the region’s ferry terminals. Park and ride schemes have proven successful in reducing inner-city congestion by providing secure out-of-town parking and quick and efficient bus links to the city centre. This concept could be extended to providing secure out-of-town parking areas for park and ride schemes, which could even provide a link to inter-city bus services.</p> 	<ul style="list-style-type: none"> <p>Consideration must be given to those people who’s daily commute involves multiple drop offs i.e. child-minder then school and finally on to their place of employment. An individual’s ability to be able to undertake this type of journey is exacerbated when the origins of the journey are in a rural location or in the urban peripheries. In order to ensure maximum use of any new or improved travel systems thought must be given to better linking public transport and the actual journeys undertaken in a particular geographical area.</p> <p>In order to increase the numbers using public transport especially in rural areas or those on the urban fringes links could be made with community transport and Demand Responsive Transport schemes to link in with the network where demand is more dispersed.</p>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Construct new sustainable transport routes: A direct way to promote sustainable transport in the region would be to develop new public transport routes. New train, bus, cycle or pedestrian routes should be created where they could have maximum impact and be promoted through awareness campaigns. Communities should be fully consulted about proposed routes to ensure maximum ownership. New services should be designed to provide a real alternative for commuters. • Adopt a Travel Plan*. This plan would include such initiatives as car sharing schemes, provide information on public transport options, provide facilities for safe cycle parking and changing/shower facilities to encourage cycling and walking. 	<ul style="list-style-type: none"> • Look to incorporate safe walking and cycling routes to assist with those that live in dispersed areas with minimal availability of public transport services. • Work with local organisations for example local access groups, 3rd sector organisations and local community groups to promote any changes or improvements that are made in order to raise awareness and promote the benefits to those who previously felt that the services failed to meet their needs.

WW&V: Priority Axis 4 – Connectivity and Urban Development

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Utilise more environmentally sustainable fuels: Even though a public transport system is more environmentally sustainable than private car transport, negative impacts can still be produced through fuel emissions. Therefore, 'green' fuels such as bio-gas and bio-diesel should be used wherever possible. Reduced carbon fuels such as Liquid Petroleum Gas (LPG) would also be preferable over standard fuels. • Location of premises: Ideally, the site should be located close to existing residential or commercial areas. Proximity to these areas would reduce the amount of travelling that staff, customers and suppliers needed to undertake. If it is not possible to locate the site close to residential or commercial areas, the site should be easily accessible by public transport. 	<p>The following actions relate only to Specific Objective (SO 3):</p> <ul style="list-style-type: none"> • Consult with local access groups, 3rd sector organisations and local community groups to determine who does not have access to the internet and why along with mapping out existing opportunities for IT training. • Look to establish links with ESF operations and other organisations whose aim it is to provide an opportunity for participants to acquire and develop IT skills. During any community consultation the opportunity should be taken to promote the availability of these courses as much as possible. • Promote the benefits of the internet to those individuals who have never used a computer before, lack confidence or are novices. This can be achieved by signposting people to locally run free or low cost training courses held in community based outreach locations

WW&V: Priority Axis 4 – Connectivity and Urban Development

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>If good public transport links do not exist, then the support and co-operation of local public transport providers should be sought to establish services at the site.</p>	<p>in their 3rd Sector organisations, relevant social enterprises, Age Concern, public libraries or Communities First Clusters.</p> <ul style="list-style-type: none"> • Provide innovative low cost solutions in order to increase the number of people accessing the internet or owning IT equipment. • Promotion of low risk financing options for example Credit Unions in order to purchase IT equipment. • Provide innovative solutions to reduce levels of digital exclusion amongst people with disabilities in order to increase access to sustainable employment. In turn increasing access to job vacancies, opportunities to create CV's, if the route of self employment is chosen an individual would need to access the internet.

WW&V: Priority Axis 4 – Connectivity and Urban Development

Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>There are no indicators for EO&GM under Priority 4, please refer to the generic actions section.</p>	<p>The following indicator relates only to Specific Objective (SO 3):</p> <ul style="list-style-type: none"> • No specific sustainable development indicators. <p>The following indicators relate only to Specific Objectives (SO 1, 2 & 4):</p> <ul style="list-style-type: none"> • Public transport services created or improved. • Total length of reconstructed or upgraded railway line (including TEN-T). • Total length of new or improved tram and metro lines. 	<p>The following indicators relate only to Specific Objective (SO 2):</p> <ul style="list-style-type: none"> • Public transport services created or improved. • Intermodal facilities created or improved. <p>The following indicator relates only to Specific Objective (SO 3):</p> <ul style="list-style-type: none"> • Additional premises with broadband access of at least 30 Mbps – Households.

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’⁶² 	<ul style="list-style-type: none"> Supply ICT equipment of the highest energy efficiency rating: If the ‘operation’ involves the procurement of ICT equipment, the highest available energy efficiency rating should be sought, such as that found under the ‘Energy Star®’⁷⁴ system. Source ICT equipment from re-used/recycled sources wherever possible: When ICT equipment of the highest environmental efficiency standard is available from a re-used or recycled source, this should be utilised. 	<ul style="list-style-type: none"> Improved liaison with other local agencies and partnerships that could potentially jointly fund new transport support in deprived areas, such as Jobcentre Plus (look to expand what is already on offer locally), NHS hospital and primary care trusts, local education authorities.

⁶² Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’: <http://www.comisiynyddygydraeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recrwtio%20f2.pdf>

⁷⁴ EU Energy Star: <https://www.eu-energystar.org/index.html>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the 'Positive about disabled people, two tick symbol / system' used in Wales, England and Scotland to encourage applications from disabled people.⁶³ 	<ul style="list-style-type: none"> Promote ownership of sustainable development by creating the role of a champion. This named person will take responsibility of developing the following actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. This person will also be responsible for reporting, delivering and providing information where needed to the WEFO Cross Cutting theme sustainable development adviser. 	

⁶³ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Language / Accessibility</p> <ul style="list-style-type: none"> • Ensure all materials, websites and publicity aimed at the public are made available in accessible⁶⁴ and bilingual formats: <ul style="list-style-type: none"> - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups - large print / audio / Braille versions of training / educational / marketing materials. <p><u>For example:</u></p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner’s guidance on ‘Grants, Loans and Sponsorships’ in your own organisation and to your delivery partners and abide by your own Welsh Language Scheme and/or any language standards you may become subject to⁶⁵ 	<ul style="list-style-type: none"> • Develop and promote effective local sustainable supply chains. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will also benefit the environment. The link below will give you further help on sustainable procurement, provides tools, resources and contains case studies.⁷⁵ 	

⁶⁴ Office for Disability Issues ‘Guide to Accessible Publishing’ <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>

⁶⁵ Welsh Language Commissioner’s website <http://www.comisiynyddygydraeg.org/english/Pages/Home.aspx>

⁷⁵ WRAP Sustainable Procurement information and case studies <http://www.wrap.org.uk/content/sustainable-procurement>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>- Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so</p> <p>- Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so</p> <p>- Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru⁶⁶, BSI Web accessibility 'code of practice'⁶⁷</p>	<ul style="list-style-type: none"> • Maximise the energy efficiency of any associated premises at the initial design stage. WEFO requires that all new buildings aim to achieve BREEAM 'Excellent' environmental building standards certification (operated by BRE)⁷⁶ or equivalent. The 'Excellent' score must be verified at the Post-Construction Review stage and the BREEAM certificate presented to the sustainable development adviser in WEFO for confirmation. Further information on BREEAM can be found in the accompanying key document to this matrix. • Water efficiency is also an important consideration for operations. Water conservation measures such as time-limited tap flows and water storage should be installed where appropriate. Water 	

⁶⁶ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

⁶⁷ British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

⁷⁶ Building Research Establishment Environmental Assessment Method <http://www.breeam.org/>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs):</p> <ul style="list-style-type: none"> • The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. • One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.⁶⁸⁶⁹ • Organisations not covered by the PSED⁷⁰ can also carry out EIAs, as appropriate, to demonstrate good practice. 	<p>could also be conserved through water storage and recycling schemes. Sustainable Drainage systems (SUDS) can contribute to sustainable development and improve urban design, by balancing the different issues that influence the development of communities. Approaches to manage surface water that take account of water quantity (flooding), water quality (pollution) and amenity issues are an important consideration within a construction operation.</p> <ul style="list-style-type: none"> • Prepare and implement a Site Environmental Management Plan. For those ‘operations’ involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance on all procedures to be followed during site preparation, construction and 	

⁶⁸ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx>

⁶⁹ Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

⁷⁰ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Consultation / Engagement</p> <ul style="list-style-type: none"> Develop effective ways to work with local communities, business owners and relevant user groups to ensure 'Operations' are designed with end-user in-mind, help maximise benefits and help ensure buy-in and support e.g. local disability access groups or other isolated members of the community <p>Social Clauses / Community Benefit Schemes</p> <ul style="list-style-type: none"> Wherever possible, work with contractors to incorporate a social clause / community benefit scheme, which offer some form of re-investment into the community via work experience / trainee placements and employment opportunities, invests back into the local community for example: sponsoring local football teams or paying to have community centre redecorated etc.⁷¹⁷²⁷³ 	<p>operation. The plan should include commitments made by the developer during the planning process and involve full consultation with the local community.</p> <ul style="list-style-type: none"> No inappropriate development in protected areas. Any 'operation' with the potential to damage an internationally important site (as defined by the UK Habitat Regulations 1994)⁷⁷ must undertake an 'Appropriate Assessment'. Reference should be made to Technical Advice Note 5: Nature Conservation and Planning⁷⁸ in particular Annex 6 which describes the process of assessment in more detail. This assessment must be separate from any Environmental Impact Assessment (EIA)* being undertaken. Further information on EIAs is provided in the link below⁷⁹. 	

⁷¹ Social & Community Benefits: Beyond Bricks and Mortar <http://www.swansea-citycentre.com/invest-business/beyond-bricks-and-mortar/>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Removal of Potential Barriers</p> <ul style="list-style-type: none"> • Consider ways to remove barriers to employment centres which are associated with access to transport • Support / incorporate options that encourage healthier lifestyles such as walking and cycling • Develop ways of providing better access to ICT and high speed internet access for individuals in rural and deprived communities, especially older people and those with disabilities, which might help deliver greater integration and employment opportunities 	<ul style="list-style-type: none"> • Potential to implement small scale green or blue infrastructure into 'operation' design. Green infrastructure or blue infrastructure can take a variety of forms, for example: green infrastructure can include green roofs and walls, gardens, parks, productive landscapes, green corridors, small scale urban wildflower meadows, green roofs and walls and bee/insect hotels to larger scale planned parkland, wildflower set-aside areas and community "grow your own" schemes. • Blue infrastructure could include planned bio-swales, porous paving and rain gardens as well as sustainable urban drainage systems (SUDS). 	

