



Llywodraeth Cymru
Welsh Government

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Strategic Equality Plan and Objectives 2012-2016



Working for
Equality
in Wales



April 2012

Our Strategic Equality Plan is available in alternative formats and languages. If you would like to request this information in an alternative format please let us know.

We would welcome your feedback on our Strategic Equality Plan. You can contact us with your feedback and to request alternative formats using the information below:

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This document is also available on the Welsh Government website in this format and in easy read – www.wales.gov.uk/topics/equality



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Foreword from Minister

Equality and inclusion is at the heart of Welsh Government. One of the core principles underpinning the Programme for Government is sustainable development and well being; equality and inclusion are integral to this and woven throughout the programme as well as in Chapter 8 ‘Standing up for Equality’. A key dimension of achieving well being is also taking action on poverty. The Welsh Government is delivering this through its Tackling Poverty Action Plan and we will ensure that the Strategic Equality Plan and the Tackling Poverty Action Plan dovetail.

Modern day Wales is a society built on diverse and multi-cultural communities with people from a whole host of different backgrounds with unique characteristics and experiences. I strongly believe that this is what makes Wales such a vibrant nation.

Wales is a country which continues to be built upon principles of fairness and equality and this approach needs to be encouraged and supported. We all want to live in a society which is safe and where there are equal opportunities, where people from different backgrounds live harmoniously together and where discrimination is not tolerated. This is fundamental to enable Wales to grow and flourish for current and future generations.

I am really pleased that this approach is reflected within the Welsh Government’s Equality Objectives and a Strategic Equality Plan. These highlight how the Government is fulfilling the general duty in the Equality Act 2010 and the Wales specific equality duties. This approach is not just words on paper, but highlights the outcomes we want to achieve, how we are going to do this and how we can measure the impact of our actions.

The Welsh specific equality duties are designed to ensure that public services and employment are fair and accessible to individuals with protected characteristics of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation. There are barriers which need to be removed to ensure that we all have equal opportunities and this Plan highlights what the Welsh Government will focus on to deliver this.

The Strategic Equality Plan is based on eight key Equality Objectives which have been developed following extensive engagement, including a questionnaire completed by 429 people and face to face meetings across Wales. The Objectives have also been underpinned with current available evidence and data. This approach has helped to highlight the most pressing barriers to equality to be tackled by Government and by partner organisations also.

The Welsh Government will work with the Public Sector across Wales to promote the Equality Objectives and take a co-coordinating role in ensuring that other organisations' Objectives reflect local issues and need.

Detailed actions have been formed, based on work across Government portfolios, and updates will be provided on progress to ensure clear accountability and transparency. This approach in Wales is only the beginning and the Equality Objectives will not remain static and will evolve and reflect how the equalities and inclusion work will be developed and delivered in the future.

With the Welsh specific duties we have a unique opportunity to deliver outcomes through Equality Objectives which really matter and which go to the heart of equality, anti-discrimination and good relations between people in Wales.

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1. Introduction –

The Welsh Government Making Equalities Work for Wales

Since devolution in 1999 the Welsh Government has served to enhance the economic, social and environmental wellbeing of people and communities in Wales, achieving a better quality of life for current and future generations.

The Welsh Government uses its wide range of expertise to develop effective legislation and evidence-based policy. This informs all of the Welsh Government's work, including the development and delivery of public services. There are many opportunities to advance equality, eliminate discrimination and foster good relations in Wales across those areas in which the Welsh Government has devolved responsibility. These devolved areas include the power to take action in education and skills; health; social services; business, enterprise, technology and science; housing; culture; as well as other areas such as rural affairs and agriculture.

Departments across the Welsh Government are grouped together into subject areas called Directorates. The 7 Directorates are each headed by a Director General who leads cross-cutting programmes and ensures that joined up working across all departments is a reality. The Welsh Government has a role to ensure that equality is mainstreamed and embedded across directorate areas. Further information about directorates can be found on the following link: wales.gov.uk/about/civilservice/directorates

Equality is enshrined within the Welsh Government's founding legislation, The Government of Wales Acts 1998 and 2006. Equality and inclusion are reflected within our guiding principles and make up, together with sustainability and wellbeing, the foundation stones underpinning all we do.

The Welsh Government is working hard to deliver on our commitment to ensure that every citizen has the opportunity to contribute to the social and economic life of Wales. We will focus particularly on those with protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The Equality Act 2010 introduces a new equality duty on the public sector. In the exercise of its functions, a public authority listed in Schedule 19 to the Act must have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Welsh Government was the first part of Great Britain (GB) to regulate to create specific duties under the 2010 Equality Act. Public sector bodies in Wales, including the Welsh Government have a statutory duty to publish Equality Objectives by 2 April 2012 and to have developed a Strategic Equality Plan as soon as possible thereafter.

We are also unique as the only GB Government that has a statutory obligation to carry out Equality Impact Assessments (EIAs) on all our policies, processes and practices, including our Budget.

Engagement, involvement and consultation with stakeholders is a fundamental requirement of the duties, and the regulations require us to engage with people with protected characteristics when considering and designing our Equality Objectives.

This requirement to engage, involve and consult also currently sets us apart from other GB countries.

The Strategic Equality Plan (“the Plan”) is essentially linked to our existing and developing strategies, to ensure that they dovetail, working together to join up our approach to achieving better outcomes for the people of Wales.

Welsh Government has a track record of commitment to social justice and equality of opportunity and the current economic and financial climate make it even more important that we retain our commitment to tackling poverty by prioritising the needs of the poorest and protecting those most vulnerable to poverty and marginalisation. The Equality Objectives, together with the ‘Tackling Poverty Action Plan’, will provide the framework for these efforts.

The ‘Tackling Poverty Action Plan’ will be arranged around the themes of preventing poverty; helping people to lift themselves out of poverty by removing barriers to employment; and acting to improve the quality of life of those in poverty.

Action in these areas will be taken forward in ways which mutually reinforce the Equality Objectives. Good quality, affordable childcare should help children to reach important developmental milestones: at the same time it will create employment for some and remove a barrier to employment for others. Early, targeted action to prevent young people from falling out of education, training or employment should benefit them directly but should also benefit the next generation. Advice which helps people deal with debt, or get on-line, should be a basis for enabling them to manage their finances sustainably and empower people to increase their engagement in work and society.

People in rural areas often face particular and additional barriers, and this is something that has been raised as part of our engagement on the Equality Objectives. Integral to the Programme for Government is ‘rural proofing’ to ensure that the impact of policies and decisions is considered on rural communities.

This will include the actions under the Equality Objectives and the Welsh Government will work to tie this more closely to EIA.

We will also work to ensure that links are made to key frameworks and strategies.

‘The Right to be Safe’ broadened the reach and scope of our violence against women and domestic abuse work, building on ‘Tackling Domestic Abuse; a Partnership Approach’, while ‘Travelling to a Better Future’ was the first national Gypsy and Traveller Framework in the UK. It aims to address the inequalities and poverty experienced by the Gypsy and Traveller community in Wales, ensure equality of opportunity for the Gypsy and Traveller community and enable the community to access resources and mainstream services.

Actions address health and continuing care, education and training, participation and engagement, accommodation and employment. The framework aims to improve attendance and attainment in education, tackling high rates of infant mortality, accidents and illness and low life expectancy and has a key focus on accommodation provision. There is evidence that a permanent place to live underpins most other aspects of life and access to services.

The Refugee Inclusion Strategy and Action Plan reflects the Welsh Government’s vision of refugee inclusion in Wales. Refugees can and do make a real contribution to Wales and to Welsh life; the Welsh Government, is committed to ensuring that this continues.

The Government’s Community Cohesion Strategy for Wales ‘Getting on together’ was launched in December 2009. This focuses on the need to create resilient and inclusive communities and on policy areas including housing, communication, learning, equalities, social inclusion, and tackling

extremism. This has previously been supported by the Community Cohesion Fund and from April 2012 to March 2014 we will provide funding for eight Community Cohesion Regional Co-ordinators posts throughout Wales.

The Strategy for Older People in Wales, first published in 2003, revised in 2008, and with a commitment to develop a third phase, was the first UK Strategy on ageing. It sets out the Welsh Government's ambition for the ageing population. The Strategy has cross party Ministerial support and has relevance and policy intent across Welsh Government.

We will publish a Framework for Action on Independent Living in the summer of 2012. This will help to tackle barriers and support disabled people so that they can live independently and exercise choice and control in their daily lives. We are also working closely with Disability Wales and partner organisations to identify the actions we can take to remove barriers and promote the rights of disabled people to enable them to participate fully in Welsh society.

The Strategic Equality Plan and Equality Objectives do not include the Welsh language as Welsh language rights are led by the Welsh Language Unit (WLU) within the Welsh Government. Officials from the Equality, Diversity and Inclusion Division (EDID) and the WLU will work together to ensure that the actions on both complement and inform one another.

2. Human Rights

The Welsh Government has an important role to play in promoting human rights. These are enshrined within United Nations (UN) Conventions, and all public authorities have duties under the Human Rights Act 1998.

As part of recognising the importance of human rights, the Government has based the work it delivers around children and young people on delivering the core aims of the UN Convention on the Rights of the Child (UNCRC). Building on this, we have in Wales the Rights of Children and Young Persons (Wales) Measure 2011 which imposes a duty on the Welsh Ministers and the First Minister to have 'due regard' to the rights and obligations in the UNCRC and what are called its 'Optional Protocols' when making strategic policy decisions.

The Measure requires the Welsh Ministers to prepare a children's scheme and to produce reports about how they are complying with the duty and promoting understanding of the UNCRC.

It is important, going forward, that strong links are made between equality, inclusion and human rights within Welsh Government and the Equality, Diversity and Inclusion Division will be leading in taking this work forward.

3. Developing the Equality Objectives – Engagement

There has been considerable public engagement on the Objectives and the Strategic Equality Plan, which began in October 2011 and built on previous engagement. Officials in the Welsh Government worked with stakeholders to organise a series of workshops, forums and other events to raise awareness and to discuss the detail of the Equality Objectives.

This engagement activity involved and consulted people across Wales, and provided them with the opportunity to influence the Equality Objectives and the way they are drafted. These included:

- Focus groups with seldom heard groups across Wales;
- Round table events with key delivery partners;
- An on-line questionnaire;
- Equality and Human Rights Commission (EHRC) Equality Exchange regional events in Swansea and Wrexham;
- Meetings with organisations and discussions at forums (e.g. the Wales Race Forum)
- EDID facilitated meetings with stakeholders;
- Workshops with strategic delivery partners to test the emerging Objectives;
- A Human Resources Workshop with members of the Welsh Government's Employee Diversity Network on draft employer Equality Objective.

We have also regularly circulated a Specific Duties Bulletin which has been distributed to approximately 600 Welsh stakeholder organisations and individuals across Wales.

4. Equality Issues Questionnaire

Members of the public (both individuals and organisations) were invited to complete a questionnaire designed to explore people's views on equality-specific issues.

The questionnaire asked questions on a range of areas in life (e.g. education, employment, health, etc). People were asked to identify in which of those areas they were most likely to experience issues or difficulties as a result of their having any of the protected characteristics under the Equality Act 2010.

In addition, people were able to specify areas of importance to them. Key themes that emerged from the suggestions for action by the Welsh Government were:

- The Welsh Government should address issues of inequality in employment;
- The Welsh Government should actively promote the Equality Act to ensure all sections of society are aware of the requirements of the Act from individuals to employers;
- Schools were seen as an important venue and starting point for promoting a fairer society that has a greater acceptance and understanding of diversity;
- In promoting the Equality Act, the Welsh Government should ensure that people have access to appropriate advice and information;
- More needs to be done to support young people regarding education and employment;
- The Welsh Government should tackle violence and hate crime aimed at members of the public with protected characteristics;

- The Welsh Government should ensure that services provided to people, especially those from protected characteristics, are sensitive to, and appropriate to their needs;
- The Welsh Government should ensure that it engages with and listens to people with protected characteristics.

Annex 1 provides a brief overview of the questionnaire methodology and analysis, and a fuller report has been published and is available on our website.

5. Evidence

It is widely recognised that there are large gaps in evidence around particular protected characteristics and areas of life. In order to inform and underpin future Objectives and actions we must address the need for meaningful and focused equalities evidence. A priority for the Welsh Government will be working with other public sector organisations, and with the third sector to prioritise filling these gaps.

6. Procurement

There is a specific duty focused particularly on procurement which recognises what an important lever procurement provides. This underpins all of our objectives and the Welsh Government will take every opportunity through public procurement to advance equality and inclusion and to improve employment practices. (See also page 116)

7. The Equality Objectives

Our engagement activities, together with an extensive data and information gathering exercise to develop a robust evidence base undertaken by our Knowledge and Analytical Service (KAS), has contributed to, and informed, the development of our Equality Objectives.

All of the Objectives cover all of the “protected characteristics” to some extent. However, individual objectives have a particular focus. This is because we want to prioritise action in order to have the greatest impact. The objectives will evolve over time in response to progress made and engagement with organisations and individuals.

Despite the lack of evidence on some protected characteristics we must seek to make progress on these and, as part of this, we must strengthen the evidence base. This will allow us to identify barriers to equality and take the action that is most effective to tackle them.

Equality Objectives

1. Strengthen advice, information and advocacy services to help people with protected characteristics understand and exercise their rights and make informed choices.
2. Work with partners to identify and address the causes of the gender, ethnicity and disability pay and employment differences.
3. Reduce the numbers of young people not in education, employment or training (NEET).