⁷² Welsh Government: Community Benefits Guidance – Delivering Maximum Value for the Welsh Pound 2014:

<http://wales.gov.uk/topics/improving-services/better/vfm/publications/community-benefits-2014/?lang=en>



⁷³ Welsh Government Community Benefits Measurement Toolkit: <http://prp.gov.wales/toolkit/>

⁷⁷ UK Habitat Regulations 1994 http://www.opsi.gov.uk/SI/si1994/Uksi_19942716_en_1.htm



⁷⁸ TAN 5: Nature Conservation and Planning <http://wales.gov.uk/topics/planning/policy/tans/tan5/?lang=en>

⁷⁹ Welsh Government information on Environmental Impact Assessments <http://wales.gov.uk/topics/planning/developcontrol/environmental-impact-assessment/?lang=en>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Wildflower Meadow set aside near residential property:</u></p>  <p>©PeterFrost NRW</p> <p><u>Community Allotments</u></p>  <p>©PeterFrost NRW</p>	

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Green Roof</u></p>  <p>©Pixabay</p> <p><u>Insect hotel</u></p>  <p>©Pixabay</p>	

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Maximise resource efficiency. 'Operations' should maximise opportunities to use resources more efficiently, which would bring significant financial savings. The adoption of an environmental sustainability strategy would have an important role in meeting this objective. Methods that minimise the unnecessary use of raw materials should be developed and adopted. All construction 'operations' over £300,000 in value should produce a site waste management plan⁸⁰. • Develop innovative technologies and processes to increase resource efficiency. Research into improved technologies and management processes to enable improved resource efficiency is crucial to Wales' economic future. 'Operations' must plan for segregating and storing materials for recycling within the site and how these materials can be safely collected from the site. 	

⁸⁰ WRAP Site Waste Management plan information: <http://www.wrap.org.uk/category/sector/waste-management>

WW&V: Priority Axis 4 – Connectivity and Urban Development

Generic Actions		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Prepare and implement a Site Environmental Management Plan. For those ‘operations’ involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance on all procedures to be followed during site preparation, construction and operation. The plan should include commitments made by the developer during the planning process and involve full consultation with the local community. 	

Generic CCT integration.
<ul style="list-style-type: none"> • All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an ‘operation’.

East Wales ERDF 2014-2020

Priority Axis 1- Research and innovation

INVESTMENT PRIORITY: Enhancing research and innovation infrastructure (R&I) and capacities to develop R&I excellence, and promoting centres of competence, in particular those of European interest.

SPECIFIC OBJECTIVE 1: To increase the success of Welsh research institutions in attracting competitive and private research funding.

INVESTMENT PRIORITY: promoting business investment in innovation and research, and developing links and synergies between enterprises, R&D centres and higher education, in particular product and service development, technology transfer, social innovation, eco-innovation, public service applications, demand stimulation, networking, clusters and open innovation through Smart Specialisation and supporting technological and applied research, pilot lines, early product validation actions, advanced manufacturing capabilities and first production, in particular in Key Enabling Technologies and diffusion of general purpose technologies.

SPECIFIC OBJECTIVE 2: To increase the successful translation of research and innovation processes into new and improved commercial products, processes and services, in particular through improved technology transfer from HEIs.

East Wales: Priority Axis 1 – Research and Innovation

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p align="center">The following actions relate to Specific Objective (SO2):</p> <ul style="list-style-type: none"> • Provide help and/or advice to employers/enterprises/organisations to either ‘adopt’ or ‘improve’ an equality and diversity strategy or monitoring system or ‘improve’ the strategy or monitoring system they already have in place. <p><u>For example:</u></p> <ul style="list-style-type: none"> • Employ qualified staff within your operation to deliver this indicator as well as other wider equal opportunities commitments listed in your business plan 	<p align="center">The following actions relate to Specific Objectives (SO2):</p> <ul style="list-style-type: none"> • Developing, promoting or improving a Sustainable Development strategy. This will implement an environmental policy and will confirm that the business complies with environmental legislation. Implementing an environmental sustainability strategy will encourage economic savings, improved management and environmental benefits. • To supplement the sustainable development strategy an Eco-Code should be developed by the beneficiary to raise environmental awareness. 	<p align="center">There are no specific actions for TP&SE under Priority 1.</p>

East Wales: Priority Axis 1 – Research and Innovation

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Obtain a baseline of what, if any, equal opportunities strategies and monitoring systems they have in place and see if it's up-to-date and/or needs to cover areas such as flexible working, bullying and harassment, Welsh Language policy, staff training and development policy, the Equality Strategy is reviewed on an agreed / regular basis by a named (senior member of staff such as a Director/Board Member) 	<ul style="list-style-type: none"> The Eco-code is displayed as a poster, and is typically situated in a central area such as a staff canteen or reception area. The poster provides practical tips and reminders for saving energy, conserving water and encouraging improved waste management. An exemplar template is provided in the annex of this guidance and illustrates a variety of actions that the eco-code should promote. The actions should be drawn up by the organisation and would be specific to the 'operations' activities. Some generic suggestions are provided on the template. 	

East Wales: Priority Axis 1 – Research and Innovation

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Develop 'Health-Checks⁸¹' and On-line⁸² tools such as 'Apps' to baseline what equal opportunities strategy / information a business has and inform that business of what they need to do next to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to you to verify the 'adoption' or 'improvement/s' made <ul style="list-style-type: none"> Operations should proactively seek to share tools they've developed for use or adaptation by other ERDF and ESF Operations. 	<ul style="list-style-type: none"> Develop 'Health-Checks' and On-line tools such as 'Apps' to baseline the sustainable development strategy / information and to inform the business how to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to verify the 'adoption' or 'improvement/s' made (please refer to footnote number1 for more information). 	

⁸¹ WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

⁸² WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

East Wales: Priority Axis 1 – Research and Innovation

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Women into Science, Technology, Engineering & Mathematics (STEM) and R&I</p> <ul style="list-style-type: none"> • The Welsh Government’s ‘Science for Wales’ strategy identified the research by the Royal Society showing the low proportion of Welsh students taking biology, chemistry and maths at A-level. It has also set up a ‘Women in Science’ Task Force group to look at the barriers (and possible solutions) which exist to women studying Science, Technology, Engineering and Mathematics (STEM) subjects in Wales. • In addition the European Commission has set out that gender equality in research and innovation is a key element of Horizon 2020 and is mainstreamed as a cross-cutting issue throughout the programme. 		

East Wales: Priority Axis 1 – Research and Innovation

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> • Activity in this area should maximize the opportunities to support female participation and where possible actively seek to support female role models working on operations.⁸³ • Gender balance should also be a key consideration when establishing research teams, boards and committees and operations should consider having a minimum 40% / 60% split on all⁸⁴. • Integrating gender/sex analysis in R&I content should sit alongside the integration of more established analysis. 		

⁸³ Athena Swan Charter – Advancing Women’s careers in STEM <http://www.ecu.ac.uk/equality-charter-marks/athena-swan/>

⁸⁴ EU Commission (2011) ‘Structural Change in Research Institutions Enhancing excellence, gender equality and efficiency in research and innovation http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf

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Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> 20% of Enterprises adopting or improving their equality and diversity strategies or monitoring systems. (SO2) 	<ul style="list-style-type: none"> 20% of Enterprises adopting or improving their sustainable development strategies. (SO 2) 	<p style="text-align: center;">There are no indicators for TP&SE under Priority 1</p>

East Wales: Priority Axis 1 – Research and Innovation

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> • Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. • The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’⁸⁵ 	<ul style="list-style-type: none"> • Develop and promote innovative technologies and processes to reduce the causes and effects of climate change. Innovative solutions to combat climate change⁹⁴ could take the form of improved environmental sustainability strategies, new technologies that could increase energy conservation*, technologies that could reduce emissions or technologies that could provide new or improved sources of clean renewable energy*. 	

⁸⁵ Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’:

<http://www.comisiynyddygyrmaeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recrwtio%20f2.pdf>

⁹⁴ Welsh Government : Climate Change <http://wales.gov.uk/topics/environmentcountryside/climatechange/?lang=en>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the ‘Positive about disabled people, two tick symbol / system’ used in Wales, England and Scotland to encourage applications from disabled people.⁸⁶ 	<ul style="list-style-type: none"> Develop and promote effective local sustainable supply chains. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will also benefit the environment. The link below will give you further help on sustainable procurement, provides tools and resources and contains several case studies.⁹⁵ 	

⁸⁶ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

⁹⁵ WRAP Sustainable Procurement information and case studies <http://www.wrap.org.uk/content/sustainable-procurement>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Language / Accessibility</p> <ul style="list-style-type: none"> Ensure all materials, websites and publicity aimed at the public are made available in accessible⁸⁷ and bilingual formats: - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups - large print / audio / Braille versions of training / educational / marketing materials. <p>For example:</p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner’s guidance ‘Grants, Loans and Sponsorships’ in your own organisation and to your delivery partners and abide by your own Welsh Language Scheme and/or any language standards you become subject to⁸⁸ 	<ul style="list-style-type: none"> Maximise the energy efficiency of any associated premises at the initial design stage. WEFO requires that all new buildings achieve BREEAM ‘Excellent’ environmental building standards certification (operated by BRE)⁹⁶ or equivalent. The ‘Excellent’ score must be verified at the Post-Construction Review stage and the BREEAM certificate presented to the sustainable development adviser in WEFO for confirmation. Further information on BREEAM can be found in the accompanying key document to this matrix. Water efficiency is also an important consideration for operations. Water conservation measures such as time-limited tap flows and water storage should be installed where appropriate. Water 	

⁸⁷ Office for Disability Issues ‘Guide to Accessible Publishing’ <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>

⁸⁸ Welsh Language Commissioner’s website <http://www.comisiynyddygydraeg.org/english/Pages/Home.aspx>

⁹⁶ Building Research Establishment Environmental Assessment Method <http://www.breeam.org/>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>- Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so</p> <p>- Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so</p> <p>- Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru⁸⁹, BSI Web accessibility 'code of practice'⁹⁰</p>	<p>could also be conserved through water storage and recycling schemes. Sustainable Drainage systems (SUDS) can contribute to sustainable development and improve urban design, by balancing the different issues that influence the development of communities. Approaches to manage surface water that take account of water quantity (flooding), water quality (pollution) and amenity issues are an important consideration within a construction operations.</p> <ul style="list-style-type: none"> • Prepare and implement a Site Environmental Management Plan. For those 'operations' involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance on all procedures to be followed 	

⁸⁹ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

⁹⁰ British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

East Wales: Priority Axis 1 – Research and Innovation

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs):</p> <ul style="list-style-type: none"> • The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. • One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.⁹¹⁹² • Organisations not cover by the PSED⁹³ can also carry out EIAs, as appropriate, to demonstrate good practice. 	<p>during site preparation, construction</p> <ul style="list-style-type: none"> • and operation. The plan should include commitments made by the developer during the planning process and involve full consultation with the local community. • No inappropriate development in protected areas. Any ‘operations’ with the potential to damage an internationally important site (as defined by the UK Habitat Regulations 1994)⁹⁷ must undertake an ‘Appropriate Assessment’. Reference should be made to Technical Advice Note 5: Nature Conservation and Planning⁹⁸ in particular Annex 6 which describes the process of assessment in more detail. This assessment must be separate from any Environmental 	

⁹¹ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx>

⁹² Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

⁹³ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>

⁹⁷ UK Habitat Regulations 1994 http://www.opsi.gov.uk/SI/si1994/Uksi_19942716_en_1.htm

⁹⁸ TAN 5: Nature Conservation and Planning <http://wales.gov.uk/topics/planning/policy/tans/tan5/?lang=en>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Consultation / Engagement</p> <ul style="list-style-type: none"> Develop effective ways to work with relevant user groups to ensure ‘Operations’ are designed with end-user in-mind, help maximise sales potential for the product e.g. local disability access groups or other isolated members of the community 	<p>Impact Assessment (EIA)* being undertaken. Further information on EIAs is provided in the link below⁹⁹.</p> <ul style="list-style-type: none"> ‘Operations’ that are shown to damage an internationally or nationally protected site will not be supported. ‘Operations’ with the potential to damage any designated site including National Parks, Areas of Outstanding Natural Beauty (AONBs*)¹⁰⁰, Sites of Special Scientific Interest (SSSIs*)¹⁰¹ RAMSAR* sites¹⁰², national and marine nature reserves and locally important protected areas designated by local Wildlife Trusts¹⁰³ will be subject to rigorous appraisal by WEFO and will be referred to Natural Resources Wales (NRW)¹⁰⁴ for assessment. 	

⁹⁹ Welsh Government information on Environmental Impact Assessments <http://wales.gov.uk/topics/planning/developcontrol/environmental-impact-assessment/?lang=en>

¹⁰⁰ Areas of Outstanding Natural Beauty Wales: <http://wales.com/about-wales/landscapes/wales-areas-outstanding-natural-beauty-aonb>

¹⁰¹ Sites of Special Scientific Interest in Wales: <https://www.gov.uk/check-your-business-protected-area>

¹⁰² RAMSAR sites in Wales: <http://jncc.defra.gov.uk/page-1392>

¹⁰³ Wildlife Trust Wales: <http://www.wtwales.org/>

¹⁰⁴ Natural Resources Wales <http://naturalresourceswales.gov.uk/?lang=en>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Develop brown field sites¹⁰⁵ of low ecological value wherever possible: If the ‘operation’ involves the creation of new research facilities or premises, a focus on reclaiming and rejuvenating derelict and under-utilised brown field sites of low ecological value or reusing existing buildings should be priority, rather than developing green field land or brown field sites of significant ecological value. A well designed brown field development is more likely to integrate with, and complement, the surrounding area. It will also be able to take advantage of existing community services such as public transport. WEFO would require any ‘operation’ developing a green field site* (or a brown field site of significant ecological value) to provide evidence that a suitable alternative brown field site of low ecological value was not available. 	

¹⁰⁵ Welsh Government planning department webpage: <http://wales.gov.uk/topics/planning/?lang=en>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Potential to implement small scale green or blue infrastructure into ‘operation’ design. Green infrastructure or blue infrastructure can take a variety of forms, for example: green infrastructure can include green roofs and walls, gardens, parks, productive landscapes, green corridors, small scale urban wildflower meadows, green roofs and walls and bee/insect hotels to larger scale planned parkland, wildflower set-aside areas and community “grow your own” schemes. • Blue infrastructure could include planned bio-swales, porous paving and rain gardens as well as sustainable urban drainage systems (SUDS). 	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Wildflower Meadow set aside near residential property:</u></p>  <p>©PeterFrost NRW</p> <p><u>Community Allotments</u></p>  <p>©PeterFrost NRW</p>	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Green Roof</u></p>  <p>©Pixabay</p> <p><u>Insect hotel</u></p>  <p>©Pixabay</p>	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Retain and promote on-site biodiversity as far as possible: A biodiversity screening exercise using the Wildlife Trust Biodiversity Benchmark tool¹⁰⁶ must be carried out if the ‘operation’ involves the construction of new premises or refurbishment. A Phase 1 Habitat Survey¹⁰⁷ must be undertaken if the site is likely to support valuable habitats or species (e.g. those listed in UK Biodiversity Action Plan¹⁰⁸, The Wildlife and Countryside Act¹⁰⁹ or the UK Habitats Regulations 1994). • Actions you can undertake to promote biodiversity on site. These include: preserving any natural and wildlife characteristics of the site, such as existing mature trees, hedgerows or ponds. Further landscaping could use plant species that are native and 	

¹⁰⁶ Wildlife Trust – Biodiversity Benchmark Tool: <http://www.wildlifetrusts.org/biodiversitybenchmark>

¹⁰⁷ Joint Nature Conservation Committee – Phase 1 Habitat Survey handbook: <http://jncc.defra.gov.uk/page-2468>

¹⁰⁸ UK Biodiversity Action Plan : <http://jncc.defra.gov.uk/ukbap>

¹⁰⁹ The Wildlife and Countryside Act : <http://jncc.defra.gov.uk/page-1377>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>characteristic to the area. Maximise opportunities for creating new wildlife habitats on site, particularly for sensitive species that may have been displaced as a result of the development.</p> <ul style="list-style-type: none"> • Plan for maximum integration of the development with the existing surrounding community: The design of the site should be based on a robust appraisal of the surrounding area, allowing for maximum integration of the development into the community. The site should provide good aesthetic and physical links with surrounding areas. • Integrate renewable energy sources. It may be possible to install technology for producing renewable energy such as solar water heating*, photo-voltaic (PV) solar panels*, biomass* or wind turbines*. 	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Develop innovative technologies to promote sustainable transport. Research into, and the application of, new technologies to promote more environmentally sustainable transport (such as hydrogen fuel cells* or biogas/biodiesel systems*), would provide environmental benefits as well as potentially significant future economic benefits. • Adopt a Travel Plan*. This plan would include such initiatives as car sharing schemes, provide information on public transport options, provide facilities for safe cycle parking and changing/shower facilities to encourage cycling and walking. • Research innovative ICT systems to reduce the need for travel. 'Operations' should research innovative ICT systems to reduce travel need wherever possible. 	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Maximise resource efficiency. ‘Operations’ should maximise opportunities to use resources more efficiently, which would bring significant financial savings. The adoption of an environmental sustainability strategy would have an important role in meeting this objective. Methods that minimise the unnecessary use of raw materials should be developed and adopted. All construction ‘operations’ over £300,000 in value should produce a site waste management plan¹¹⁰. • Develop innovative technologies and processes to increase resource efficiency. Research into improved technologies and management processes to enable improved resource efficiency is crucial to Wales’ economic future. ‘Operations’ must plan for segregating and storing materials for recycling within the site and how these materials can be safely collected from the site. 	

¹¹⁰ WRAP Site Waste Management plan information: <http://www.wrap.org.uk/category/sector/waste-management>

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Generic CCT integration.

- All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an 'operation'.

Priority Axis 2 SME Competitiveness

INVESTMENT PRIORITY: Promoting entrepreneurship, in particular by facilitating the economic exploitation of new ideas and fostering the creation of new firms, including through business incubators.

SPECIFIC OBJECTIVE 1: To increase the amount of finance available to SMEs for both business start-up and for business expansion.

SPECIFIC OBJECTIVE 2: To increase the number of SME start-ups through the provision of information, advice and guidance and support for entrepreneurship.

INVESTMENT PRIORITY: Supporting the capacity of SMEs to engage in growth in regional, national and international markets, and to engage in innovation processes

SPECIFIC OBJECTIVE 3: To increase the take-up and exploitation of NGA networks and ICT infrastructure by SMEs.

SPECIFIC OBJECTIVE 4: To increase the growth of those SMEs with growth potential, in particular through accessing new markets (both domestic and international).

INVESTMENT PRIORITY: Promoting business investment in innovation and research and developing links and synergies between enterprises, research and development centres and the higher education sector, in particular promoting investment in product and service development, technology transfer, social innovation, eco-innovation, public service applications, demand stimulation, networking, clusters and open innovation through smart specialisation, and supporting technological and applied research, pilot lines, early product validation actions, advanced manufacturing capabilities and first production, in particular in key enabling technologies and diffusion of general purpose technologies

SPECIFIC OBJECTIVE 5: To address market failures in the availability of finance, in particular risk capital, for

East Wales: Priority Axis 2 – SME Competitiveness

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p align="center">These actions refer to Specific Objectives (SO1 & SO2) under Priority 2</p> <ul style="list-style-type: none"> Develop effective ways to engage and provide support for existing business owners and SME start-ups / entrepreneurs, especially those individuals from under-represented groups such as Females¹¹¹¹¹², Older, BME and Disabled people. <p align="center">The following actions relate to all four Specific Objectives (SO1, SO2, SO4 & SO5):</p> <ul style="list-style-type: none"> Provide help and/or advice to employers/enterprises/organisations to either ‘adopt’ or ‘improve’ an equality and diversity strategy or monitoring system or ‘improve’ the strategy or monitoring system they already have in place. 	<p align="center">The following actions relate to all Specific Objectives under Priority 2</p> <ul style="list-style-type: none"> Developing, promoting or improving a sustainable development strategy. This will implement an environmental policy and will confirm that the business complies with environmental legislation. Implementing an environmental sustainability strategy will encourage economic savings, improved management and environmental benefits. To supplement the sustainable development strategy an Eco-Code should be developed by the beneficiary to raise environmental awareness. 	<p align="center">The following actions refer to Specific Objectives (SO1 & SO2) under Priority 2</p> <ul style="list-style-type: none"> Look to engage with individuals that would not normally consider starting a business in order to promote the opportunity and encourage uptake, this could be achieved by linking with third sector organisations, Youth Groups, Communities First, and local community/action groups as this will provide direct working links with the people most in need of assistance. Work with local Higher and Further Education establishments to encourage entrepreneurship. Provide opportunities for individuals to gain experience in running a business, preferably the experience should be within a relevant area of business.