4. Reduce the incidence of all forms of violence against women, domestic abuse, 'honour' based violence, hate crime, bullying and elder abuse.
5. Tackle barriers and support disabled people so that they can live independently and exercise choice and control in their daily lives.
6. Put the needs of service users at the heart of delivery in key public services, in particular health, housing and social services, so that they are responsive to the needs of people with protected characteristics.
7. Improve the engagement and participation of under-represented groups in public appointments.
8. Create a more inclusive workplace that promotes equality of opportunity for staff with protected characteristics through improved employee engagement and increase awareness of learning and development opportunities that are accessible to all staff.

Objective 1:

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

Rationale:

Accessing information, advice and advocacy is central to helping people understand and use their rights in challenging discrimination and in providing financial and debt advice, housing and many other areas of potential inequality. Services are currently uneven and not well joined-up.

The Minister for Local Government and Communities and the Finance Minister have asked officials to instigate a full-scale review of advisory services in the light of the unprecedented challenges being faced by not-for-profit providers as a direct result of UK Government proposals for Welfare Reform and Legal Aid and the impact arising from reductions in funding for advice through the Financial Inclusion Fund and the Equality and Human Rights Helpline. The scope of the review will be the whole range of advisory services across Welsh Government portfolios.

Action Area	Responsibility	
<p>1.1 The Ministerial Task and Finish Group on Welfare Reform has commissioned work to explore how the Welsh Government could develop a stronger network of advice services which is capable of providing people with bilingual support on all aspects of financial and housing related need:</p> <ul style="list-style-type: none">• to carry out further mapping of public and voluntary advice services;• to consider options for ensuring better co-ordination of and collaboration between advice services at the national and local level;• to consider whether there are ways in which advice services need to be developed, for example to reach people who have most difficulties in accessing them.	<p>Tackling Poverty Unit – Department for Local Government and Communities</p>	

Ministerial Portfolios with direct responsibility:

- Minister for Local Government and Communities
- Minister for Finance and Leader of the House
- Minister for Health and Social Services

Timeframes:

- This objective will be fully met by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • The review will explore how a stronger network of generic advice services can be developed which: <ul style="list-style-type: none"> • improves the quality of service to the consumer; • is capable of providing people with support on all aspects of financial, housing and other related needs; • can help people with protected characteristics understand and exercise their rights and make informed choices; • identify the impact of UK Government and local government funding cuts; • assess levels of demand for advice services over the next 5 years; • identify how funds can be used most effectively to support an advice network in Wales. <p>Initial timescales:</p> <ul style="list-style-type: none"> • Review remit, terms of reference and Expert Group to be agreed by April 2012; • Review to take place April-September 2012; • Review to report and make recommendations by October 2012. 	<p>Monitoring and reporting arrangements will be overseen by an Expert Group to be established specifically for this purpose. Key milestones and specific indicators will be agreed as part of this.</p> <p>The commitment to Action 1.1-1.4 is included in the Communities Division's Strategic Plan 2012-15 where arrangements have been established to monitor their delivery.</p>

Action Area	Responsibility	
<p>1.2 Ensure that the national and local networks of information/advice and advocacy fully meet the needs of the protected groups, and that equality objectives are built into future developments.</p>	<p>Tackling Poverty Unit – Department for Local Government and Communities</p>	
<p>1.3 Scope to clarify expectations on local authorities and other local partners to map local provision from the user’s perspective and ensure that there is an integrated, responsive and accessible first tier with effective signposting to more specialist services.</p>	<p>Tackling Poverty Unit – Department for Local Government and Communities</p>	
<p>1.4 Link Review with developing policy on Consumer Focus, Citizens’ Advice, etc.</p>	<p>Tackling Poverty Unit – Department for Local Government and Communities</p>	
<p>1.5 To strengthen and support work with migrants, refugees, asylum seekers and minority ethnic communities to improve access to advocacy and advice services.</p>	<p>Equality, Diversity and Inclusion Division – Department for Strategic Planning, Finance and Performance and Advocacy Unit – Department for Health, Social Services and Children</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Consult key stakeholders on the review's remit and engage through a call for evidence and via an Expert Group which will oversee the review. • Consider as part of the Review how the needs of protected groups are met and how Equality Objectives are built into future developments. The remit to be finalised between July-August 2012. 	<p>Monitoring and reporting arrangements will be overseen an Expert Group to be established specifically for this purpose. Key milestones and specific indicators will be agreed as part of this.</p>
	<ul style="list-style-type: none"> • Consider the role of local authorities and other local partners in advice provision as part of the Review i.e. in their funding of advice services and in providing a co-ordinating lead to ensure sufficient, quality, bilingual advice services are available. 	<p>Monitoring and reporting arrangements will be overseen an Expert Group to be established specifically for this purpose. Key milestones and specific indicators will be agreed as part of this.</p>
	<ul style="list-style-type: none"> • Whilst the Tackling Poverty Unit will lead on this work, it provides an opportunity to join up and co-ordinate activity across the Welsh Government. • The scope of the review will therefore be the whole range of advisory services across Welsh Government portfolios and Departments are, and will continue to be, fully engaged in the review. 	<p>Monitoring and reporting arrangements will be overseen by an Expert Group to be established specifically for this purpose. Key milestones and specific indicators will be agreed as part of this.</p>
	<ul style="list-style-type: none"> • The Welsh Government will continue to work with Advocacy providers and Third Sector organisations to both identify gaps in provision and to drive up standards which will link with the Welfare Reform review by March 2013. • The Welsh Government will be undertaking targeted awareness raising during 2012/13 for the MEIC advocacy services for people under the age of 25 years of age across ethnic minority communities. 	<p>Ongoing monitoring through delivery of the Refugee Inclusion Action Plan and Gypsy and Traveller Framework for Action and Delivery Plan. By 2014.</p>

Objective 2:

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

Rationale:

There is strong evidence that the factors that shape an individual's life chances begin to have an effect even before a child is born, and are at work powerfully in childhood. Actions to address this Objective therefore begin at childhood and focus on key issues throughout the life-course.

Action Area	Responsibility	
2.1 Flying Start – collect and analyse information on protected groups, in particular ethnic minority and disabled people, and ensure that provision is culturally sensitive and does not inadvertently exclude marginalised groups.	Flying Start Team – Department for Social Services and Children	

Ministerial Portfolios with direct responsibility:

- Minister for Local Government and Communities
- Minister for Education and Skills
- Minister for Business, Enterprise, Technology and Science
- Deputy Minister for Children and Social Services
- Minister for Finance and Leader of the House

Timeframes:

- This is a long-term aim and measurable progress will be made against this objective by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • The Flying Start team, working with Knowledge and Analytical Services and external stakeholders, is currently reviewing the programme's monitoring information. The review is ongoing, and we will be working with stakeholders over the next 6 – 8 months to implement new data systems which will include, amongst other things, reporting on take-up of elements of the programme by some of the 'hardest to reach' groups within Flying Start areas. These include: <ul style="list-style-type: none"> • Ethnic minority families; • Families where English/Welsh is not the first language; • Children with additional needs; • Lone female parents; • Lone male parents; • Teenage parents; • First-time parents. • The revised Flying Start guidance to include a requirement to base provision on a local assessment of need, and Local Authorities will be expected to identify how they will address those needs when delivering Flying Start. 	<p>The review is ongoing. Flying Start Monitoring and Evaluation sub-group reports (meets on a bi-weekly basis) to the Flying Start Programme Board on a quarterly basis.</p>

Action Area	Responsibility	
<p>2.2 Analyse information and identify issues where interventions are needed to drive up attainment amongst those groups with protected characteristics who are under-achieving. Include issues on patterns of school exclusions within this.</p>	<p>Ethnic Minority/ Child Protection Branch – Department for Education and Skills</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Monitor trends in achievement and assess the impact of the Minority Ethnic Achievement Grant (MEAG) and the Grant for the Education of Gypsy and Traveller Children (GT grant) by collecting data on: <ul style="list-style-type: none"> • The number of ethnic minority pupils supported through the MEAG achieving Level 2 (5 A*-C at GCSE) or equivalent; • The number of ethnic minority children supported through the MEAG achieving expected levels of Core Subject Indicators at key stage 3; • The number (and percentage) of Gypsy and Traveller pupils who attended school for at least the required minimum of 200 sessions; • The number of Gypsy and Traveller children supported by the GT grant leaving school with a qualification; • The number of Gypsy and Traveller children supported by the GT grant achieving a post-16 qualification. • Commission research to determine what evidence there is regarding differences in attainment, progress and exclusions between the different ethnic groups and the link between attainment and exclusion. This is subject to acceptance for inclusion in the Department for Education and Skills (DfES) Evidence Plan. • Encourage Local Authorities to work with schools in their areas to identify where intelligent use of data can accomplish targeted interventions. • Collect examples of best practice in minority ethnic achievement, for example, from Islington and Tower Hamlets and translate for use within local authorities in Wales. 	<p>Reviewed annually by March 2013.</p> <p>Analysis on attainment is nearing completion, and further analysis of available evidence will be considered and appropriate action plan devised by March 2013.</p> <p>The impact of encouraging local authorities to collect and utilise appropriate data to target will provide a rolling aggregated outcome. It is envisaged that meaningful data will not, therefore be available for the first three years, but can be reviewed annually thereafter. Best practice case studies will be sought by October 2013.</p>

Action Area	Responsibility	
<p>2.3 Where issues are identified, frame interventions that address these issues and feed in appropriately to teacher training, continuing professional development, Estyn inspection frameworks and remit reports.</p>	<p>Department for Education and Skills and Equality, Diversity and Inclusion Division – Department for Strategic Planning, Finance and Performance</p>	
<p>2.4 Improve the outcomes of disabled children and young people and those with Special Educational Needs (SEN) through reform of the Additional Learning Needs (ALN) statutory framework.</p>	<p>Additional Learning Needs Branch – Department for Education and Skills</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Explore with policy leads the potential to consider how any specific issues identified around gender, disability, race, underachievement and inequality can be reflected in the development of policy in relation to teacher training, and through Continuing Professional Development and Estyn's work. 	<p>Review annually from May 2013.</p>
	<ul style="list-style-type: none"> • The Welsh Government proposes to replace the present statutory framework for special educational needs with a simpler, more person-centred system. The new approach is currently being tested in 8 local authorities. The legislative vehicle will be the Education (Wales) Bill due to be introduced in 2013, and consultation on the proposals will take place spring/summer 2012. • Within the framework of Bill, work to ensure multi-agency working between Health, Social Services and Education in meeting the assessed needs of those with the most complex of needs. • Within the framework of Bill, work to ensure better transition planning at all relevant progression stages i.e. into education/primary to secondary/secondary in Further Education, Higher Education and work/life. 	<p>Proposed Bill will be taken forward in 2013. Progress will be monitored annually.</p>

Action Area	Responsibility	
<p>2.5 Tailor Genesis provision in urban centres with significant Muslim populations to help women from Muslim backgrounds enter the workplace.</p>	<p>Employability and Skills Division – Department for Education and Skills</p>	
<p>2.6 Ensure evidence is generated and analysed on protected groups on entry to Modern Apprenticeships, and success rates on leaving, and frame action to address equality issues arising.</p>	<p>Employability and Skills Division – Department for Education and Skills (DfES)</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Ensure data collection for delivery of Genesis Programmes captures information on protected groups as appropriate within the overall scope of these Programmes. • Ensure data/evidence on demand from, and participation of, protected groups is incorporated in project/programme evaluations for Genesis in 2014/15, including identification of specific equality issues arising and highlighting any areas of best practice. • Review of Genesis will include specific consideration of the potential for further tailoring of provision in relevant local authorities to help women from Muslim backgrounds to enter the workplace. • Work with local authorities, where appropriate, to ensure provision is tailored to those with protected characteristics. 	<p>Monitor Genesis delivery for protected groups quarterly between 2012 and 2014 based on data collected by local authorities and through regular monitoring visits.</p> <p>Review Genesis delivery annually between 2012 and 2014 to ensure it continues to be representative amongst those with protected characteristics.</p>
<ul style="list-style-type: none"> • DfES will evaluate providers' monitoring of participation and outcomes by under-represented groups on an annual basis. This will include reviews of the self-assessment reports submitted by providers; discussion in contract review meetings; and discussion at the national Work Based Learning (WBL) Quality Managers network. We will identify and disseminate best practice in the use of data to monitor equality and diversity issues, and take providers' performance in this regard into account when re-contracting. • Monitor data from the learners record (LLWR) to track overall participation and success rates in all work-based learning programmes, by gender, ethnicity and disability. • Consider how to extend this approach to other protected groups. • Ensure data/evidence on demand from, and participation of, protected groups is incorporated in project/programme evaluations for Apprenticeships in 2014/15, including identification of specific equality issues arising and highlighting any areas of best practice. 	<p>Monitor and review Apprenticeship delivery annually from 2013 for gender, ethnicity and disability to ensure it continues to reflect demand and addresses any specific equality issues arising.</p>