¹¹¹ Chwarae Teg – Women into Enterprise <https://www.cteg.org.uk/policy/enterprise>

¹¹² EU – Encouraging women entrepreneurs <http://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/women/indexen.htm>

East Wales: Priority Axis 2 – SME Competitiveness

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p><u>For example:</u></p> <ul style="list-style-type: none"> • Employ qualified staff within your operation to deliver this indicator as well as other wider equal opportunities commitments listed in your business plan • Obtain a baseline of what, if any, equal opportunities strategies and monitoring systems they have in place and see if it's up-to-date and/or needs to cover areas such as flexible working, bullying and harassment, Welsh Language policy, staff training and development policy, the Equality Strategy is reviewed on an agreed / regular basis by a named (senior member of staff such as a Director/Board Member) 	<ul style="list-style-type: none"> • The Eco-code is displayed as a poster, and is typically situated in a central area such as a staff canteen or reception area. The poster provides practical tips and reminders for saving energy, conserving water and encouraging improved waste management. • An exemplar template is provided in the annex of this guidance and illustrates a variety of actions that the eco-code should promote. The actions should be drawn up by the organisation and would be specific to the 'operations' activities. Some generic suggestions are provided on the template. 	<ul style="list-style-type: none"> • Look to establish links with ESF operations where an operation has an aim to up skill individuals and encourage re-engagement in the labour market, in order to promote the possibilities of moving to self-employment.

East Wales: Priority Axis 2 – SME Competitiveness

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Develop ‘Health-Checks¹¹³’ and On-line¹¹⁴ tools such as ‘Apps’ to baseline what equal opportunities strategy / information a business has and inform that business of what they need to do next to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to you to verify the ‘adoption’ or ‘improvement/s’ made. - Operations should proactively seek to share tools they’ve developed for use or adaptation by other ERDF and ESF Operations. 	<ul style="list-style-type: none"> Develop ‘Health-Checks’ and On-line tools such as ‘Apps’ to baseline the sustainable development strategy / information and to inform the business how to improve that position, providing direct assistance to achieve this or templates and reference materials which will allow them to make the necessary changes and re-submit to verify the ‘adoption’ or ‘improvement/s’ made (please refer to footnote number1 for more information). 	

¹¹³ WEFO cross cutting themes ‘Fact Sheets’ <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

¹¹⁴ WEFO cross cutting themes ‘Fact Sheets’ <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

East Wales: Priority Axis 2 – SME Competitiveness

Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p align="center">The following indicators refer to Specific Objectives (SO2):</p> <ul style="list-style-type: none"> • Individuals receiving support - Female individuals. • Individuals receiving support - BME individuals. • Individuals receiving support - Disabled individuals. <p align="center">The following indicators refer to Specific Objectives (SO1, SO2, SO4 & SO5):</p> <ul style="list-style-type: none"> • 50% of Enterprises adopting or improving their equality and diversity strategies or monitoring systems. 	<p align="center">The following indicator refers to all Specific Objectives under Priority 2:</p> <ul style="list-style-type: none"> • 20% of enterprises adopting or improving their sustainable development strategies. 	<p align="center">The following indicator refers to Specific Objectives (SO1 & SO2) under Priority 2:</p> <ul style="list-style-type: none"> • Number of new enterprises supported.

East Wales: Priority Axis 2 – SME Competitiveness

Generic actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> • Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. • The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’¹¹⁵ 	<ul style="list-style-type: none"> • Promote ownership of sustainable development by creating the role of a champion. This named person will take responsibility of developing the following actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. This person will also be responsible for reporting, delivering and providing information where needed to the WEFO Cross Cutting theme sustainable development adviser. • Develop and promote innovative technologies and processes to reduce the causes and effects of climate change. Innovative solutions to combat climate change¹²⁴ could take the form of improved environmental sustainability strategies, new technologies that could increase 	

¹¹⁵ Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’: <http://www.comisiynyddygydraeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recrwtio%20f2.pdf>

¹²⁴ Welsh Government : Climate Change <http://wales.gov.uk/topics/environmentcountryside/climatechange/?lang=en>

East Wales: Priority Axis 2 – SME Competitiveness

Generic actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the ‘Positive about disabled people, two tick symbol / system’ used in Wales, England and Scotland to encourage applications from disabled people.¹¹⁶ 	<p>energy conservation*, technologies that could reduce emissions or technologies that could provide new or improved sources of clean renewable energy*.</p> <ul style="list-style-type: none"> Develop and promote effective local sustainable supply chains. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will also benefit the environment. The link below will give you further help on sustainable procurement, provides tools, resources and case studies.¹²⁵ Research innovative ICT systems to reduce the need for travel. ‘Operations’ should research innovative ICT systems to reduce travel need wherever possible. 	

¹¹⁶ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

East Wales: Priority Axis 2 – SME Competitiveness

Generic actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Language / Accessibility</p> <ul style="list-style-type: none"> Ensure all materials, websites and publicity aimed at the public are made available in accessible¹¹⁷ and bilingual formats: <ul style="list-style-type: none"> - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups - large print / audio / Braille versions of training / educational / marketing materials. <p><u>For example:</u></p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner’s guidance ‘Grants, Loans and Sponsorships’ in your own organisation and to your delivery partners and abide by your own Welsh Language Scheme and/or any language standards you may become subject to¹¹⁸ 	<ul style="list-style-type: none"> Maximise resource efficiency. ‘Operations’ should maximise opportunities to use resources more efficiently, which would bring significant financial savings. The adoption of an environmental sustainability strategy would have an important role in meeting this objective. Methods that minimise the unnecessary use of raw materials should be developed and adopted. All construction ‘operations’ over £300,000 in value should produce a site waste management plan¹²⁶. 	

¹²⁵ WRAP Sustainable Procurement information and case studies <http://www.wrap.org.uk/content/sustainable-procurement>

¹¹⁷ Office for Disability Issues ‘Guide to Accessible Publishing’ <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>

¹¹⁸ Welsh Language Commissioner’s website <http://www.comisiynyddygyraeg.org/english/Pages/Home.aspx>

¹²⁶ WRAP Site Waste Management plan information: <http://www.wrap.org.uk/category/sector/waste-management>

East Wales: Priority Axis 2 – SME Competitiveness

Generic actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>- Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so</p> <p>- Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so</p> <p>- Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru¹¹⁹, BSI Web accessibility 'code of practice'¹²⁰</p>	<p><u>Energy Efficiency actions:</u></p> <ul style="list-style-type: none"> • Raise awareness and understanding of climate change-related energy issues: 'Operations' that aim to raise awareness of climate change and related energy issues can contribute towards a positive change in behaviour. Low carbon design*, energy efficiency/conservation and renewable energy measures are more likely to be adopted once the scientific background and substantial environmental, social and economic benefits are understood. • Low energy demand design: Steps must be taken to ensure that all new buildings are zero carbon rated to meet Welsh Government targets. WEFO requires that all new buildings aim to achieve BREEAM 'Excellent' 	

¹¹⁹ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

¹²⁰ British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

East Wales: Priority Axis 2 – SME Competitiveness

Generic actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs):</p> <ul style="list-style-type: none"> The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.¹²¹¹²² Organisations not covered by the PSED¹²³ can also carry out EIAs, as appropriate, to demonstrate good practice. 	<p>environmental building standards certification (operated by BRE)¹²⁷ or equivalent. The ‘Excellent’ score must be verified at the Post-Construction Review stage and the BREEAM certificate presented to the sustainable development adviser in WEFO for confirmation. Further information on BREEAM can be found in the accompanying key document to this matrix.</p> <ul style="list-style-type: none"> Develop and promote energy conservation and efficiency measures: This can be achieved through undertaking research into improved energy conservation and efficiency methods or technologies; promoting better energy conservation and efficiency methods or technologies and providing grants for SMEs/organisations to adopt energy 	

¹²¹ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx>

¹²² Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

¹²³ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>

¹²⁷ Building Research Establishment Environmental Assessment Method <http://www.breeam.org/>

East Wales: Priority Axis 2 – SME Competitiveness

Generic actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Consultation / Engagement</p> <ul style="list-style-type: none"> Develop effective ways to work with local communities, business owners and relevant user groups to ensure 'Operations' are designed with end-user in-mind, help maximise benefits and help ensure buy-in and support e.g. local disability access groups or other isolated members of the community 	<p>conversion and efficiency measures. Such measures can include improved insulation materials, energy efficient lighting and heating technologies such as time-sensitive switches and combined heat and power units.</p> <ul style="list-style-type: none"> Water efficiency is also an important consideration for operations. Water conservation measures such as time-limited tap flows and water storage should be installed where appropriate. Water could also be conserved through water storage and recycling schemes. Sustainable Drainage systems (SUDS) can contribute to sustainable development and improve urban design, by balancing the different issues that influence the development of communities. Approaches to manage surface water that take account of water quantity (flooding), water quality (pollution) and amenity issues are an important consideration within a construction operations. 	

Generic CCT integration.

- All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an 'operation'.

Priority Axis 3 – Renewable Energy and Energy Efficiency

INVESTMENT PRIORITY: Promoting the production and distribution of energy derived from renewable sources

SPECIFIC OBJECTIVE 1: To increase the number of small scale renewable energy schemes established.

INVESTMENT PRIORITY: Supporting energy efficiency, smart energy management and renewable energy use in public infrastructure, including in public buildings, and in the housing sector.

SPECIFIC OBJECTIVE 2: Increase the energy efficiency of the existing Welsh housing stock, particularly in areas of fuel poverty.

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p style="text-align: center;">There are no specific actions for EO&GM under Priority 3, please refer to the generic actions section.</p>	<p style="text-align: center;">The following actions relate to ‘operation’ activity under Specific Objective SO 1 in Priority 3:</p> <p>Under this priority it is important to consider the transition to a more environmentally sustainable energy system is crucial to Wales’ future economic sustainability. As fossil fuels become scarcer and the negative effects of their combustion become more apparent, continued reliance on such fuels cannot be an option.</p> <p><u>Energy Efficiency actions:</u></p> <ul style="list-style-type: none"> • Raise awareness and understanding of climate change-related energy issues: ‘Operations’ that aim to raise awareness of climate change and related energy issues can contribute towards a positive change in behaviour. Low carbon design, energy efficiency/conservation and renewable energy measures are more likely to be adopted once the scientific background and substantial environmental, social and economic benefits are understood. 	<p style="text-align: center;">The following actions refer to Specific Objective SO1 under Priority 3:</p> <ul style="list-style-type: none"> • Work with the community to build transferrable skill sets and increase confidence of community members to enable them to consider participating in an energy scheme. • Look to partner up existing community groups with new community groups to provide a mentoring role. • Broker engagement between community groups that are at similar stages in order to establish / develop good working links to share best practice and expertise. • Engage with existing 3rd sector organisations, community groups and Communities First Clusters (CF) in order to promote the Community Energy Scheme this can be achieved by attending for example locally run events / Fairs and CF events.

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Low energy demand design: Steps must be taken to ensure that all new buildings are zero carbon rated to meet Welsh Government targets. WEFO requires that all new buildings aim to achieve BREEAM ‘Excellent’ environmental building standards certification (operated by BRE)¹²⁸ or equivalent. The ‘Excellent’ score must be verified at the Post-Construction Review stage and the BREEAM certificate presented to the sustainable development adviser in WEFO for confirmation. Further information on BREEAM can be found in the accompanying key document to this matrix. 	<p>The following actions refer to Specific Objective SO2 under Priority 3</p> <ul style="list-style-type: none"> • Engage with 3rd sector organisations, community groups and Communities First Clusters (CF) in specific geographical areas prior to starting the main portion of engagement, this could be achieved by attending locally run community events / Fairs, school fairs or Parents and Governor meetings or CF events.

¹²⁸ Building Research Establishment Environmental Assessment Method <http://www.breeam.org/>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Develop and promote energy conservation and efficiency measures: This can be achieved through undertaking research into improved energy conservation and efficiency methods or technologies; promoting better energy conservation and efficiency methods or technologies and providing grants for SMEs/organisations to adopt energy conversion and efficiency measures. Such measures can include improved insulation materials, energy efficient lighting and heating technologies such as time-sensitive switches and combined heat and power units. • Water efficiency is also an important consideration for operations. Water conservation measures such as time-limited tap flows and water storage should be installed where appropriate. Water could also be conserved through water storage and recycling schemes. Sustainable Drainage systems (SUDS) can contribute to sustainable 	<ul style="list-style-type: none"> • Link up with (where appropriate) the local CF Cluster as many clusters have produced a “Communities First Information Sheet”, the intention would be for local contactor’s details to be included firstly to raise awareness of the intended work and secondly as an avenue for an individual to gain further information should they require it. It also enables local contractors to promote other government initiatives. This fact sheet would provide details of Debt and Benefit advice services run locally, which may assist with any financial matters that might be affecting an individual. • Provide support for those most in need to adopt energy saving measures in their homes resulting in a reduction of levels of fuel poverty.

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>development and improve urban design, by balancing the different issues that influence the development of communities. Approaches to manage surface water that take account of water quantity (flooding), water quality (pollution) and amenity issues are an important consideration within a construction operations.</p> <p style="text-align: center;">The following actions relate to ‘operation’ activity under SO 2.</p> <p style="text-align: center;"><u>Small scale/ community scale renewable energy schemes.</u></p> <p style="text-align: center;"><i>Schemes will be expected to complement the activity of the Energy Wales Programme¹²⁹.</i></p> <ul style="list-style-type: none"> • Develop and promote low Carbon initiatives: Once all possible energy conservation and efficiency measures have been incorporated; low Carbon initiatives can provide a substantial contribution to energy demand. ‘Operations’ can undertake research 	

¹²⁹ Welsh Government Energy department: <http://wales.gov.uk/topics/environmentcountryside/energy/?lang=en>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>into low Carbon initiatives, developing or applying technologies, and promoting the use of clean energy through grants to social enterprises and community groups where additional support would be required in the early stages of the 'operation'. Schemes will be particularly encouraged where they form part of low-Carbon strategies for a specific area.</p> <p>The low- Carbon initiatives to consider are:</p> <ul style="list-style-type: none"> • Wind (including offshore and onshore); • Solar (including solar photo-voltaic*); • Wave and Tidal. <p>More information on renewable energy sources can be found in TAN 8¹³⁰ and the Welsh Government dedicated Energy webpage¹³¹</p>	

¹³⁰ TAN 8: Planning for Renewable Energy : <http://wales.gov.uk/topics/planning/policy/tans/tan8/?lang=en>

¹³¹ Welsh Government Energy department: <http://wales.gov.uk/topics/environmentcountryside/energy/?lang=en>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>It is crucial that the net carbon values of energy systems are considered. For example, wood fuel biomass energy systems are only effective when the wood source is being managed sustainably. Trees are in effect carbon neutral* so sustainable management of the woodland (in effect, planting a tree for every tree felled) would enable the fuel source to have a net CHP value.</p> <ul style="list-style-type: none"> • Develop community (or district) heating: It may sometimes be more appropriate to develop a heating system to supply a specific surrounding community rather than single premises. For example, this may often be the optimum way of introducing wood fuel heating to a group of buildings. Installations of this type would require collaborative working between developers, energy companies and planning authorities in order to achieve significant results. Where design briefs are being prepared for larger developments, community heating systems utilising Combined Heat and Power (CHP)* and/or low carbon fuels should be 	

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>thoroughly investigated.</p> <ul style="list-style-type: none"> Develop and promote effective micro-generation* technologies: The benefits of microgeneration go beyond the kilowatts of heat or electricity generated. The decentralisation of energy production increases security of supply and decreases the amount of power lost through transmission. Microgeneration can also provide economic savings for the owner of the premises. There is a clear synergy between microgeneration and energy awareness that leads to a desire for greater energy efficiency and a reduction in the amount of energy used. However, it is crucial that expert advice is provided before any renewable energy options are installed, as not all systems may be suitable for all premises. The installation of wind turbines in particular must always be preceded with an expert assessment of whether the building is suitable for such an installation. 	

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Please refer to Resource Efficient Wales¹³² as an additional resource for advice on energy, water and waste efficiency. <li style="text-align: center;">The following actions relate to all ‘operations’ under priority 3. • Promote ownership of sustainable development* by creating the role of champions. • The title of the role could be altered to “Green Champion” at implementation level. With an aim to focus the role at a person residing in the community in which the energy efficiency measures are planned to be implemented into the housing stock. With the aid of a local representative as a “Green Champion” for a community this would encourage public buy-in and aid the distribution of positive information regarding energy efficiency and smart 	

¹³² Resource Efficient Wales - <http://resourceefficient.wales.gov.uk/?lang=en>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>energy management. With the ultimate goal of changing behaviour towards energy efficiency in communities affected by fuel poverty.</p> <ul style="list-style-type: none"> • At a beneficiary level the named person will take responsibility of developing the following actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. This person will also be responsible for reporting, delivering and providing information where needed to the WEFO Cross Cutting theme sustainable development adviser. 	

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p style="text-align: center;">There are no indicators for EO&GM under Priority 3.</p>	<p style="text-align: center;">The following indicators relate only to Specific Objective (SO 1):</p> <ul style="list-style-type: none"> • Additional capacity of renewable energy production. • Number of pilot projects completed. • Number of renewable energy prototypes tested. • Community energy schemes. <p style="text-align: center;">The following indicators relate only to Specific Objective (SO 2):</p> <ul style="list-style-type: none"> • Number of households with improved energy consumption classification. • Estimated decrease of GHG (Green House Gases). 	<p style="text-align: center;">The following indicator refers to Specific Objective (SO 1):</p> <ul style="list-style-type: none"> • Community energy schemes. <p style="text-align: center;">The following indicator refers to Specific Objective (SO 2):</p> <ul style="list-style-type: none"> • Number of households with improved energy consumption classification.

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> • Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. • The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’¹³³ 	<ul style="list-style-type: none"> • Promote ownership of sustainable development by creating the role of a champion. This named person will take responsibility of developing the following actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. This person will also be responsible for reporting, delivering and providing information where needed to the WEFO Cross Cutting theme sustainable development adviser. 	

¹³³ Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’: <http://www.comisiynyddygyrmaeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recriwtio%20f2.pdf>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the ‘Positive about disabled people, two tick symbol / system’ used in Wales, England and Scotland to encourage applications from disabled people.¹³⁴ 	<ul style="list-style-type: none"> Develop and promote effective local sustainable supply chains. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will also benefit the environment. The link below will give you further help on sustainable procurement, provides tools, resources and contains case studies.¹⁴² 	

¹³⁴ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

¹⁴² WRAP Sustainable Procurement information and case studies <http://www.wrap.org.uk/content/sustainable-procurement>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Language / Accessibility</p> <ul style="list-style-type: none"> Ensure all materials, websites and publicity aimed at the public are made available in accessible¹³⁵ and bilingual formats: <ul style="list-style-type: none"> - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups - large print / audio / Braille versions of training / educational / marketing materials. <p><u>For example:</u></p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner’s guidance ‘Grants, Loans and Sponsorships’ in your own organisation and to your delivery partners and abide by your own Welsh Language Scheme and/or any language standards you may become subject to¹³⁶ 	<ul style="list-style-type: none"> Prepare and implement a Site Environmental Management Plan. For those ‘operations’ involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance on all procedures to be followed during site preparation, construction and operation. The plan should include commitments made by the developer during the planning process and involve full consultation with the local community. 	

¹³⁵ Office for Disability Issues ‘Guide to Accessible Publishing’ <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>

¹³⁶ Welsh Language Commissioner’s website <http://www.comisiynyddygyymraeg.org/english/Pages/Home.aspx>


East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>- Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so</p> <p>- Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so</p> <p>- Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru¹³⁷, BSI Web accessibility 'code of practice'¹³⁸</p>	<ul style="list-style-type: none"> • Adopt a Travel Plan*. This plan would include such initiatives as car sharing schemes, provide information on public transport options, provide facilities for safe cycle parking and changing/shower facilities to encourage cycling and walking. • Potential to implement small scale green or blue infrastructure into 'operation' design. Green infrastructure or blue infrastructure can take a variety of forms, for example: green infrastructure can include green roofs and walls, gardens, parks, productive landscapes, green corridors, small scale urban wildflower meadows, green roofs and walls and bee/insect hotels to larger scale planned parkland, wildflower set-aside areas and community "grow your own" schemes. 	