Action Area	Responsibility	
<p>2.7 Ensure evidence is generated and analysed on protected groups within adult basic skills courses and success rates. Use analysis to frame action to address issues arising e.g. barriers and under-representation and under-achievement amongst those with protected characteristics.</p>	<p>Employability and Skills Division, Young People Engagement and Employment Division – Department for Education and Skills</p>	
<p>2.8 Review the provision of English for Speakers of Other Languages (ESOL) and adult basic skills to improve education, skills and employment prospects.</p>	<p>Further Education Policy Branch – Department for Education and Skills</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Ensure data collection for delivery of Basic Skills and young people who are not in education, employment or training (NEET) Programmes captures information on protected groups as appropriate within the overall scope of these Programmes. • Ensure issues on protected groups are considered as part of review of young people who are NEET activity in 2012, and action to address over-representation of protected groups among young people who are NEET incorporated within initial policy recommendations by June 2012. • Ensure data/evidence on demand from, and participation of, protected groups is incorporated in project/programme evaluations for Basic Skills in 2014/15, including identification of specific equality issues arising and highlighting any areas of best practice. 	<p>Monitor and review Basic Skills delivery annually from 2013 for protected groups to ensure it continues to reflect demand and addresses any specific equality issues arising.</p>
	<ul style="list-style-type: none"> • Implement the ESOL Action Plan for Wales and: <ul style="list-style-type: none"> • establish a cross-departmental group to co-ordinate ESOL and work with providers to ensure needs are met; and • Strengthen links between the ESOL agenda and the post-16 basic skills agenda to ensure policy links are made. • Review the ESOL Action plan to test relevancy and currency of actions contained in the current Action Plan focussing on: <ul style="list-style-type: none"> • improving the relevance of available learning to meet learners' English language needs; • Assessing supply against demand; • Urgently addressing the shortages of qualified ESOL tutors. 	<p>ESOL Advisory Group to review and monitor progress against action plan. Meets biannually.</p>

Action Area	Responsibility	
<p>2.9 Collect and analyse information on the equality impact of Communities First programme and identify any appropriate interventions.</p>	<p>Communities First Unit – Department for Local Government and Communities</p>	
<p>2.10 Review the scale of unmet need for affordable childcare and identify options for improving availability, including the availability of childcare in a range of languages, including Welsh.</p>	<p>Childcare and Play Policy – Department for Social Services and Children</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Build on the findings of the Equality Impact Assessment (EIA) carried out as part of the consultation process on Communities First – The Future. • Re-develop the Communities First Trust Fund in order to support the overarching aims of the new Communities First programme and options are presently being developed on taking that work forward during 2012/13. • In particular take into account how best to meet the needs of BME groups to ensure equality of access. • Include in any administration contract for the small grants fund collation and analysis on how the funds are being utilised. • Ensure each element of each Cluster’s Delivery Plan demonstrates how local people are involved in the delivery and, in particular, how minority groups and those vulnerable to poverty within the community will be represented and included at all levels in the programme. 	<p>Each Cluster will have an agreed Delivery Plan to comply with the Outcomes Framework for Communities First, with clear performance indicators for local Communities First activities.</p> <p>Performance data in respect of each Cluster will be collected at least annually and in most cases on a quarterly basis.</p> <p>Community Involvement Plans for each Cluster will be reviewed at least annually.</p> <p>Quarterly monitoring of data will be supplemented by annual monitoring reports and visits to each Cluster.</p>
	<ul style="list-style-type: none"> • Undertake detailed analysis of the 2011 and 2012 local authority Childcare Sufficiency Assessments (CSAs) by July 2012. • Provide report cards to local authorities for their 2012 CSAs by September 2012 to inform their 2013 assessments. • Identify national themes from this analysis to include if necessary childcare needs of ethnic minorities, traveller communities, armed forces, Welsh speakers and disabled children. Assess these themes against the Childcare Policy Statement and produce a detailed Action Plan for implementation from September 2012 – 2015. 	<p>Ongoing annual CSAs and action plans by local authorities.</p> <p>Annual report cards from Childcare and Play Policy to local authorities.</p> <p>Ongoing review of local authorities CSAs and subsequent national childcare action plans.</p>

Action Area	Responsibility	
<p>2.11 Explore the potential for social enterprise and “wrap-around” provision to contribute to the provision of affordable and high quality childcare, including childcare in a range of languages, including Welsh, building on programmes such as Genesis and Flying Start.</p>	<p>Childcare and Play Policy – Department for Social Services and Children and Head of Social Enterprise Unit – Department for Business, Enterprise, Technology and Science</p>	
<p>2.12 Continue to improve opportunities for all children and young people to play in safety and in particular support improved access to play for disabled children and for children who speak Welsh and other minority languages.</p>	<p>Childcare and Play Policy – Department for Social Services and Children</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Provide an Out of School grant to local authorities to provide 'wrap around' childcare where the need has been identified within the CSAs by end March 2012 for 2012-13; 2013-14; 2014-15. • Review 2011-12 activity by local authorities and their forward spending plans for 2012-13 by end of April and give firm budget allocation for 2012-13 by end May 2012. • Assess spending on quarterly basis against plan and award grant payment. • Investigate options for Social Enterprise and Co-operative childcare by September 2012 and formulate an action plan for implementation during the latter part of 2012-13 onwards. • Subject to legal advice, pilot a project for Social Firms Wales (SFW) to start in 2012/13. The project will seek to pilot two models of social firms, one working on childcare and one working on social care to include women wishing to return to work but who have child care or other caring responsibilities and to create appropriate models of business to support them. To be completed by the end of 2014/15. 	<p>Assessment of local authorities spending and action plans; assess these against conditions of the grant; quarterly review of spending.</p> <p>Overall review and report at the end of each financial year by Policy officials.</p> <p>In developmental stage, monitoring and review to be considered.</p> <p>Quarterly monitoring meetings for the SFW project will take place. In addition it is envisaged that an independent evaluation will be completed for the pilot project during 2014/15.</p>
<ul style="list-style-type: none"> • Implement the Play Sufficiency Duty in two parts. Part 1 is likely to be commenced in November 2012 and will place a duty on local authorities to carry out Play Sufficiency Assessments (PSAs). • Analyse the PSAs from April 2013. • Seek sources of finance to support the provision of sufficient play by December 2013. • Commence Part 2 of the duty to place a duty on local authorities to provide sufficient play opportunities, provisional date 31 March 2014. 	<p>Review the PSAs from April 2013.</p> <p>Further monitoring and review will be considered for Part 2 of the Duty and published in due course.</p>

Action Area	Responsibility	
<p>2.13 Review sectors to identify areas where there may be particular potential to move women into higher paid employment and work with appropriate anchor companies on sharing effective practice.</p>	<p>Delivery – Department for Business, Enterprise, Technology and Science (BETS)</p>	
<p>2.14 Explore the potential for entrepreneurship and business start-up initiatives to encourage more take up from women, ethnic minority and disabled people.</p>	<p>Entrepreneurship & Sector Operations – Department for Business, Enterprise, Technology and Science</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Heads of Sector will consult panel and chairs on the best approach, priorities and actions to be agreed. • Carry out this work in conjunction with the EIAs of the original Sectors and Business implementation and delivery which will be completed by end May 2012. To be scheduled in on the Sector Panels wider agenda and supported by the Equality Support Unit to be completed by 31st March 2013. 	<p>The Sectors Implementation Plan and sector priorities will be monitored and reviewed annually. Equality commitments will be reviewed as part of this process. The first review will take place in March 2013.</p>
	<ul style="list-style-type: none"> • Require providers to have or be working towards obtaining an externally accredited equality award to confirm their commitment to the equality agenda. • Deliver a series of engagement events for the protected characteristic groups identified to promote business start up to targeted audiences. To be based on an analysis of the demography of areas of Wales with a comparison made against the demography of individuals accessing our start up services. Where there is a significant difference a series of engagement events will be commissioned. Procure engagement events from April and hold during the course of 2012-13. • Provide advice and guidance to business start up providers on the issues connected with working with different demographic groups, in particular women, disabled and ethnic minorities, by 2012-13. • Actions will be to promote business start up as a positive option to demographic groups through locally held engagement events, by 2012-13. • Build up the capacity and capability of providers to identify and meet the needs of different demographic groups, by 2012-13. • Enterprise and Business Information are currently undertaking an EIA of the delivery and implementation of the Economic Renewal activities for their area of responsibility which will be completed by May 2012 and will identify actions going forward to meet the Strategic Equality Objective. 	<p>Monitor number of engagement events held, attendance and outcomes by demographic group and review the data on a half yearly basis and report annually. This will commence in March 2013.</p> <p>Monitor take up of business start up services by demographic group and report each quarter in line with standard reporting mechanisms. The first report will be in June 2012.</p> <p>Monitor number of providers acquiring externally accredited equality awards and report on this each quarter. The first report will be in June 2012.</p>

Action Area	Responsibility	
<p>2.15 Share across departments the Inclusive Design and Guidance Note provided for capital spend and share effective practice.</p>	<p>Market and Policy – Department for Business, Enterprise, Technology and Science</p>	
<p>2.16 Explore with partners (including careers advisors, employers and youth workers) gender patterns in subject choice at school and in Higher Education & Further Education, particularly under-representation of women in Science, Technology, Engineering and Mathematics (STEM) courses.</p>	<p>Curriculum Support Branch – Department for Education and Skills BETS Sectors and Business Team</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Ensure that the principles of inclusive design, as set out in the Inclusive Design Note are taken account of where our actions include direct development of buildings for businesses or where grant aid is offered to third parties to build and refurbish buildings for businesses. • Share best practice arising from the application of inclusive design guidance, with partners and stakeholders with commencement before September 2012. 	<p>Monitor use and impact of Note and revise as appropriate.</p>
	<ul style="list-style-type: none"> • Work involves engagement in education, led by the Curriculum Branch in DfES, and the promotion of science, technology, engineering and mathematics study and careers, including to address the under-representation of women, through the National Science Academy (NAS). • Encourage wider engagement in STEM particularly for girls, and promotion of an increase in the number of girls pursuing careers in science through the 'Get on with Science' project led by ContinYou Cymru and Chwarae Teg supported by Welsh Government. • The focus to be on improving the approach to the way science is delivered in primary and secondary schools to better reflect the needs of girls. The project to also look at the role industry plays in engaging with a female workforce – seeking to influence and promote improvements in the sector's policies and working practices. January 2012 until March 2013 (subject to review). <ul style="list-style-type: none"> • Advisory group established – by March 2012; • Baseline established and reported on existing provision, resources and support available to schools – by March 2012; • Activity days developed and delivered for children and families to facilitate research on attitudes to science and aspirations – by March 2012; 	<p>Interim evaluation report, based on the Phase One of the pilot (Jan – March 2012), to be completed by July 2012. Full evaluation report due December 2012 to inform consideration of further development/roll-out of the work programme to the other three education consortium areas in 2013-14.</p>

Action Area	Responsibility	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Identification and engagement with 8 school clusters in North Wales (involving approx 32 schools) – by March 2013; • 4 ‘Science Champions’ recruited and inducted – by March 2013; • Continuing Professional Development (CPD) programme for practitioners developed and delivered – by March 2013; • 4 partnerships established with local industry and Sector Skills Council – by March 2013; • Professional Learning Communities (PLCs) work and action research developed and facilitated – by March 2013. • Appraise the future assessment methods applied to GCSEs in Wales as part of the Review of Qualifications 14-19, launched by the Deputy Minister for Skills in September 2011. In reaching decisions, consideration will include any evidence of the potential gender bias in assessment methods. • Continue to work with the Higher Education and Further Education sectors so that there is a continuing focus on ensuring government interventions do not lead to gender bias. • The National Science Academy (within BETS) is established to help promote, communicate, and better co-ordinate STEM outreach and engagement activity across Wales. <ul style="list-style-type: none"> • Complete a pan-Wales mapping exercise on current STEM-outreach activity – by May 2012; • Identify any protected groups or gaps in provision; • Undertake an invitation for grant-aided activities where protected groups can be prioritised – Sept 2012. 	<p>The review should report by January 2013.</p> <p>Review progress by May 2013 and annually thereafter.</p> <p>Monitoring through NSA grant round appraisal and through regular progress meetings with NSA hubs.</p>

Action Area	Responsibility	
<p>2.17 Ensure that the next round of European Programmes further embeds equality and funding contributes to the skills and employment gap of those with protected characteristics, building on the work already undertaken in current funding.</p>	<p>Department for Business, Enterprise, Technology and Science (BETS) Welsh European Funding Office (WEFO)</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Ensure that the European Programmes Partnership Forum (the body taking forward the development of the 2014 programmes, including Welsh Government colleagues) understands the need to incorporate the equality objectives into programme development by June 2012. • Include equality expertise within the expert work streams established to help develop technical and operational details of the programmes to March 2012 onwards. • Include objectives, targets and activity that contribute to the reduction of the skills and employment gap of those with protected characteristics within detailed, future programming documents to. From May 2012 onwards. • Update the contact details of organisations working with people with protected characteristics, to ensure that public consultation on future programming documents is fully inclusive. March 2012. • Provide support and guidance to stakeholders delivering skills and employment opportunities to those with protected characteristics to enable them to benefit from opportunities arising from 2014 European Funding Programmes. From 2013 onwards. • Develop guidance for sponsors and staff which enables the integration of equality into all aspects of the 2014 programmes. May 2013. • Design a monitoring framework which includes diversity data to analyse the integration of equality (and build in improvements) throughout the 2014-2020 programming period. May 2013. • Develop an Equality Assessment and Monitoring Framework for WEFO staff on project applications. May 2013. 	<p>Evaluate the implementation of the Equality Cross Cutting Theme as a component of the 2007-2013 programmes and build on the findings in developing the 2014 programmes. Dec 2012.</p> <p>Carry out a full Equality Impact Assessment on the 2014 Structural Fund Programmes. Completed March 2013.</p>

Action Area	Responsibility	
<p>2.18 Use public procurement to promote better employment practices and to advance equality and inclusion.</p>	<p>Value Wales – Department for Strategic Planning, Finance and Performance</p>	
<p>2.19 Ensure Tackling Poverty deliverables and future Tackling Poverty Action Plan dovetail with equality objectives.</p>	<p>Tackling Poverty Unit, Department for Local Government and Communities and DfES Employability Division</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Build on Sustainability Risk Assessment (SRA) which includes equality and community benefits to include relevant equality provisions within appropriate tenders (and Welsh language provisions), build equality in contract management so that equality and community benefits are built into reports from and expectations of contractors and develop the Supplier Qualification Information base (SQuID) which includes questions relating to equality. • Starting September 2012 produce a quarterly report on Welsh Government tenders and contract conditions where equality issues have been identified and addressed, using the SRA and SQuID tools. • Ensure that Welsh Government uses community benefits clauses in all appropriate contracts over £2m and encourage action from the wider public sector. Collate all-Wales results using the Measurement Tool and report outcomes quarterly (First results reported February 2012). • Work with Department for Education and Skills and partners to clarify and strengthen agency support available to help contractors to recruit young people without education or employment (April – July 2012). • Consider whether new EU Directives (due to come into effect later in 2013) provide opportunities to strengthen community benefits approach (initial assessment autumn 2012). 	<p>Commitments form part of Value Wales operational plan which is monitored monthly against quarterly milestones.</p>
<ul style="list-style-type: none"> • Cross refer work in Tackling Poverty Action Plan to equality objectives including around: <ul style="list-style-type: none"> • Good quality, affordable childcare; • Early, targeted action to prevent young people from falling out of education, training or employment; • Debt advice. 	<p>Tackling Poverty Action Plan when launched</p>

Objective 3:

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

Rationale:

There is strong evidence that a long period of unemployment in a person's early adulthood scars their career prospects for life. The current economic position reinforces the need to treat this as a priority in terms of equality, on the grounds of age. Children of parents who are not in education, employment or training (NEET) are themselves more likely to become NEET. In addition, the rate of young people who are NEET is higher among certain ethnic minority groups, and among disabled people.

Action Area	Responsibility	
3.1 Action in the light of the current review commissioned by the Minister for Education and Skills on help for young people who are NEET; including action tailored to reduce the over-representation of certain ethnic groups, care leavers and of disabled people among those who are NEET.	Young People Engagement and Employment Division – Department for Education and Skills	

Ministerial Portfolios with direct responsibility:

- Minister for Education and Skills
- Minister for Local Government and Communities
- Minister for Business, Enterprise, Technology and Science
- Minister for Health and Social Services
- Deputy Minister for Children and Social Services

Timeframes:

- This is a long-term aim and measurable progress will be made against this objective by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Ensure data collection for delivery of NEET Programmes captures information on protected groups as appropriate within the overall scope of these Programmes. • Ensure issues on protected groups are considered as part of review of young people who are NEET activity in 2012, and action to address over-representation of protected groups among those who are NEET incorporated within initial policy recommendations by June 2012. • Ensure data/evidence on demand from, and participation of, protected groups is incorporated in those who are NEET project/ programme evaluations for in 2014/15, including identification of specific equality issues arising and highlighting any areas of best practice. 	<p>Monitor and review those who are NEET annually from 2012 for protected groups to ensure it continues to reflect demand and addresses any specific equality issues arising.</p>

Action Area	Responsibility	
<p>3.2 Improve the outcomes of disabled children and young people and those with Special Educational Needs (SEN) through reform of the Additional Learning Needs (ALN) statutory framework.</p>	<p>Additional Learning Needs Branch (ALN) – Department for Education and Skills</p>	
<p>3.3. Action in the light of the current review of adult basic skills.</p>	<p>Employability and Skills Division – Department for Education and Skills</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • The Welsh Government proposes to replace the present statutory framework for special educational needs with a simpler, more person-centred system. The new approach is currently being tested in 8 local authorities. The legislative vehicle will be the Education (Wales) Bill due to be introduced in 2013, and consultation on the proposals will take place spring/summer 2012. • Within framework of Bill, work to ensure multi-agency working between Health, Social Services and Education in meeting the assessed needs of those with the most complex of needs, including those who need assistance through the medium of Welsh and other minority languages. • Within framework of Bill, work to ensure better transition planning at all relevant progression stages i.e. into education/primary to secondary/secondary in Further Education, Higher Education and work/life. This work to be done in liaison with DfES efforts to encourage progression with regard to Welsh-medium education. 	<p>Proposed Bill will be taken forward in 2013. Progress will be monitored annually.</p>
	<ul style="list-style-type: none"> • Ensure data on protected groups is collected and analysed as part of research commissioned to inform review of post-16 Basic Skills and policy and delivery in 2012/13, and action to address any identified over-representation of protected groups among those with basic skills needs incorporated within policy recommendations by March 2013. 	<p>Monitor and review the impact of policy changes implemented in 2013 as a result of the review of Basic Skills to ensure provision continues to reflect demand and addresses any specific equality issues arising.</p>

Action Area	Responsibility	
<p>3.4 Review the provision of English for Speakers of Other Languages (ESOL) and adult basic skills to improve education and employment prospects.</p>	<p>FE Policy Branch – Department for Education and Skills</p>	
<p>3.5 Ensure that the next round of European Programmes further embeds equality and funding contributes to the skills and employment gap of those with protected characteristics, building on the work already undertaken in current funding.</p>	<p>Welsh European Funding Office (WEFO) – Department for Business, Enterprise, Technology and Science (BETS)</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Implement the ESOL Action Plan for Wales and: <ul style="list-style-type: none"> • establish a cross-departmental group to co-ordinate ESOL and work with providers to ensure needs are met; • Strengthen links between the ESOL agenda and the post-16 basic skills agenda to ensure policy links are made. • Review the ESOL Action plan to test relevancy and currency of actions contained in the current Action Plan focussing on: <ul style="list-style-type: none"> • improving the relevance of available learning to meet learners' English language needs; • Assessing supply against demand; • Urgently addressing the shortages of qualified ESOL tutors. 	<p>ESOL Advisory Group to review and monitor progress against action plan. Meets biannually.</p>
	<ul style="list-style-type: none"> • Ensure that the European Programmes Partnership Forum (the body taking forward the development of the 2014 programmes, including Welsh Government colleagues) understands the need to incorporate the equality objectives into programme development by June 2012. • Include equality expertise within the expert work streams established to help develop technical and operational details of the programmes to March 2012 onwards. • Include objectives, targets and activity that contribute to the reduction of the skills and employment gap of those with protected, characteristics, in particular young people who are NEET within detailed, future programming documents from May 2012 onwards. • Update the contact details of organisations working with young people to ensure that public consultation on future programming documents is fully inclusive. March 2012. 	<p>Carry out an evaluation of the implementation of the Equality Cross Cutting Theme into the 2007-2013 programmes and incorporate the findings into the development of the 2014 programmes. Dec 2012.</p> <p>Carry out a full Equality Impact Assessment on the 2014 Structural Fund Programmes. Completed March 2013.</p>

Action Area	Responsibility	
<p>3.6 Ensure Communities First programme assesses evidence on the young people it helps, to strengthen its contribution to reducing the number of young people who are NEET.</p>	<p>Communities First Unit – Department for Local Government and Communities</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Evaluate the implementation of the Equality Cross Cutting Theme as a component of the 2007-2013 programmes and build on the findings in developing the 2014 programmes. Dec 2012. • Carry out a full Equality Impact Assessment on the 2014 Structural Fund Programmes. Completed March 2013 (in liaison with Welsh Language Unit colleagues). • Provide support and guidance to stakeholders delivering skills and employment opportunities to young people at risk of becoming NEET, enabling them to benefit from opportunities arising from 2014 European Funding Programmes. From 2013 onwards. • Develop guidance for sponsors and staff which enables the integration of equality into all aspects of the 2014 programmes. May 2013. • Design a monitoring framework which includes diversity data to analyse the integration of equality (and build in improvements) throughout the 2014-2020 programming period. May 2013. • Develop an Equality Assessment and Monitoring Framework for WEFO staff on project applications. May 2013. 	
<ul style="list-style-type: none"> • Assess Communities First Cluster applications for funding on an application form, a Delivery Plan and a Community Involvement Plan. Ensure that the Community Involvement Plan includes information about how the Clusters will involve all sections of the community in the work of the Cluster. • Ensure equality issues will be specifically considered and reviewed as part of Regional Programme Boards' oversight. • Ensure that each Cluster's Delivery Plan demonstrates how local people are involved in the delivery, (in particular, minority groups). 	<p>Clusters' Delivery Plans will be based on Results Based Accountability, with clear performance indicators.</p> <p>Performance to be collected at least annually (in most cases quarterly).</p> <p>Overarching Community Involvement Plan to be reviewed at least annually.</p> <p>Quarterly monitoring of data will be supplemented by annual monitoring reports and visits to each Cluster.</p> <p>Regional Programme Boards will also be established to oversee and support the work of the Clusters.</p>

Action Area	Responsibility	
<p>3.7 Ensure Families First programme assesses evidence from local authorities, as part of their local needs assessment, to reduce the number of their young people who are NEET.</p>	<p>Children, Young People and Families – Department for Health, Social Services and Children</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Include in the Outcomes Framework performance indicators that measure progress toward national indicators such as the percentage of 16-24 year olds who are not in employment or education and others which would impact on young people. • Work towards the arrangements for analysing the reporting process against those measures to be finalised by 30th September 2012 with consideration then being given to the appropriate first reporting period. Include an analysis within the first reporting period of progress toward the outcomes. • Ensure guidance for Clusters help them produce their Community Involvement Plans. 	
	<ul style="list-style-type: none"> • Roll out Families First programme from 1 April 2012 to develop a seamless support service for families alongside other programmes such as Flying Start, Communities First and the Integrated Families Support Service. With emphasis on prevention and early intervention for families, particularly those living in poverty. • Require inter-Authority practitioner and manager Learning Sets, aimed at sharing and supporting best practice to come together in national Learning Sets. • Build on allocation as part of the development of Families First of £500k for projects supporting disabled children and their families. This money to be made available to the existing pioneers and the new pioneers and to be split evenly between them. The Disability element of their plan to be driven by local need. 	<p>All plans will be monitored and discussed with all Local Authorities quarterly over the 5 year programme.</p> <p>The Results Based Accountability model includes local performance indicators that measure progress towards national indicators such as the percentage of year 11 and 13 leavers who are NEET.</p> <p>The programme also to be supported by a five-year evaluation and support contract.</p>

Action Area	Responsibility	
<p>3.8 Ensure Tackling Poverty deliverables and future Tackling Poverty Action Plan dovetail with equality objectives and contribute to delivering on reducing the number of young people who are NEET.</p>	<p>Tackling Poverty Unit – Department for Local Government and Communities and DfES Employability Division</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Deliver on new employment programmes to support young people to gain valuable training and work experience identified in Programme for Government, including increasing the number of Apprentices and investing in skills; implement Jobs Growth Wales from 1 April 2012, creating 4,000 jobs per year for young people aged 16-24. • Cross refer work in Tackling Poverty Action Plan to equality objectives including around: <ul style="list-style-type: none"> • Good quality, affordable childcare; • Early, targeted action to prevent young people from falling out of education, training or employment; • Debt advice. 	<p>Monitoring and review will be built into the Tackling Poverty Action Plan when launched.</p>

Objective 4:

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

Rationale:

Hate crime and violence against those with protected characteristics is widespread – it can impact on their health and wellbeing, their education, their employment and personal relationships. The Welsh Government is responding to this important agenda by establishing a Cross-Government Task and Finish Group and five stakeholder groups across the protected characteristics of race, religion and belief, disability, sexual orientation and gender reassignment to develop a Hate Crime Framework for Action for Wales. Hate crime can start in and even before school, with bullying and harassment, which can impact on children and young people's educational attainment as well as their health and wellbeing.

Action Area	Responsibility	
4.1 Through the Bill to support the 'Right to be Safe' Strategy: place a duty on relevant public sector bodies to have domestic abuse and violence against women strategies in place, and monitor the action taken by public bodies to address both areas.	Community Safety Division – Department for Local Government and Communities	
4.2 Challenge out-dated attitudes towards women by taking forward 'The Right to be Safe', 'Tackling Domestic Abuse: A Partnership Approach' Strategy.	Community Safety Division – Department for Local Government and Communities	
4.3 Work with relevant service providers and organisations so that they better able to identify the signs of domestic abuse and effectively support individuals, including by offering support in a range of languages, including Welsh, who experience domestic abuse through the 10,000 Safer Lives Project.	Community Safety Division – Department for Local Government and Communities	

Ministerial Portfolios with direct responsibility:

- Minister for Local Government and Communities
- Minister for Finance and Leader of the House
- Minister for Housing, Regeneration and Heritage
- Minister for Education and Skills
- Minister for Health and Social Services
- Deputy Minister for Children and Social Services

Timeframes:

- This is a long-term aim and measurable progress will be made against this objective by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • The Bill is expected to be introduced to the National Assembly for Wales by the Minister for Local Government and Communities late 2013. 	<p>Progress of the Bill is monitored monthly by the Bill Project Board, and by bi-monthly at bilateral meetings of First Minister and Local Government and Communities Minister.</p>
<ul style="list-style-type: none"> • Deliver the 6 year integrated strategy 'Right to be Safe', as set out in associated 3 year Implementation plan (2010-2013). The implementation plan supports the strategy and has delivered on some targets; continue to deliver on targets due to be completed by spring 2013. 	<p>Progress monitored through Violence Against Women & Domestic Abuse (VAWDA) Board and 4 associated delivery groups expected to meet three times a year.</p>
<ul style="list-style-type: none"> • Consider emerging issues from six regional workshops held across Wales to inform the 10,000 Safer Lives project. Develop action plan by end summer 2012. 	<p>Progress will be monitored through VAWDA Board and 4 associated delivery groups, expected to meet three times a year.</p>