¹³⁷ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

¹³⁸ British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency



Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs):</p> <ul style="list-style-type: none"> The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.¹³⁹¹⁴⁰ Organisations not covered by the PSED¹⁴¹ can also carry out EIAs, as appropriate, to demonstrate good practice. 	<ul style="list-style-type: none"> Blue infrastructure could include planned bio-swales, porous paving and rain gardens as well as sustainable urban drainage systems (SUDS). <p><u>Wildflower Meadow set aside near residential property:</u></p>  <p style="font-size: small;">©PeterFrost NRW</p>	

¹³⁹ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx>


¹⁴⁰ Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

¹⁴¹ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Consultation / Engagement</p> <ul style="list-style-type: none"> - Develop effective ways to work with local communities, business owners and relevant user groups to ensure 'Operations' are designed with end-user in-mind, help maximise benefits and help ensure buy-in and support e.g. local disability access groups or other isolated members of the community 	<p><u>Community Allotments</u></p>  <p>©PeterFrost NRW</p> <p><u>Green Roof</u></p>  <p>© Pixabay</p>	

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Insect hotel</u></p>  <p>©Pixabay</p> <ul style="list-style-type: none"> Maximise resource efficiency. <p>‘Operations’ should maximise opportunities to use resources more efficiently, which would bring significant financial savings. The adoption of an environmental sustainability strategy would have an important role in meeting this objective. Methods that minimise the unnecessary use of raw materials should be developed and adopted. All construction ‘operations’ over</p> 	

East Wales: Priority Axis 3– Renewable Energy and Energy Efficiency

Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>£300,000 in value should produce a site waste management plan¹⁴³.</p> <ul style="list-style-type: none"> • Develop innovative technologies and processes to increase resource efficiency. Research into improved technologies and management processes to enable improved resource efficiency is crucial to Wales' economic future. 'Operations' must plan for segregating and storing materials for recycling within the site and how these materials can be safely collected from the site. 	

Generic CCT integration.
<ul style="list-style-type: none"> - All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an operation.

¹⁴³ WRAP Site Waste Management plan information: <http://www.wrap.org.uk/category/sector/waste-management>

Priority Axis 4 – Connectivity

INVESTMENT PRIORITY: Promoting low-carbon strategies for all types of territories, in particular for urban areas, including the promotion of sustainable multimodal urban mobility and mitigation-relevant adaptation measures.

SPECIFIC OBJECTIVE 1: To increase urban and labour mobility to and from key urban and employment centres.

INVESTMENT PRIORITY: Extending broadband deployment and the roll-out of high-speed networks and supporting the adoption of emerging technologies and networks for the digital economy.

SPECIFIC OBJECTIVE 2: To contribute to Digital Agenda for Europe targets in Wales for 100% access to next generation broadband (30Mbps and above) and 50% access to 100Mbps.

East Wales: Priority Axis 4 – Connectivity

Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>The following actions relate to Specific Objective (SO2):</p> <p>Women Into ICT Research shows the number of females taking IT related qualifications and continuing into the IT professional workforce has been and continues to decline. In 2008 males outnumbered females in the IT industry 4:1, with women accounting for just 23% of the IT workforce.¹⁴⁴</p> <ul style="list-style-type: none"> - Activity here should maximise opportunities to: <ul style="list-style-type: none"> - support female participation and where possible actively seek to support female role models working on operations, including community ICT hubs¹⁴⁵ 	<p>The following actions relate to Specific Objective (SO1):</p> <ul style="list-style-type: none"> • Promote awareness of existing public transport options: Where public transport links already exist but are not being fully utilised, seek to increase the level of awareness of potential public transport options. For example, businesses should provide their staff with a travel information board detailing the public transport services serving that location. 	<p>The following actions relate to Specific Objective (SO1):</p> <ul style="list-style-type: none"> • Consult with local access groups, 3rd Sector organisations and local community groups. This consultation must include any locally driven initiatives that are currently in place. Evaluate their effectiveness with the view of looking at how any improvements or additions can be effectively incorporated avoiding a duplication of existing services or the continuation of services that are no longer relevant. • References should be made to the Regional Transport Plans to learn what strategic analysis has been undertaken. This local assessment would mean that the needs of pockets/areas of deprivation would have been highlighted along with the suitable solutions.

¹⁴⁴ Women in IT Scorecard <http://www.e-skills.com/research/research-themes/women-in-it/>

¹⁴⁵ Athena Swan Charter – Advancing Women’s careers in STEM <http://www.ecu.ac.uk/equality-charter-marks/athena-swan/>

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> - Gender balance should be a consideration when establishing boards and committees and operations should consider having a minimum 40% / 60% split on both. 	<ul style="list-style-type: none"> • Develop and promote integrated transport*: Integrated transport systems* can significantly increase the use of more environmentally sustainable types of transport. Displaying all public transport options in one place, possibly highlighting the links between the different services is an easy and practical way to encourage people to use it. Integrated real-time transport information available at stations/bus-stops or on the internet can provide up-to-date and accurate information on all current public transport options. Electronic tickets and card systems can be developed to enable travellers to use any public transport service in the region without having to buy multiple tickets. In addition, train and bus stations should be fitted with secure, accessible cycle lockers, to enable travellers to switch between the cycle and the train/bus easily. 	<ul style="list-style-type: none"> • Simple, affordable and consistent fare offers for young people, disabled people, jobseekers or individuals living in rural parts of Wales. This could increase their use of public transport, enabling them to experience sustained access to further/higher education institutions and/or centres of employment. • For routes servicing employment centres consideration must be given to timings of routes to ensure that unsociable hours, shift work pattern (early morning or late evening) and weekends are covered along with providing sufficient capacity at peak times. • Consideration must be given to those people who's daily commute involves multiple drop offs i.e. child-minder then school and finally on to their place of employment. An individual's ability to be able to undertake this type of journey is exacerbated when the origins of the journey are in a rural

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Construct new physical links with other transport services/routes: ‘Operations’ should create new physical links between transport services and routes that currently do not exist, for example a safe and secure walkway between a rail station and a bus station. Alternatively, if the distances between service link points are greater, consider providing a quick and efficient shuttle bus service. Sustainable transport can also be encouraged by improving public transport links to the region’s ferry terminals. Park and ride schemes have proven successful in reducing inner-city congestion by providing secure out-of-town parking and quick and efficient bus links to the city centre. This concept could be extended to providing secure out-of-town parking areas for park and ride schemes, which could even provide a link to inter-city bus services. 	<p>location or in the urban peripheries. In order to ensure maximum use of any new or improved travel systems thought must be given to better linking public transport and the actual journeys undertaken in a particular geographical area.</p> <ul style="list-style-type: none"> • In order to increase the numbers using public transport especially in rural areas or those on the urban fringes links could be made with community transport and Demand Responsive Transport schemes to link in with the network where demand is more dispersed. • Look to incorporate safe walking and cycling routes to assist with those that live in dispersed areas with minimal availability of public transport services. • Work with local organisations for example local access groups, 3rd sector organisations and local community groups to promote any changes or improvements that are made in order to raise awareness and

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Construct new sustainable transport routes: A direct way to promote sustainable transport in the region would be to develop new routes. New train, bus, cycle or pedestrian routes should be created where they could have maximum impact and be promoted through awareness campaigns. Communities should be fully consulted about proposed routes to ensure maximum ownership. New services should be designed to provide a real alternative for commuters. This would involve running regular services, as convenient and easy-to-remember for commuters as possible. • Adopt a Travel Plan*. This plan would include such initiatives as car sharing schemes, provide information on public transport options, provide facilities for safe cycle parking and changing/shower facilities to encourage cycling and walking. 	<p>promote the benefits to those who previously felt that the services failed to meet their needs.</p> <p style="text-align: center;">The following actions relate only to Specific Objective (SO 2):</p> <ul style="list-style-type: none"> • Consult with local access groups, 3rd sector organisations and local community groups to determine who does not have access to the internet and why along with mapping out existing opportunities for IT training. Determine what improvements or additions can be effectively incorporated and ensure training is available for those most in need. • Look to establish links with ESF operations and other organisations whose aim it is to provide an opportunity for participants to acquire and develop IT skills. During any community consultation the opportunity should be taken to promote the availability of these courses as much as possible.

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<ul style="list-style-type: none"> • Utilise more environmentally sustainable fuels: Even though a public transport system is more environmentally sustainable than private car transport, negative impacts can still be produced through fuel emissions. Therefore, ‘green’ fuels such as bio-gas and bio-diesel should be used wherever possible. Reduced carbon fuels such as Liquid Petroleum Gas (LPG) would also be preferable over standard fuels. • Location of premises: Ideally, the site should be located close to existing residential or commercial areas. Proximity to these areas would reduce the amount of travelling that staff, customers and suppliers needed to undertake. If it is not possible to locate the site close to residential or commercial areas, the site should be easily accessible by public transport. If good public transport links do not exist, then the support and co-operation of local public transport providers should be sought to establish services at the site. 	<ul style="list-style-type: none"> • Promote the benefits of the internet to those individuals who have never used a computer before, lack confidence or are novices. This can be achieved by signposting people to locally run free or low cost training courses held in community based outreach locations in their 3rd Sector organisations, relevant social enterprises, Age Concern, public libraries or Communities First Clusters. • Provide innovative low cost solutions in order to increase the number of people accessing the internet or owning IT equipment. • Promotion of low risk financing options for example Credit Unions in order to purchase IT equipment. Provide innovative solutions to reduce levels of digital exclusion amongst people with disabilities in order to increase access to sustainable employment. In turn increasing access to job vacancies, opportunities to create CV’s, if the route of self employment is chosen an individual would need to access the internet.

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Specific actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p>The following actions relate to Specific Objective (SO 2):</p> <ul style="list-style-type: none"> • Supply ICT equipment of the highest energy efficiency rating: If the 'operation' involves the procurement of ICT equipment, the highest available energy efficiency rating should be sought, such as that found under the 'Energy Star®'¹⁴⁶ system. • Source ICT equipment from re-used/recycled sources wherever possible: When ICT equipment of the highest environmental efficiency standard is available from a re-used or recycled source, this should be utilised. 	