Action Area	Responsibility	
<p>4.4 Continue to fund the appointment of Wales' first human trafficking co-ordinator to improve the information available on the level of human trafficking in Wales, raise awareness of the issue and how to tackle it.</p>	<p>Community Safety Division – Department for Local Government and Communities</p>	
<p>4.5 Build on 'Right to be Safe', work with police and partners to improve evidence and analysis on 'honour' based violence (HBV) and consider appropriate interventions.</p>	<p>Community Safety Division – Department for Local Government and Communities</p>	
<p>4.6 Develop an All Wales Hate Crime Action Framework through the development of a Cross-Government Task and Finish Group and stakeholder groups to develop and deliver Action Plans across the protected characteristics of race, religion/belief, disability, sexual orientation and gender reassignment. This will include implementing the recommendations from the Communities, Equalities and Local Government Committee's inquiry into disability-related harassment.</p>	<p>Equality, Diversity and Inclusion Division – Department for Strategic Planning, Finance and Performance</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Develop further actions to tackle human trafficking in Wales as part of the Right to be Safe Strategy; this follow the appointment of the Anti Human Trafficking Co-ordinator in April 2011 and awareness raising of the issues and training across Wales. 	<p>Progress will be monitored through the VAWDA implementation Board and Delivery group.</p>
	<ul style="list-style-type: none"> • Work with Association of Chief Police Officers Cymru, Welsh Women’s Aid, Crown Prosecution Service, Welsh Black and Minority Ethnic Organisations, UK Human Trafficking Centre and the Wales National Helpline to collect HBV related data to help determine the scale of the problem and to identify where it is most prevalent. (April 2013). • Use data analysis to develop and direct the VAWDA training strategy to ensure that front line professionals provide an appropriate response to victims of HBV. (April 2013). • Use data analysis to help identify where service provision is needed. (June 2013). 	<p>These will all be monitored and reviewed by the VAWDA Implementation Board which meets on a quarterly basis.</p>
	<ul style="list-style-type: none"> • Develop a Cross-Government Task and Finish Group to implement the action based Framework to meet initially by summer 2012. • Develop five stakeholder groups across the protected characteristics to develop and deliver Action Plans by summer 2012. • Deliver three all Wales Conferences/ Consultations to feed information into the development of the Framework by autumn 2012. • Progress meetings and findings across groups to develop a draft Framework based on the principles of Results Based Accountability by winter 2012. • Undertake formal consultation on the Framework by 2013. • Develop final Version of Framework and completed by 2013. 	<p>Development of the Framework to be reviewed and implemented by a Cross-Government Task and Finish Group through developed Terms of Reference.</p>

Action Area	Responsibility	
<p>4.7 Use emerging findings from the All Wales Hate Crime Research project by Cardiff University and Race Equality First to inform work with local authorities and partners to tackle hate crime. Develop research to better understand the motivations and circumstances of perpetrators of hate crime in Wales.</p>	<p>Equality, Diversity and Inclusion Division – Department for Strategic Planning, Finance and Performance</p>	
<p>4.8 Work with police, Community Safety Partnerships and partners to explore ways of increasing the reporting of hate crime and to explore data sharing protocols.</p>	<p>Equality, Diversity and Inclusion Division – Department for Strategic Planning, Finance and Performance</p>	
<p>4.9 Work with partners to explore how best to support employers in dealing with hate crime and promote training for frontline staff.</p>	<p>Equality, Diversity and Inclusion Division – Department for Strategic Planning, Finance and Performance</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Develop specification for research on motivations of hate crime for tender by end summer 2012. • Complete research by autumn 2012 which will be fed into the developing Framework for Action. • Analyse and feed in emerging findings from the All Wales Hate Crime Project (to be produced by autumn 2012 and final findings by summer 2013). 	<p>Research to be driven by a small steering group consisting of officials from the Task and Finish Hate Crime Group.</p>
	<ul style="list-style-type: none"> • Develop pilot and evaluate a Multi-Agency Risk Assessment Conference (MARAC) for disability-related harassment by working with a sub-group of the All Wales Police Diversity Forum by 2013. • Include within development of all-Wales Framework exploration of issues around data sharing, including around low level harassment and identify the need to issue guidance by 2013. 	<p>Sub-Group of the All Wales Police Diversity Forum.</p> <p>Development of the Framework to be reviewed and implemented by a Cross-Government Task and Finish Group with agreed Terms of Reference.</p>
	<ul style="list-style-type: none"> • Map public sector authorities with set equality objectives on hate crime by September 2012. • Identify and share good practice with partners and public sector authorities including through third party reporting during the development of the All Wales Framework by 2013. • Develop and support five stakeholder groups across the protected characteristics of race, religion/belief, disability, sexual orientation and gender reassignment to develop action plans to take forward as part of the all Wales Framework for action, including exploring training. 	<p>Development of the Framework to be reviewed and implemented by a Cross-Government Task and Finish Group with agreed Terms of Reference.</p>

Action Area	Responsibility	
<p>4.10 Build on Welsh Government funded social housing hate crime tool kit, with potential evaluation, lessons learnt and review.</p>	<p>Housing Division – Department for Housing, Regeneration and Heritage</p>	
<p>4.11 Build on the Welsh Government’s research on bullying (2009) by exploring with local authorities and schools how to improve evidence and analysis on bullying, and raise awareness amongst schools of the new bilingual anti-bullying guidance.</p>	<p>Pupil Wellbeing Branch – Department for Education and Skills</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Commission an evaluation of the existing Hate Crime Toolkit and the extent of its use by housing providers in Wales – summer 2012. • Evaluate findings and seek views of sector on required changes, including the views of the Wales Social Landlords Anti Social Behaviour Forum – autumn 2012. • Consider what changes are needed to Hate Crime Toolkit and undertake Equality Impact Assessment (EIA) if necessary – winter 2012/13. • (If necessary) Launch new Toolkit – by summer 2013. 	<p>Project to be embedded in Housing Research Plan for 2012-13.</p> <p>Commitment to be reflected in Housing's Business Plan for 2012-13 and monitored and reviewed as part of that process.</p> <p>The new Toolkit to be subject to EIA at the appropriate point in its development.</p>
<ul style="list-style-type: none"> • Compile within a report, evidence from local authorities' complete questionnaires on the policies and procedures they have in place to tackle bullying in schools. From this, identify areas of good practice and those in need of improvement. Draw local authorities' attention to the findings of the report – autumn 2012. • Work with key stakeholders from the Wales Anti-Bullying Network to deliver a series of bilingual briefing sessions and workshops for schools and local authorities to raise awareness of the new anti-bullying guidance. Evaluate the levels and effectiveness of current practice amongst delegates and highlight the connections between managing bullying behaviour in schools and the Estyn inspection framework – summer 2012. • Write to delegates after a year to review progress – summer 2013. • Commission research into the prevalence and incidence of bullying in Wales. The research to follow the same basis as that used in 2009, and will give an indication of where progress has been made in reducing levels of bullying and where further work is required – summer 2014. 	<p>Conduct a follow-up survey of local authority policies and procedures to determine the extent to which examples of good practice have been adopted and developed, and how areas in need of improvement have been addressed – summer 2013.</p> <p>Welsh Anti-bullying Network to use evaluation forms to determine delegates' current practices and use and influence of new anti-bullying guidance.</p>

Action Area	Responsibility	
<p>4.12 Work with Estyn and key stakeholders to continue to review the effectiveness of action to address bullying on the grounds of pupils' protected characteristics.</p>	<p>Department for Education and Skills Equality, Diversity and Inclusion Division – Department for Strategic Planning, Finance and Performance</p>	
<p>4.13 Explore potential for legislative change that strengthens adult protection through the Social Services (Wales) Bill which will, amongst others, help protect victims of elder abuse.</p>	<p>Children's Social Services – Department for Health, Social Services and Children</p>	
<p>4.14 The elimination of age discrimination will be at the heart of the proposals for Phase 3 of the Strategy for Older People during engagement and consultation. This will aim to tackle ageism and the negative stereotypes of older people in the media.</p>	<p>Older People Strategy – Department for Health, Social Services and Children</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Explore with Welsh Government policy leads, Estyn and key stakeholders bullying in schools in the light of the evidence considered in the Wales Anti-Bullying Network. 	<p>Review annually from summer 2013.</p>
	<ul style="list-style-type: none"> • Ministerial statement outlining Welsh Government commitment to develop a coherent legal framework to protect adults at risk – October 2011. • Establish the Safeguarding and Protection Advisory Network to ensure expert and practitioner engagement in developing proposals – December 2012. • Publish consultation on the Social Services (Wales) Bill, which includes proposals to introduce a legal framework to protect adults at risk, and to include the establishment of statutory Adult Protection Boards and a National Independent Safeguarding Board – March 2012. • Final draft Bill to include legal provisions to strengthen existing arrangements to be introduced into the National Assembly – September 2012. • Introduction of a legal framework for adult protection, and establishment of statutory Adult Protection Boards – October 2013. • Establishment of the National Independent Safeguarding Board – October 2014. • Publication of statutory guidance to replace 'In Safe Hands and Working Together' – 2014. 	<p>Successful passage of the Social Services (Wales) Bill and subsequent work to bring forward Regulations and engagement with stakeholders to produce statutory guidance.</p>
	<ul style="list-style-type: none"> • The Deputy Minister for Children and Social Services has given a commitment to introduce legislation to help stamp out elder abuse in the social services bill in October 2012, so from early 2012 Welsh Government will be consulting on the contents of that bill, and that will include the measure on safeguarding. 	<p>Successful passage of the Social Services (Wales) Bill and subsequent work to bring forward Regulations and engagement with stakeholders to produce statutory guidance.</p>

Objective 5:

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

Rationale:

The Welsh Government is working with Disability Wales and other partners to develop a Framework for Action on Independent Living to be completed by summer 2012. This will develop the actions outlined below and include further action areas, building on the Disability Wales Manifesto for Independent Living, and on engagement with disabled people and representative organisations.

Action Area	Responsibility	
5.1 Tackling barriers that prevent disabled people's access to transport and thus enabling greater participation in employment, leisure and community activities.	Transport Directorate, Local Government and Communities	
5.2 Ensuring that children and young people with additional learning needs are able to access the education they need, including Welsh-medium education, to become independent adults.	Additional Learning Needs Branch (ALN) – Department for Education and Skills	

Ministerial Portfolios with direct responsibility:

- Minister for Education and Skills
- Deputy Minister for Children and Social Services
- Minister for Finance and Leader of the House
- Minister for Housing, Regeneration and Heritage
- Minister for Local Government and Communities

Timeframes:

- This is a long-term aim and measurable progress will be made against this objective by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Framework for Independent Living will identify opportunities in relation to: <ul style="list-style-type: none"> • using bus subsidies to deliver services that meet people's needs; • improving operator staff training; • continued station improvement; • improving passenger information; • continued improvements to Blue Badge scheme. 	<p>Arrangements to be included in the Framework for Action.</p>
<ul style="list-style-type: none"> • The Welsh Government proposes to replace the present statutory framework for special educational needs with a simpler, more person-centred system. The new approach is currently being tested in 8 local authorities. The legislative vehicle will be the Education (Wales) Bill due to be introduced in 2013, and consultation on the proposals will take place spring/summer 2012. 	<p>Bill to be introduced 2013 and progress monitored.</p>

Action Area	Responsibility	
<p>5.3 Improving the planning and management of the local housing stock by local authorities and social landlords to better meet people’s needs for adapted and accessible housing.</p>	<p>Housing Division – Department for Housing, Regeneration and Heritage</p>	
<p>5.4. Ensure that services are designed and delivered in ways that promote independence, choice and control, including tackling training and workforce issues.</p>	<p>Department for Health, Social Services and Children</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Gather survey evidence on the use of Accessible Housing Registers in Wales – September 2012 and put in place action plan and next steps by end March 2013. • Promote the development of joint Accessible Housing Registers as part of the Local Government collaborative reform programme – April 2012. • Consider the findings of the current evaluation project on Independent Living grants and implement lessons learned. • Further opportunities to be identified in the Framework for Action on Independent Living. 	<p>Project to be embedded in Housing Research Plan for 2012-13.</p> <p>Commitment to be reflected in Housing's Business Plan for 2012-13 and monitored and reviewed as part of that process.</p>
	<ul style="list-style-type: none"> • The Government's Sustainable Social Services programme is implementing a national reform of social services delivery. • The Government will work closely with service users and delivery partners to develop a Welsh model of self directed support. Public consultation to start May 2012. • Social Services (Wales) Bill will create new legal powers relating to assessment processes and to direct payments to ensure that service users have a stronger voice and control in the planning and delivery of support services. The Bill is scheduled to be introduced in October 2012. • Develop a portable assessment model for Wales, to improve and simplify assessment processes, with an ethos of promoting independence. • Develop a pilot project to test portable assessment model, evaluate and agree a national implementation plan by April 2013, with regulations and guidance in place by September 2014. 	<p>Sustainable Social Service programme led by National Partnership Forum chaired by the Deputy Minister. Implementation is part of the Simpson Compact agreed by the National Partnership Council on 5 December. A project implementation group with terms of reference, agreed membership, programme of work and mechanisms for evaluation is in place.</p>

Action Area	Responsibility	
5.5. Ensure that disabled people have access to technology that supports independent living.	Digital Inclusion Unit – Strategic Planning, Finance and Performance	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Develop proposals to roll-out good practice on the management of complex equipment to reduce delays and get better value from existing budgets. • Through the Welsh Government's Digital Inclusion Framework and delivery programme, Communities 2.0, continue to work with representative organisations to increase the numbers of disabled people that are able to use the internet to support independent living. 	<p>Arrangements to be included in the Framework for Action.</p>

Objective 6:

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

Rationale:

Getting services right for those with protected characteristics will mean that they're right for every-one. This objective is therefore part and parcel of developing a citizen-centred approach to public services. Organisations should understand who is accessing their services and are they happy with them and who is not and why they are not. This is important in working towards equality and inclusion as many groups currently face barriers in accessing services and it is only by understanding what these barriers are that we will be able to remove them.

Action Area	Responsibility	
6.1 Work with primary and secondary health care providers to ensure that the evidence base is developed and analysed more effectively on people with protected characteristics and that a protocol is developed for sharing information.	Public Health Wales – Department for Health, Social Services and Children	

Ministerial Portfolios with direct responsibility:

- Deputy Minister for Children and Social Services
- Minister for Health and Social Services
- Minister for Housing, Regeneration and Heritage
- Minister for Local Government and Communities

Timeframes:

- This is a long-term aim and measurable progress will be made against this objective by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Re-issue refocused Welsh Government health and homelessness standards with supporting indicator and outcome framework. Redraft of the standards to be considered by health and homeless steering group and partners in spring 2012. Standards to be issued summer 2012. • Gypsy and Travellers – Scoping work is underway to examine the most effective ways to establish baseline rates of health status, health related behaviour, access, service uptake, effectiveness of services and interventions etc. This work is being scoped by Public Health Wales. Report on the recommendations of possible ways to progress this will be completed by end March 2012 for consideration by Welsh Government. Work will then be commenced with agreed timetable in 2012 and evaluation outcome framework. 	<p>Monitoring and evaluation will be built into the outcome framework.</p> <p>A report will be submitted quarterly to the Executive Directors Team of DHSSC stating whether progress is in line with the commitment.</p>

Action Area	Responsibility	
<p>6.2 Work with health care and social services professional qualification bodies and training providers to explore how sensitivity to individuals' needs is built into their approach, including the needs of those who speak Welsh and other minority languages.</p>	<p>Joint Executive Teams and Care Council for Wales – Department for Health, Social Services and Children</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Asylum seekers – Public Health Wales with partners will undertake a review in 2012/13 of health services available to asylum seekers in dispersal areas to identify best practice and opportunities for service improvement and dissemination of information. Scope and prioritisation of the review will be considered in March 2012. Meeting will be chaired by Public Health Wales and involve all Welsh dispersal areas. Interim review reports will be provided to the Welsh Asylum Seeker & Refugee Health Advisory Group. • Put the existing evidence base on the new information portal by 31 March 2013. • Commission a review for the new nominated groups by 31 March 2013. • Seek to add the groups to the new GP information systems by 31 March 2013. • Seek to add the groups to existing NHS secondary care data systems by 31 March 2013. • Seek to add the groups to the proposed new information systems for capturing patient views by 31 March 2013. • Look at options for linking these information systems by 31 March 2013. 	
<ul style="list-style-type: none"> • Ensure that a requirement to review individual programmes to ensure sensitivity to individuals with protected characteristics will be included in the Service Level Agreement for National Leadership and Innovation Agency for Healthcare (NLIAH) and the Deanery by 30 June 2012. • Other training and development commissioned at an all Wales level through NLIAH and the Deanery to be audited to ensure individuals with protected characteristics have their learning needs met. Specifically, access will be reviewed to ensure that staff with sensory loss are able to fully participate. Review to be completed by 31 December 2012. 	<p>Monitor through the regular performance review mechanism monthly.</p> <p>Monitor through the Welsh Partnership Forum in its normal meeting cycle.</p> <p>SSSID Policy Branch as sponsor team for Care Council for Wales will meet with them regularly to monitor their activity in relation to their business plan to include equality related activity.</p>

Action Area	Responsibility	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Training provided in house by NHS bodies to be reviewed in partnership with trades unions to identify good practice and share through the NHS Learning platform. By 31 March 2013. • Care Council for Wales Council members include Service Users and Carers. An annual report to evidence involvement of Council Members in all aspects of qualifications and workforce development June 2012. • The consultation on the Qualifications Framework to include consultation with service users and carers and their representative bodies. Evidence of this involvement to be included in the consultation report in September 2012. • To ensure wide consultation on its equality objectives, Care Council is working with Diverse Cymru; the response will be collated by May 2012. • There is a requirement that Services Users are involved directly in the planning and/ or delivery of the Continuing Professional Education and Learning (CPEL) Consolidation programme. Evidence of the plans to deliver the Programme will be available by April 2013. Carers' views directly affected the learning outcomes for the Consolidation programme. • Use competition and consultation events held to gather children and young people's views on the qualities that make a good social care worker to influence Continual Professional Development framework for Residential childcare workers. Available by January 2013. 	

Action Area	Responsibility	
<p>6.3 Work with Healthcare Inspectorate Wales to strengthen the service users' and carers' voice and to increase the focus on putting the person at the centre of service provision.</p>	<p>Healthcare Inspectorate Wales (HIW) – Department for Local Government and Communities</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • Work together with the Royal National Institute for the Blind and Action on Hearing Loss (Wales) to identify, appoint and train individuals with sensory loss as reviewers for our ongoing programme of 'Dignity and Essential Care' reviews by July 2012. • Enter discussions through the Welsh Council for Voluntary Action with third sector organisations to explore opportunities to identify, appoint and train individuals from under represented groups as lay reviewers to work with us to deliver our overall programmes of inspection and investigation by June 2012. • Further develop and strengthen arrangements for engaging with patients, service users, carers and their families to influence the focus and conduct of our work. Specific actions include: <ul style="list-style-type: none"> • Work with Community Health Councils (CHCs) through a joint Public and Patient Engagement Manager to develop an integrated approach to stakeholder engagement by September 2012. • Extend arrangements for working with representative groups and individuals to 'test' HIWs emerging plans and priorities; new approaches to our work and detailed inspection methodologies to support our individual review programmes by September 2012 and ongoing. 	<p>All of HIW's work (set out in our Three Year Programme 2011-2014) contributes to the achievement of this objective. An assessment will be made on an on-going basis on the contribution made to this.</p> <p>HIW's Management Board will oversee implementation; monitor progress and assess the impact of the actions taken.</p>

Action Area	Responsibility	
<p>6.4 Work with Care and Social Services Inspectorate Wales (CSSIW) to improve service users' and carers' participation in, and contribution to, the inspection process and to increase focus on putting the person at the centre of service provision.</p>	<p>Care and Social Services Inspectorate Wales – Department for Local Government and Communities</p>	
<p>6.5 Work with Children and Family Court Advisory and Support Service (CAFCASS) Cymru to strengthen the voice of the child/young person within the Family Justice System and within the service provided by the organisation.</p> <p>Improve information collection and analysis on protected groups to explore how to identify and remove barriers to CAFCASS Cymru services.</p>	<p>CAFCASS Cymru – Department for Health, Social Services and Children</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • New inspection approach and format implemented for all inspections from April 2012. • All inspectors trained in Short Observational Framework for Inspection (SOFI) October 1st 2012. • New judgement framework developed and implemented in conjunction with people who use services April 2013. • Project group to consider lay assessor involvement: to commence March 2012, conclude (including possible trials) Oct 1st 2012. Implementation will depend on model adopted but likely from April 2013. • Project group to develop citizen inclusion in regional business planning, evaluation and assurance. To commence May 2012 with view to implementation from April 1 2013. 	<p>Modernisation programme management includes monthly programme board and reporting to high level, quarterly external stakeholder group.</p>
<ul style="list-style-type: none"> • Develop and implement a Children and Young People’s resource pack by April 2012. • Review CAFCASS Cymru’s diversity monitoring procedure in conjunction with Equality, Diversity and Inclusion Division by June 2012. • Following the implementation of the revised diversity monitoring procedure, gather data to analyse trends and outline actions to improve services to disabled children by December 2012. • Recruit a Participation Manager by April 2012 to lead on implementing a participation programme with children and young people. • Develop a Children and Young People’s poster to make CAFCASS Cymru’s strategic plan more accessible. • Introduce and fully implement a revised complaints process for CAFCASS Cymru by June 2012. • Review the effectiveness of CAFCASS Cymru’s Children’s Complaints Policy by July 2012. • Develop an assessment framework for use by CAFCASS Cymru practitioners by December 2012. 	<p>CAFCASS Cymru will shortly develop an Equality and Diversity action plan which will be used to monitor the actions outlined above. Quarterly monitoring reports will also be provided to the CAFCASS Cymru senior management team outlining progress made against each of the actions.</p>

Action Area	Responsibility	
<p>6.6 Strengthen the evidence base and analysis of evidence on how housing services through Registered Social Landlords, private landlords, the Supporting People programme and homelessness services are meeting the needs of people, including those with protected characteristics, to help to identify and address issues of inequality.</p>	<p>Housing Division – Department for Housing, Regeneration and Heritage</p>	
<p>6.7 Strengthen the evidence base and analysis by social services to help to identify and address issues of inequality and issues that affect service take-up e.g. cultural issues.</p>	<p>Social Services Improvement Division – Department for Health, Social Services and Children</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Use new Census data to increase knowledge about who is living in what housing in Wales – when available and use data in policy development and analysis. • Provide guidance to landlords about their obligations and determine their preparedness to meet them (summer 2012). • The Housing Division will expect each social housing provider to put an effective statistical monitoring system in place for tenants and applicants for housing and homelessness services by autumn 2013 and review results with each provider to understand what equalities issues emerge. Where appropriate, the Housing Division will consider commissioning complementary qualitative research to better understand issues identified as appropriate. 	<p>Monitored and reviewed as part of Housing Research Plan.</p> <p>Monitored and reviewed as part of Housing Business Plan.</p> <p>Oversight of this data collection by Housing Information Group on a quarterly basis. To be reviewed every 3 years.</p>
	<ul style="list-style-type: none"> • Social Service delivery moving to an Outcome-based approach. This will mean a full framework of measurement to understand the impact and success of policy and delivery. The timeline for delivery of this revised approach is: <ul style="list-style-type: none"> • The performance framework will facilitate better and shared use of information to improve service delivery and welfare outcomes for people in need. Target for framework completion October/ November 2012; • Strengthen the analytical capability through the formation of a centralised or virtual team to ensure information consistency, transparency, quality, accountability. The capability will be in place by end December 2012. 	<p>Included within Sustainable Social Services Programme reporting framework. Monitoring and evaluation will be built into the outcome framework – ongoing.</p>

Action Area	Responsibility	
<p>6.8 Use evidence to encourage men to access health services more promptly.</p>	<p>Public Health Wales, Health improvement Division and Health Checks Programme – Department for Health, Social Services and Children</p>	
<p>6.9 Further promote guidance on planning a Muslim burial and collaborative working by local authorities.</p>	<p>Ethical Framework and Burial Policy – Department for Local Government and Communities</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Continue to raise awareness of men’s health issues and target individuals at risk through lifestyle screening in the workplace, through the Healthy Working Wales awards (Corporate Health Standard and Small Workplace Health Award), by March 2013. • Raise awareness of evidence on early access to health services among employers engaged in Healthy Working Wales, by March 2013. • Review the general health criteria of the Corporate Health Standard, including men’s health issues, by March 2013. • Consider appropriate mechanisms for providing access to information and advice on men’s health issues as part of the developing programme of annual health checks for people aged over 50 – by December 2012. • Incorporate information and advice on men’s health issues into the emerging health checks programme – implementation from 2013 onwards. 	<p>To be monitored and reviewed through the Healthy Working Wales Programme Level Agreement – WG and Public Health Wales. To be monitored through the Healthy Working Wales Health, Work and Well-being Action Plan for Wales.</p> <p>Project workstream to develop a health checks programme will consider appropriate mechanisms for monitoring and evaluating the programme once implemented.</p>
	<ul style="list-style-type: none"> • Explore with Welsh Local Government Association how the guidance on planning a Muslim burial might be further promoted and ways in which greater collaborative working across local authorities can help deliver a more consistent and appropriate service throughout Wales by April 2013. 	<p>Review and monitor progress including next steps by April 2013.</p>

Objective 7:

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

Rationale:

Increasing the number of under-represented groups in public appointments is an aspiration of many Governments around the world. It is important in giving people power and voice, ensuring that organisations' boards have a diversity of experience and views in decision-making and in providing role models

Action Area	Responsibility	
7.1 Improve information and analysis on under-represented groups within public appointments and on the barriers to participation and engagement.	Public Appointments Unit – People, Places and Corporate Services	
7.2 Work with Women's Equality Network (WEN) Wales, Sports Council Wales, Women Making a Difference, and Equality and Human Rights Commission to explore actions that can be taken to increase proportion of women in public appointments.	Equality, Diversity and Inclusion Division – Strategic Planning, Finance and Performance and Public Appointments Unit – People, Places and Corporate Services	

Ministerial Portfolios with direct responsibility:

- Minister for Finance and Leader of the House
- Permanent Secretary

Timeframes:

- This is a long-term aim and measurable progress will be made against this objective by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Review public appointments diversity monitoring procedures in conjunction with Equality, Diversity and Inclusion Division by 30 June 2012. 	<p>Monitoring data is already collected and will be analysed to evaluate the impact of these actions on both the diversity of applicants and those appointed.</p>
	<ul style="list-style-type: none"> • WENWales to work with Women Making a Difference, and other expert groups in Wales to establish the barriers for women in Wales aiming to enter public life and develop options to overcome these barriers. • Ensure all-Wales Women's Network expert representation at the Equality and Human Rights Commission led group on public appointments, and contribute to options to ensure that at least 40 percent of appointments to public bodies are women. • Work with the Equality and Human Rights Commission, Sports Council Wales, Welsh Government Sponsored Bodies and others, to consider what action could be taken (including a potential pilot project) to: <ul style="list-style-type: none"> • Raise awareness and develop the skills of potential candidates from under represented groups, including mentoring and coaching schemes; • Ensure boards understand the value of diversity; • Ensure that board meetings take account of flexible working and work life balance family issues to make them more accessible for appointees from under represented groups and make recommendations by 30 September 2012. 	<p>Monitoring data is already collected and will be analysed to evaluate the impact of these actions on both the diversity of applicants and those appointed.</p>