¹⁴⁶ EU Energy Star <https://www.eu-energystar.org/index.html>

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Priority Indicators		
Equal Opportunities and Gender Mainstreaming (EO&GM) :	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p align="center">There are no CCT indicators for EO&GM under Priority 4.</p>	<p align="center">The following indicators refer to Specific Objective (SO 1) under Priority 4:</p> <ul style="list-style-type: none"> • Public transport services created or improved. • Total length of reconstructed or upgraded railway line (including TEN-T). • Total length of new or improved tram and metro lines. <p align="center">The following indicator refers to Specific Objective (SO2) under Priority 4:</p> <ul style="list-style-type: none"> • No specific CCT sustainable development indicators. 	<p align="center">The following indicators refer to Specific Objective (SO 1) under Priority 4:</p> <ul style="list-style-type: none"> • Public transport services created or improved. • Intermodal facilities created or improved. • Total length of new or improved tram and metro lines. <p align="center">The following indicator refers to Specific Objective (SO2) under Priority 4</p> <ul style="list-style-type: none"> • Additional premises with broadband access of at least 30 Mbps – Households.

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Recruitment</p> <ul style="list-style-type: none"> • Ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010. • The Operation also needs to build-in Welsh language considerations, for example: Recruitment of Welsh speaking staff, the need to retain a suitable number of Welsh speaking staff throughout the lifetime of the Operation to deliver the service as well as the ability to recruit and interview through the medium of Welsh. More information can be found in the Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’¹⁴⁷ 	<ul style="list-style-type: none"> • Promote ownership of sustainable development by creating the role of a champion. This named person will take responsibility of developing the following actions for each indicator and carry this forward into business activity, encouraging buy-in and ownership from fellow colleagues and external beneficiaries. This person will also be responsible for reporting, delivering and providing information where needed to the WEFO Cross Cutting theme sustainable development adviser. 	

¹⁴⁷ Welsh Language Commissioner’s Guidance ‘Recruitment – Welsh Language Considerations’:
<http://www.comisiynyddygybraeg.org/English/Publications%20List/20120518%20DG%20S%20Dogfen%20Cyngor%20Recriwtio%20f2.pdf>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Wherever possible organisations should seek to broaden the diversity of their workforce and ensure that external recruitment is supported if possible. However, where organisations have policies which have been jointly agreed between management and trade unions, these policies should apply. Vacancies can be advertised internally under the terms laid down in the agreed policy. Where it is thought unlikely to be able to fill the vacancy internally, they should also be advertised using a range of methods which would include jobcentres, agencies, national, local and specialist press, third sector organisations and other websites where appropriate and affordable. Consider the ‘Positive about disabled people, two tick symbol / system’ used in Wales, England and Scotland to encourage applications from disabled people.¹⁴⁸ 	<ul style="list-style-type: none"> Develop and promote effective local sustainable supply chains. Beneficiaries should seek to develop local supply chains. Selecting suppliers according to their environmental performance and quality of their goods and services will also benefit the environment. The link below will give you further help on sustainable procurement, provides tools and resources and contains several case studies.¹⁵⁹ 	

¹⁴⁸ DWP Two Tick System: <https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

¹⁵⁹ WRAP Sustainable Procurement information and case studies <http://www.wrap.org.uk/content/sustainable-procurement>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Language / Accessibility</p> <ul style="list-style-type: none"> Ensure all materials, websites and publicity aimed at the public are made available in accessible¹⁴⁹ and bilingual formats: <ul style="list-style-type: none"> - English/Welsh or; - in the appropriate community language if targeting BME under-represented groups <ul style="list-style-type: none"> - large print / audio / Braille versions of training / educational / marketing materials. <p><u>For example:</u></p> <ul style="list-style-type: none"> - Apply the Welsh Language Commissioner’s guidance on ‘Grants, Loans and Sponsorships’ in your own organisation and to your delivery partners and abide by your Welsh Language Scheme and/or any language standards you may become subject to¹⁵⁰ 	<ul style="list-style-type: none"> Maximise the energy efficiency of any associated premises at the initial design stage. WEFO requires that all new buildings aim to achieve BREEAM ‘Excellent’ environmental building standards certification (operated by BRE)¹⁶⁰ or equivalent. The ‘Excellent’ score must be verified at the Post-Construction Review stage and the BREEAM certificate presented to the sustainable development adviser in WEFO for confirmation. Further information on BREEAM can be found in the accompanying key document to this matrix. Water efficiency is also an important consideration for operations. Water conservation measures such as time-limited tap flows and water storage should be installed where appropriate. Water 	

¹⁴⁹ Office for Disability Issues ‘Guide to Accessible Publishing’ <http://odi.dwp.gov.uk/inclusive-communications/channels/publishing.php>

¹⁵⁰ Welsh Language Commissioner’s website <http://www.comisiynyddygydraeg.org/english/Pages/Home.aspx>

¹⁶⁰ Building Research Establishment Environmental Assessment Method <http://www.breeam.org/>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> - Plan how you can offer your services to participants (e.g. courses, activities, mentoring etc.) in both Welsh and English. If your organisation is unable to make provision for Welsh-speaking participants, consider involving other delivery partners who can do so - Ensure that contractors and delivery partners will be able to deal with you in Welsh, if they wish to do so - Clarify what is and isn't good practice for accessibility in respect of publications, materials and websites by referencing organisations such as RNIB Cymru¹⁵¹, BSI Web accessibility 'code of practice'¹⁵² 	<p>could also be conserved through water storage and recycling schemes. Sustainable Drainage systems (SUDS) can contribute to sustainable development and improve urban design, by balancing the different issues that influence the development of communities. Approaches to manage surface water that take account of water quantity (flooding), water quality (pollution) and amenity issues are an important consideration within a construction operations.</p> <ul style="list-style-type: none"> • Prepare and implement a Site Environmental Management Plan. For those 'operations' involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance 	

¹⁵¹ RNIB Cymru <http://www.rnib.org.uk/wales-cymru-1>

¹⁵² British Standards Institute (BSI) Web accessibility code of practice <http://shop.bsigroup.com/en/ProductDetail/?pid=00000000030180388>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Equality Impact Assessments (EIAs):</p> <ul style="list-style-type: none"> The Public Sector Equality Duty (PSED) in Wales (arising from the Equality Act 2010) aims to help public authorities address inequalities and contribute towards a fairer society as well as helping public authorities to achieve better outcomes for everyone. One way public bodies can ensure they are working towards such aims and reduce potential inequality is to undertake equality impact assessments, which help reduce inequality and mitigate potential adverse impacts.¹⁵³¹⁵⁴ 	<p>on all procedures to be followed</p> <ul style="list-style-type: none"> during site preparation, construction and operation. The plan should include commitments made by the developer during the planning process and involve full consultation with the local community. No inappropriate development in protected areas. Any ‘operation’ with the potential to damage an internationally important site (as defined by the UK Habitat Regulations 1994)¹⁶¹ must undertake an ‘Appropriate Assessment’. Reference should be made to Technical Advice Note 5: Nature Conservation and Planning¹⁶² in particular Annex 6 which describes the process of assessment in more detail. 	

¹⁵³ Equality Impact Assessments: Welsh Government <http://intranet/English/PolicyDelivery/AppraisingPolicy/Social/Pages/Equality.aspx><http://intranet/English/AboutUs/OurStructure/Business/Governance/EqualityDi v/Pages/eqia.aspx>

¹⁵⁴ Equality Impact Assessment in Wales Practice Hub <http://www.eiapractice.wales.nhs.uk/home>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Organisations not covered by the PSED¹⁵⁵ can also carry out EIAs, as appropriate, to demonstrate good practice. <p>Consultation / Engagement</p> <ul style="list-style-type: none"> Develop effective ways to work with local communities, business owners and relevant user groups to ensure 'Operations' are designed with end-user in-mind, help maximise benefits and help ensure buy-in and support e.g. local disability access groups or other isolated members of the community 	<p>This assessment must be separate from any Environmental Impact Assessment (EIA)* being undertaken. Further information on EIAs is provided in the link below¹⁶³.</p> <ul style="list-style-type: none"> Maximise resource efficiency. 'Operations' should maximise opportunities to use resources more efficiently, which would bring significant financial savings. The adoption of an environmental sustainability strategy would have an important role in meeting this objective. Methods that minimise the unnecessary use of raw materials should be developed and adopted. All construction 'operations' over £300,000 in value should produce a site waste management plan¹⁶⁴. 	

¹⁶¹ UK Habitat Regulations 1994 http://www.opsi.gov.uk/SI/si1994/Uksi_19942716_en_1.htm

¹⁶² TAN 5: Nature Conservation and Planning <http://wales.gov.uk/topics/planning/policy/tans/tan5/?lang=en>

¹⁵⁵ Equality and Human Rights Commission <http://www.equalityhumanrights.com/wales/public-sector-equality-duty-in-wales/>

¹⁶³ Welsh Government information on Environmental Impact Assessments <http://wales.gov.uk/topics/planning/developcontrol/environmental-impact-assessment/?lang=en>

¹⁶⁴ WRAP Site Waste Management plan information: <http://www.wrap.org.uk/category/sector/waste-management>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<p>Social Clauses / Community Benefit Schemes</p> <ul style="list-style-type: none"> Wherever possible, work with contractors to incorporate a social clause / community benefit scheme, which offer some form of re-investment into the community via work experience / trainee placements and employment opportunities, invests back into the local community for example: sponsoring local football teams or paying to have community centre redecorated etc. ¹⁵⁶¹⁵⁷¹⁵⁸ <p>Removal of Potential Barriers</p> <ul style="list-style-type: none"> Consider ways to remove barriers to employment centres which are associated with access to transport Support / incorporate options that encourage healthier lifestyles such as walking and cycling 	<ul style="list-style-type: none"> Develop innovative technologies and processes to increase resource efficiency. Research into improved technologies and management processes to enable improved resource efficiency is crucial to Wales' economic future. 'Operations' must plan for segregating and storing materials for recycling within the site and how these materials can be safely collected from the site. Prepare and implement a Site Environmental Management Plan. For those 'operations' involving the construction of premises, a Site Environmental Management Plan should be prepared and implemented. The Plan should contain environmental management guidance on all procedures to be followed 	

¹⁵⁶ Social & Community Benefits: Beyond Bricks and Mortar <http://www.swanseaacitycentre.com/invest-business/beyond-bricks-and-mortar/>