Action Area	Responsibility	
<p>7.3 Evaluate what measures have been successful in increasing representation of under-represented groups in public appointments taking into account what has been successful elsewhere, and scope action e.g. mentoring, shadowing, awareness raising through community.</p>	<p>Public Appointments Unit – People, Places and Corporate Services</p>	
<p>7.4 Develop good practice guidance for appointments to public bodies for sponsor departments with the Welsh Government.</p>	<p>Public Appointments Unit – People, Places and Corporate Services</p>	

	Detailed Actions and Timescales	Monitoring/Review
	<ul style="list-style-type: none"> • Use the outcome of the review of diversity monitoring procedures to evaluate measures to increase representation of under represented groups by October 2012. • Revise and update the training for potential candidates to help them with the application and interview process and improve their chances of success by 31 July 2012. • Ensure that application packs include information on caring needs and other arrangements to support board members with work life balance by 31 July 2012. 	<p>Monitoring data is already collected and will be analysed to evaluate the impact of these actions on both the diversity of applicants and those appointed.</p>
	<ul style="list-style-type: none"> • Prepare new good practice guidance for sponsor teams by summer 2012. This will cover: <ul style="list-style-type: none"> • ensuring that opportunities are publicised appropriately so that the information reaches a wide range of potential applicants including those from under represented groups; • ensuring that the language used in adverts and other material in application packs does not exclude any groups; • advice on the choice of independent member on member selection panels to bring a diversity perspective to the process; • advice on over-coming barriers to participation and engagement. 	<p>Monitoring data is already collected and will be analysed to evaluate the impact of these actions on both the diversity of applicants and those appointed.</p>

8. Our Role as an Employer –

What we are doing

Our workforce is undoubtedly our most important resource and is critical to all that we do to deliver for the people of Wales.

As a leading public sector employer, we are committed to advancing equality and diversity and eliminating all forms of discrimination, victimisation and harassment in the workplace.

All our HR policies will be continue to be impact assessed against the protected characteristics as they are revised.

Our placement schemes, apprenticeships and benchmarking activities are examples of our efforts to demonstrate best practice in achieving a more inclusive workplace. In addition, our staff networks aim to provide a supportive and safe environment for our people to share ideas, raise concerns and influence organisational policies and practices.

Achieving a more diverse workforce that better reflects the community we serve remains central to our efforts of creating an inclusive and dynamic workplace and each year we produce an Employer Equality Report that tracks the progress we are making on this journey and provides a benchmark for our work going forward. A copy of our Employer Equality Report 2010-11 can be found on the Welsh Government website.

Our Workforce

Welsh Government data collection systems have historically gone beyond what is required for compliance with equalities legislation which has enabled the organisation to gain a comprehensive insight into the diversity of the workforce be it in relation to age, region and belief or sexual orientation. Helped by high rates of staff declaration, we have been able to map our

workforce and introduce positive measures such as targets for recruitment of protected groups into Executive Management and Senior Civil Services bands which are published in our Employer Equality Report.

The Welsh public sector equality duties present new challenges for our organisation and in particular, for our data collection and monitoring systems. For example, staff data on gender reassignment has not been routinely collected due to concerns about confidentiality given the likely small number of staff declaring this protected characteristic. In addition, we have relied on core recruitment and training systems to capture information about the movement and training needs of staff. We recognise however that there are instances where activities take place outside these systems which we now need to capture and we are committed to doing so.

Work is underway to address these types of data gaps. For example, all recruitment material and related diversity data collection mechanisms will be updated to reflect the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. Additionally, the planned introduction of a new HR system in 2013 will allow further training activities to be captured.

However, we cannot rely on our data gathering systems alone, so, where appropriate, work will take place to identify and address the needs of protected groups using other methods such as bespoke data gathering commissions or staff workshops.

Our progress will be published as part of the Employer Equality Report for 2011-12.

Performance Assessment

Our aim is to actively manage the performance of our staff by standardising performance processes and procedures to ensure our organisation is run as efficiently and effectively as possible. We will ensure that our systems help identify and address development needs in relation to the equality duties. This will include work to make explicit reference to equality and diversity in the performance assessment guidance and training material and the need for staff to record any training needs in relation to the equality duties on their personal development plans. In addition, by April 2013 the move to our new HR system will allow an equality and diversity objective to be automatically included as part staff performance plans.

Pay Difference

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 require that when drawing up Equality Objectives public authorities have due regard to the need to have Objectives that address the causes of any pay difference between employees who are from a protected group and those who are not, if it appears reasonably likely that the reason for the difference is related to the fact that those employees share a protected characteristic, an action plan is also required.

Action Plan

The Welsh Government will continue to undertake regular equal pay audits and publish headline equal pay information as part of its annual Employer Equality Report. We will continue to implement the incremental pay system for Team to Executive Band staff, while the SCS (Senior Civil Service) Remuneration Committee will ensure that equality issues are considered and addressed prior to implementation of any pay changes for the SCS.

The Welsh Government carries out regular equal pay audits and publishes headline equal pay information as part of its annual Employer Equality Report.

Arrangements are already in place to collect and monitor information. The most recent equal pay analysis has not identified any specific issues relating to any of the protected characteristics, therefore we are not proposing to develop specific objectives for pay. Details about the Welsh Government pay system is provided below.

The Welsh Government has two separate pay and grading systems.

Executive, Management and Team Bands

In order to address equal pay issues, short incremental scales were introduced as part of an award winning pay settlement in August 2001 (Castle Award). The Castle Awards are a UK Government scheme designed to recognise excellence in employers who are working to address equal pay issues. The award recognised the Assembly for its work in conducting equal pay audits and reforming its pay system to address the inequalities discovered.

For the majority of staff below the Senior Civil Service, we operate a 6 point incremental pay scale for the Executive and Management Bands. The Team Support band has a 3 point scale.

Staff are normally recruited at the minimum of the pay scale and progress up the scale annually, subject to satisfactory performance, until they reach the maximum of the scale (i.e. the rate of the job). These increases are what are termed incremental progression increases. Currently, approximately 50% of our staff have reached the rate for the job. As this percentage increases annually, the number of incremental progression salary increases will fall.

Cost of living increases are normally applied to the scale points when the pay scales are revalorised as part of pay settlements negotiated and agreed with the Trade Unions. In these circumstances staff paid the rate for the job will only receive a cost of living increase. As we are in a pay freeze the only scale point that has increased since April 2009 is the maximum of the Team Support band.

The pay system is underpinned by the Job Evaluation and Grading System (JEGS) job evaluation system which allocates a banding to individual posts.

Matters relating to staff in these Bands are the responsibility of the Welsh Government.

Senior Civil Service

For the Senior Civil Service (SCS) within the Welsh Government, we operate the UK Government pay system of 3 broad pay bands. These are not incremental scales and there is no guaranteed progression within the 3 broad pay bands.

Staff are normally recruited towards the lower end of the broad pay band, although consideration is given to the job weight and/or market rate in determining the salary level at which posts are advertised.

There are 2 elements of pay increase in the SCS. Consolidated base pay increases are based on performance, with performance assessment split into 3 tranches. For example, those in the top tranche might receive a 3% increase while those in tranche 3 nothing. Due to the pay freeze there have been no consolidated increases since April 2009. Cabinet office has confirmed that the pay freeze will continue until at least April 2013.

In addition to the consolidated increase, SCS are contractually entitled to be considered for a non-consolidated variable payment

based on performance. Since 2010 these payments have been limited to the top 25% of performers. No decision about variable payments for the performance year 2011-2012 has been taken.

The pay system is underpinned by the Job Evaluation of Senior Posts (JESP) job evaluation system which allocates a banding to all posts. The SCS Remuneration Committee looks at the pay spread during the moderating round and also when any post is re-evaluated. The Committee does take action if there are clear pay anomalies.

Current Developments

Because this system is not an incremental progression system and consolidated increases and non-consolidated variable pay awards are based on performance assessments, we are not proposing to undertake specific objectives on pay, but to ensure that all performance assessments made by the SCS Moderating and Succession Planning Group are tested against the protected characteristics prior to submission for approval by the SCS Remuneration Committee. The SCS Remuneration Committee will be required to confirm that they are content that all equality issues have been considered prior to approving any proposals on SCS pay awards.

As part of further development of our information systems we will be revising the processes by which salaries on appointment are set and agreed, including how this information is collected. This will cover both pay arrangements in the Welsh Government.

What we will do

In future, our Employer Equality Reports will include information about our workforce and our activities in relation to the protected characteristics introduced by the Equality Act 2010 and where

possible will extend beyond these requirements to demonstrate best practice. This will better enable us to:

- Understand the diversity of the workforce;
- Identify 'pinch points' at levels where there is under-representation and take action;
- Identify any other disproportionate impacts and take action;
- Deliver bespoke (or better integrated) training interventions;
- Enhance our equalities evidence base.

Provide Strong Leadership

Strong, supportive and visible leadership from senior management will continue to underpin and guide our efforts. The Strategic Delivery and Performance Board, chaired by our Permanent Secretary will discuss equality and diversity at least twice a year. This will include work to monitor, review and set diversity targets at Executive Management and Senior Civil Service grades annually from July 2012.

Deliver our HR Equality and Diversity Strategy

Developed in 2010, this internal Strategy document forms the foundation for our activities to advance equality and diversity in the workplace. It spans many of our functions as employer and will be reviewed to improve alignment to our commitments against and beyond the Equality Act 2010 and the supporting Welsh specific equality duties.

Employer Equality Objective

We have decided to include an Objective as part of the Strategic Equality Plan that will demonstrate our commitment to achieving a transparent, fair and inclusive workplace. The objective will be reviewed and updated as appropriate as we take on board learning and feedback from key stakeholders.

The action areas are summarised below.

Involving and Listening to Staff

The primary routes for involving and engaging with staff are annual survey's and diversity networks. We will aim provide an improved platform for staff who share protected characteristics (and those staff who do not) to come together to discuss and share ideas.

The opportunity to set-up formal staff networks will be extended to all protected groups enabling staff to shape employment policies and practice.

We will also explore options for running 'spot surveys' designed to gain a better insight into staff perceptions of equality and diversity employment policies and practice.

Training and Talent Management

We will work to attract more staff from protected groups to apply for our core talent management programmes. This will include efforts to better understand the needs of protected groups and address the barriers they may face to undertaking development programmes.

Our core training programme already promotes knowledge and understanding of the Equality Act 2010 but we will further review it to reflect the Welsh public sector duties. This will help to provide all staff with a better understanding of actions being pursued across our organisation to promote equality of opportunity for our citizens. Options for providing tailored interventions to staff in key areas will also be explored.

Objective 8:

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

Rationale:

The People Survey findings from the previous two years regarding inclusion and discrimination/harassment/bullying show the Welsh Government is taking positive steps to ensuring an inclusive workplace. However, the findings also show that there remains room for improvement. Activities designed to improve staff engagement with protected groups will help staff feel valued and respected by the organisation.

In addition to tackling inequality in terms of government policy and service delivery, it is important that we also reflect these principles internally as an employer. This involves making sure that our policies and practices are perceived as being inclusive and non-discriminatory, that staff consider they have equal access to opportunities to learn and develop.

Action Area	Responsibility	
8.1 To support and enable Welsh Government employees with protected characteristics to flourish and achieve their potential and to shape employment policy and practice.	HR Resourcing, Equality and Employment Branch.	

Responsibility of the Permanent Secretary

Timeframes:

- This is a long-term aim and measurable progress will be made against this objective by 2016. Outcome indicators will be developed through Results Based Accountability (RBA) in order to measure outcomes and indicators.