¹⁵⁷ Welsh Government: Community Benefits Guidance – Delivering Maximum Value for the Welsh Pound 2014: <http://wales.gov.uk/topics/improvingservices/betterfm/publications/community-benefits-2014/?lang=en>

¹⁵⁸ Welsh Government Community Benefits Measurement Toolkit: <http://prp.gov.wales/toolkit/>

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
<ul style="list-style-type: none"> Develop ways of providing better access to ICT and high speed internet access for individuals in rural and deprived communities, especially older people and those with disabilities, which might help deliver greater integration and employment opportunities 	<p>during site preparation, construction and operation. The plan should include commitments made by the developer during the planning process and involve full consultation with the local community.</p> <ul style="list-style-type: none"> Potential to implement small scale green or blue infrastructure into ‘operation’ design. Green infrastructure or blue infrastructure can take a variety of forms, for example: green infrastructure can include green roofs and walls, gardens, parks, productive landscapes, green corridors, small scale urban wildflower meadows, green roofs and walls and bee/insect hotels to larger scale planned parkland, wildflower set-aside areas and community “grow your own” schemes. Blue infrastructure could include planned bio-swales, porous paving and rain gardens as well as sustainable urban drainage systems (SUDS). 	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Wildflower Meadow set aside near residential property:</u></p>  <p>©PeterFrost NRW</p> <p><u>Community Allotments</u></p>  <p>©PeterFrost NRW</p>	

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Generic Actions.		
Equal Opportunities and Gender Mainstreaming (EO&GM):	Sustainable Development (SD):	Tackling Poverty and Social Exclusion (TP&SE):
	<p><u>Green Roof</u></p>  <p>© Pixabay</p> <p><u>Insect hotel</u></p>  <p>©Pixabay</p>	

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Generic CCT integration.

- All lead beneficiaries should consider ways to integrate the three cross cutting themes (CCTs) i.e. equal opportunities and gender mainstreaming, sustainable development and tackling poverty and social exclusion. For example: appointing or designating an appropriate member of staff to champion the integration of these CCTs within an 'operation'.

ANNEX

Equal Opportunities & Gender Mainstreaming – Useful Contacts and Information **References**

Older People:

Strategy for Older People in Wales 2013-2023¹⁶⁵, DWP Helping people to find and stay in work¹⁶⁶, WEFO CCT Fact sheets¹⁶⁷

Female:

W.A.V.E Project¹⁶⁸, Agile Nation 2¹⁶⁹, STEM Cymru¹⁷⁰, Chwarae Teg¹⁷¹, Women Like Us¹⁷², WEFO Equal Opportunities cross cutting themes ESF Fact sheet¹⁷³

Disabled / Work Limiting Health Conditions:

Disability Wales¹⁷⁴, Access to Work¹⁷⁵, Dept. for Work & Pension Work Choice programme¹⁷⁶, European Network for Workplace Health Promotion¹⁷⁷, WEFO Equal Opportunities cross cutting themes ESF Fact sheet¹⁷⁸, Framework for Action on Independent Living¹⁷⁹

¹⁶⁵ The Strategy for Older People in Wales 2013-23 <http://wales.gov.uk/topics/health/publications/socialcare/strategies/older/?lang=en>

¹⁶⁶ DWP 'Helping older people who want to find or stay in work' <https://www.gov.uk/government/policies/helping-people-to-find-and-stay-in-work/supporting-pages/helping-older-people-who-want-to-find-or-stay-in-work>

¹⁶⁷ WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

¹⁶⁸ W.A.V.E Project (Women Adding Value to the Economy) <http://www.wavewales.co.uk/>

¹⁶⁹ Agile Nation 2 <http://www.agilenation2.org.uk/for-women/>

¹⁷⁰ STEM Cymru <http://www.stemcymru.org.uk/>

¹⁷¹ Chwarae Teg <http://chwaraeteg.com/>

¹⁷² Women Like Us (London) <http://www.womenlikeus.org.uk/>

¹⁷³ WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

¹⁷⁴ Disability Wales <http://www.disabilitywales.org/>

¹⁷⁵ Access to Work <https://www.gov.uk/access-to-work/overview>

¹⁷⁶ DWP 'Work Choice Programme' <https://www.gov.uk/government/policies/helping-people-to-find-and-stay-in-work/supporting-pages/supporting-disabled-people-who-need-more-help-to-find-and-keep-a-job>

¹⁷⁷ European Network for Workplace Health Promotion <http://wales.gov.uk/topics/health/improvement/work/workplace/?lang=en>

¹⁷⁸ WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

Caring Responsibilities:

WEFO Equal Opportunities cross cutting themes ESF Fact sheet¹⁸⁰

Language and Accessibility:

Welsh Government's Welsh Language Strategy 2012-2017¹⁸¹, WEFO CCT Fact sheets¹⁸²

BME:

Organisations include: Welsh Refugee Council¹⁸³, Chwarae Teg¹⁸⁴, MEWN Cymru¹⁸⁵, WEFO Equal Opportunities cross cutting themes ESF Fact sheet¹⁸⁶

Young People:

WEFO Equal Opportunities cross cutting themes ESF Fact sheet

Adopting or Improving Equality Strategies and Monitoring Systems: SEREN¹⁸⁷, ASTUTE¹⁸⁸, WISE 2¹⁸⁹

¹⁷⁹ Framework for Action on Independent Living <http://gov.wales/topics/people-and-communities/equality-diversity/rightsequality/disability/framework-for-action/?lang=en>

¹⁸⁰ WEFO cross cutting themes 'Fact Sheets' highlight how projects have delivered against a range of equal opportunities Indicators and wider commitments such as: delivering to individuals with Protected Characteristics, Social/Community Clauses, NEET, Vulnerable Groups, non-traditional areas or work/study, Accessibility, Welsh language <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

¹⁸¹ Welsh Government's Welsh Language Strategy 2012-2017 'A living language: a language for living'

<http://wales.gov.uk/topics/welshlanguage/policy/living/?lang=en>

¹⁸² WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

¹⁸³ Welsh Refugee Council <http://welshrefugeecouncil.org.uk/>

¹⁸⁴ Chwarae Teg <http://chwaraeteg.com/>

¹⁸⁵ Mewn Cymru <http://www.mewn-cymru.org.uk/>

¹⁸⁶ WEFO cross cutting themes 'Fact Sheets' <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

¹⁸⁷ SEREN Equality & Diversity Toolkit <http://grc.engineering.cf.ac.uk/research/seren/resources/products/2/>

¹⁸⁸ ASTUTE Equality & Diversity support <http://www.astutewales.com/en/cct.htm>

¹⁸⁹ WISE 2 Network Equality & Diversity Support <http://www.wisenetwork.org/?lang=en&s=yvonne>

WEFO Cross Cutting Themes Fact Sheets:

A series of fact sheets which highlight how 'operations' have delivered against a range of equal opportunities and sustainable development indicators and wider commitments.

Equal Opportunities and Gender Mainstreaming.

From an equality perspective, this includes: Adopting or Improving equality strategies and monitoring systems (inc. Apps, Toolkits, Health-checks etc.), Social/Community Clauses and Under Utilisation Plans (UUPs), Welsh Language, Accessibility, Consultation and Engagement, Marketing and Publicity, Health and Wellbeing, early consideration of equal opportunities at operational development.

These fact sheets can be found at: <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

Sustainable Development

The factsheet provides information on improving business environmental credentials, sustainable transport, physical regeneration of towns, efficient use of natural resources, raising awareness of environmental sustainability, demonstrating best practice through BREEAM and CEEQUAL and travel plans.

These fact sheets can be found at: <http://gov.wales/funding/eu-funds/2014-2020/applying/cross-cutting-guidance/factsheets/?lang=en>

Eco-Code

An Eco-code is a set of behaviours aimed at raising environmental awareness and information among the staff and users of a premises and/or organisation. The Eco-code (usually displayed using posters) provides practical tips and reminders for saving energy, water and resources.

The following example template illustrates the kind of actions that the eco-code should promote. The actions should be drawn up by the sponsor organisation and would be specific to the sponsor's activities. However, some suggested actions are included in the template.

	Waste Prevention, Reduce, Reuse, Recycle
Eco-Code	We will prevent, reduce, repair, reuse and recycle to minimise waste wherever possible.
Actions	<ul style="list-style-type: none">• Purchase items with low / zero levels of packaging;• Recycle all materials used, including paper, metals, glass, plastic and food;• Compost appropriate perishable items.
	Transport
Eco-Code	We will encourage more environmentally friendly ways for you to travel when you come and see us! Likewise, organisation business will be conducted through the most environmentally sustainable mode of transport available.
Actions	<ul style="list-style-type: none">• Reduce need for travel where possible through the use of ICT;• Utilise, promote and enhance public transport wherever possible;• Use Videoconference and Teleconference;• Vehicle share wherever possible https://carshare.liftshare.com/

	<h1>Purchasing</h1>
Eco-Code	We will buy products and materials that do not harm the environment when they are made or used.
Actions	<ul style="list-style-type: none"> • Purchase reused/recycled products wherever possible; • Aim to achieve Level 3 of the Sustainable Procurement Assessment Framework (SPA) overall and Level 5 in at least one area.

	<h1>Water</h1>
Eco-Code	We will save water wherever possible.
Actions	<ul style="list-style-type: none"> • Turn off taps whenever not in use; • Install water conservation measures such as time limited taps, 'grey water'* recycling systems, dual flush toilets, water aerators on all sink taps and water saving devices in toilet cisterns.

	<h1>Energy</h1>
Eco-Code	We will lower energy consumption and teach you about how to save energy!
Actions	<ul style="list-style-type: none"> • Turn off all heating/lighting when not needed; • Use heating controls to swiftly react to different daily heating needs; • Install effective insulation, close all doors/windows in winter; • Subscribe to a green energy company such as Good Energy that can source 100% green electricity; • Install renewable energy facilities where possible, such as solar water heating.*

	<h1>Biodiversity</h1>
Eco-Code	We will increase the biodiversity of the site and its surroundings.
Actions	<ul style="list-style-type: none"> • Consult local wildlife groups on how to effectively encourage biodiversity and wildlife in your area.

	<h1>Raising Awareness</h1>
Eco-Code	We will inform all our visitors and the general public about how we are looking after our environment and hope they do the same at home! For example: Notices and reminders around the centre, promote ourselves to local media and provide information on our website
Actions	<ul style="list-style-type: none"> • Place prominent notices and posters around the organisation premises; • Provide information on website and in literature.