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • By September 2012, the Welsh Government will review its arrangements for engaging, consulting and supporting staff who share a protected characteristic with a view to establishing an active and effective network(s) representing the views of staff across all protected characteristics (or at least where there is a recognised interest). • By April 2013, Welsh Government will, in consultation with its staff network(s) and any other appropriate stakeholders draw up a revised equality strategy and action plan which reflects joint priorities for advancing equality and diversity in the workplace. 	<p>The Strategic, Delivery and Performance Board will discuss and review equality and diversity activities at least twice a year in order to set direction.</p> <p>The revised equality strategy and action plan will be agreed by Senior Management and feed into the review arrangements outlined by the Strategic, Delivery and Performance Board.</p>

Action Area	Responsibility	
<p>8.2 To build on efforts to raise awareness of The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and wider development programmes amongst staff and take steps to ensure policies and process around performance management raise awareness of equality and diversity.</p>	<p>Public Services Management Wales and HR Resourcing, Equality and Employment Branch</p> <p>HR Pay and Reward Branch</p>	

Detailed Actions and Timescales	Monitoring/Review
<ul style="list-style-type: none"> • By April 2013 Welsh Government will review the content of its core learning and development offering and associated attendance levels and evaluative data to assess whether current L&D provision around equality awareness is sufficient to generate and maintain an increase in awareness levels across the organisation in both the General Duties and Welsh Specific Duties. And if not devise actions to address areas requiring attention. • We will take action to ensure talent management programmes are inclusive. This will include raising awareness of them amongst protected groups via attending staff network meetings for example. • We will undertake an exercise to analyse attendance on training programmes paid for from departmental budgets. • By April 2014 Welsh Government will have implemented a new electronic HR system that will allow us to better capture information on the training its employees apply for and attend. • By April 2013, performance management guidance and line management training courses will be reviewed and where appropriate updated to ensure equality and diversity a significant feature. For example, options for using case studies during training that bring scenarios to life will be explored. • By April 2014 Welsh Government will, as part of staff performance and development systems, take steps to strengthen links between awareness of and actions taken to tackle equality issues. This will include the introduction of a new electronic HR system to improve data capture and monitoring of performance management. 	<p>Part of the PSMW Work Plan.</p> <p>Employment data focusing on workforce diversity will be published each year as part of our Employer Equality Report.</p> <p>Development of a new HR (human resources) data management system is part of a wider organisation Strategy and will be subject to monitoring and review as appropriate.</p> <p>Development of a new HR data management system is part of a wider organisation Strategy and will be subject to monitoring and review as appropriate.</p> <p>Monitor the demographics of the new 9 box grid process (the performance management framework) as part of workforce planning to monitor that managers do recognise and cater for the development needs of any person with protected characteristics and in particular disabled staff. Managers need to be aware of equality issues and incorporate considerations of equality into their deliberations when assessing potential; moderation panels and HR Advisors participation in the process should ensure diversity is being valued.</p>

9. The Evidence Base and General Equality Information held by the Welsh Government

We carried out a review and literature search of the evidence on the causes of inequality, structured around the themes used by the Equality and Human Rights Commission (EHRC) in their Triennial reviews “How Fair is Britain” and “How Fair is Wales”. The EHRC reviews provide a comprehensive picture of the range and type of inequalities experienced by people with protected characteristics, and to avoid duplication, our evidence and literature review concentrated on identifying material that provided evidence on the causes of inequalities. Using the EHRC reviews as the basis for our evidence review will allow ongoing comparison of progress on equality issues between Wales and the rest of the UK.

10. Identifying Relevant Information and Publishing it

The Welsh Government produces an annual statistics plan which we are developing to become a more general analytical plan from 2012. Our aim is that our statistics should meet four criteria:

- **Integrity** – putting the public interest above organisational, political or personal interests;
- **Honest** – being truthful and open about the statistics and their interpretation;
- **Objectivity** – using scientific methods to collect statistics and basing statistical advice on rigorous analysis of the evidence;
- **Impartial** – acting solely according to the merits of the statistical evidence, serving equally well all aspects of the public interest.

To meet these aims the Welsh Government has developed a **User Engagement Plan**, and an annual analytical **work plan**. The work plan is produced on the basis of an internal planning exercise to identify priority needs. The published work plan itself provides the opportunity for a wide range of stakeholders to provide comment and feedback. This will provide an opportunity for continuing engagement and dialogue with our stakeholders. It is an important means of gathering evidence on equality and understanding the barriers that people face, for example when accessing services or trying to get a job. This ongoing engagement and evidence gathering will feed into the review process so that Objectives are adapted over time or indeed changed to reflect the changing needs of people.

Another important aspect of our engagement is to work with and listen to representative groups to ensure that the voices, views, needs and issues facing people today are reflected into policy and decision-making in Wales.

We periodically formally consult on our work programme for a number of years ahead. For specific data series formal consultations are carried out to understand the demand and uses made for our statistics, or where specific changes are planned that might impact on users.

National Statistics are also subject to assessment by the UK Statistics Authority and ensuring user needs are met is an important part of National Statistics designation. In addition, all surveys go through a central approval process which considers the range of questions asked.

The **StatsWales** website was developed to increase the level of data published including the ability to provide a breakdown by important population characteristics such as gender, ethnicity etc. where the data set allows. The ongoing development of the Welsh Government Statistics and Research internet presence is aimed at improving overall data transparency. To improve the overall evidence base investigation work, supported by the Economic and Social Research Council (ESRC), is being undertaken to explore the potential for making better use of administrative data.

Statistics for Wales outputs are freely available through our website. Information is pre-announced on the “**Due out Soon**” page of the site, in accordance with the Welsh Government Protocol on **Release Practices**. Corresponding information for our outputs designated as National Statistics is also available on the UK National Statistics Publication Hub, in accordance with the **Code of Practice for official statistics**. We also use

Twitter to announce publications, consultations, events and other news. Follow @StatisticsWales or visit <http://www.twitter.com/statisticswales>.

Further information on the availability of these publications can be obtained through the Publication service by e-mailing: stats.pubs@wales.gsi.gov.uk or telephoning: 029 2082 5044.

11. Monitoring and Review Process for Welsh Government to meet the Specific Equality Plan and Objectives

The Programme for Government (PfG) is designed to drive delivery across the organisation, and the publication of the new Equality Objectives will form the basis for updating Chapter 8 of the PfG – ensuring that the actions, success measures and tracking indicators in the two separate documents are consistent. An outcomes and indicator framework through the Results Based Accountability (RBA) process will be developed. This will help to identify key indicators against progress and will be incorporated into the Programme for Government, which will be updated by May 2013.

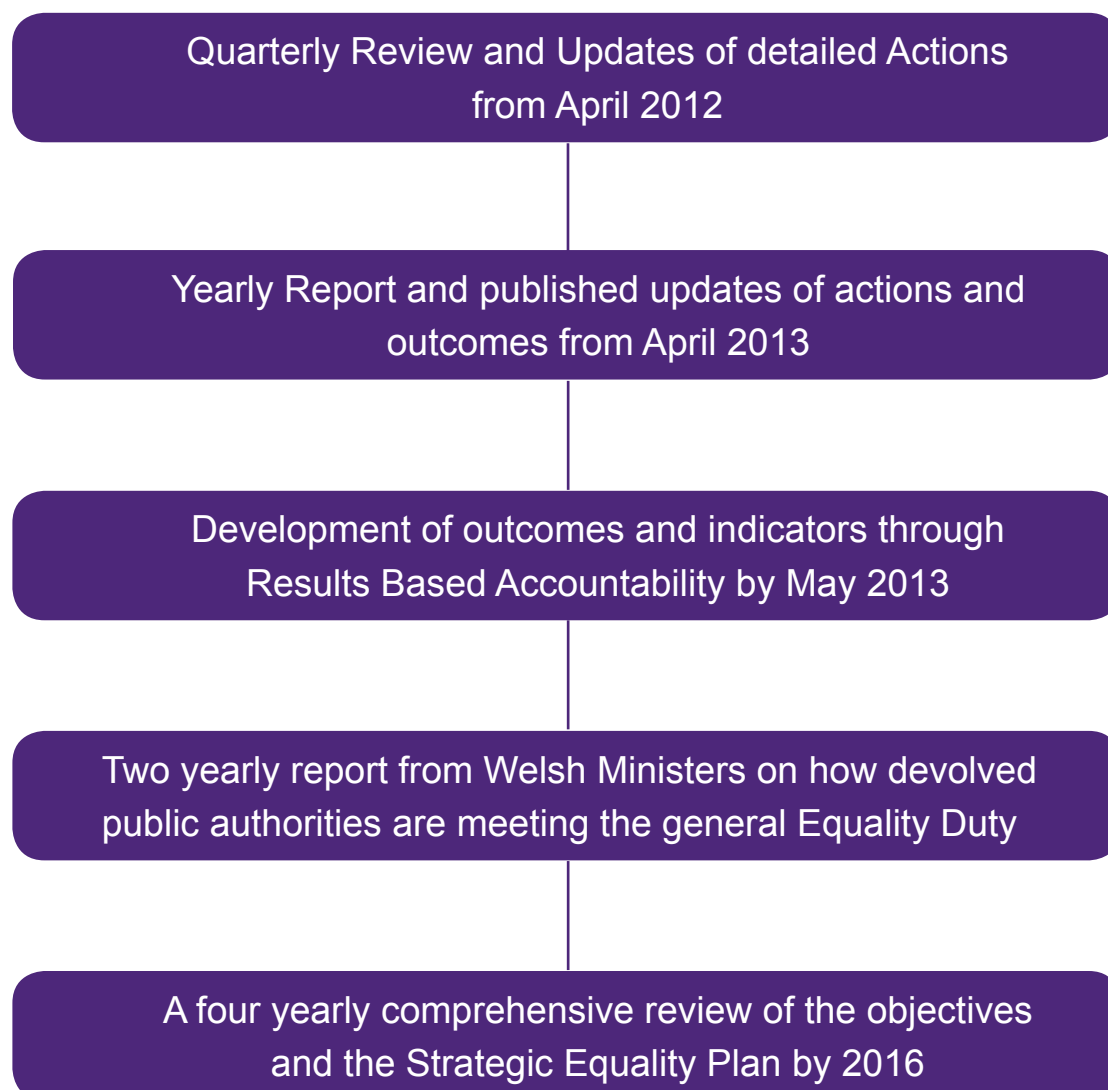
The Equality, Diversity and Inclusion Division will be responsible for corporate oversight and co-ordination of progress on the Strategic Equality Objectives. This will include monitoring actions on a quarterly basis and will include working within departments where responsibility is identified across policy areas.

The Welsh Government will provide a transparent and robust update of progress on an annual basis against the objectives identified. This will be submitted annually to the Minister for Finance and Leader of the House and to Cabinet. A copy of the Report will be published on the Welsh Government's website. The Report will include an assessment of the effectiveness of the steps that the Welsh Government is taking to meet the Equality Objectives and will identify new and future steps.

A two yearly report from Welsh Ministers will be published and sent on how devolved public authorities are meeting the general Equality Duty. This will incorporate information and progress from the Strategic Equality Plan.

A comprehensive four yearly review of objectives and the strategic Equality Plan will also be undertaken. This will identify new evidence and will also include a detailed consultation review with stakeholders across Wales by 1 April 2016.

The timescales for monitoring and review are identified within the table below:



12. Equality Impacts

We have recently moved from “Inclusive Policy Making” to a more streamlined Equality Impact Assessment (EIA) approach. EIA is an integral part of the work we do. We are committed to embedding equality and diversity by undertaking impact assessments in respect of the protected characteristics of age, disability, gender and gender reassignment, sexual orientation, race and religion or belief/non-belief. When undertaking EIAs we also consider how a new, revised or existing policy could affect people in different ways on the grounds of pregnancy and maternity.

The Welsh Government’s approach to Equality Impact Assessment

There are three formal stages in the Welsh Government’s EIA process. These are:

- Screening;
- Full EIA;
- Review.

The screening stage is the beginning of the EIA process. Its purpose is to determine the relevance a policy or practice may have to equality and human rights. All Welsh Government policies, practices and legislation should be screened. If the outcome of considering the evidence is that there is little or no relevance, then progression to a full EIA is generally not required.

The full EIA guides the examination of the policy or practice for adverse or negative impact through scrutiny of the evidence. It is a more in-depth assessment of the policy aims and objectives, considering how they relate to equality, based on the evidence gathered at the screening stage.

Monitoring and evaluating the policy or practice for impact

As part of the overall evaluation of the EIAs we undertake, we continue the EIA process by monitoring the impact on protected groups during implementation of a policy, process or practice. This includes engaging with stakeholders to discuss how the policy or practice is working. We will also identify where improvements can be made to reduce any emerging adverse or negative impacts or where there may be more opportunities to advance equality and promote good relations.

Publication

The Welsh specific duties Regulations require the Welsh Government to publish all EIAs where the impact on equality is substantial. The Welsh Government ensures that all impact assessments are placed in the public domain once they have been completed and signed off, and findings are then published to the website.

13. How Welsh Government will Promote Knowledge and Understanding

The Welsh Government has a dual role in promoting knowledge and understanding of the Equality Act 2010, that of Government and strategic leader of the Welsh Public Sector, and that of an employer.

In discharging our Governmental role, we have engaged and consulted extensively on our Equality Duties and this work has culminated in the Equality Objectives contained within this plan. We will also continue to support third sectors organisations, who work tirelessly in partnership with us and on our behalf to promote equality and inclusivity for all.

Equality, Diversity and Inclusion Division (EDID)

EDID is responsible for promoting and mainstreaming equality, human rights, diversity and inclusion across the Welsh Government.

It has a lead role in ensuring the mainstreaming, implementation and successful delivery of the key provisions for Wales under the Equality Act 2010, and the Specific Public Sector Duties for Wales. EDID is responsible for the publication of the outcome focused Equality Objectives and the Strategic Equality Plan and overseeing the cross-departmental delivery of the Equality Objectives.

It will regularly set out an overview of and report the progress made by public authorities in Wales towards complying with the general duties; an ongoing process to bring about further progress on the general duty. EDID also leads on the Welsh Government input into equality legislation and co-ordinating European Union (EU) and United Nations (UN) based equality and human rights work.

EDID manages the engagement with representative equality groups ensuring the right level of engagement and support; these groups include the Wales Race Forum, the Faith Communities Forum, the Migrants Forum, the Disability Equality Advisory Group and the Equalities Third Sector Forum.

14. Procurement

Value Wales is the procurement arm of the Welsh Government. It promotes procurement best practice and collaboration across the public sector in Wales, helping to get best value from the £4.3 billion spent each year on goods and services.

The specific duties in Wales, means that Welsh public authorities must:

- have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty;
- have due regard to whether it would be appropriate to stipulate conditions to help meet the three aims of the general duty.

Value Wales has developed a number of tools that organisations can use when developing their procurement policies or projects to ensure that equality, and plans for improvement are intrinsically build into them. Public Bodies in Wales are encouraged to use the Sustainable Procurement Assessment Framework (SPAF) and the Sustainability Risk Assessment (SRA), which helps organisations consider the social, economic and environmental impacts of specific procurements.

In order to encourage a more inclusive supply base, particularly to include smaller organisations, all major public bodies in Wales have endorsed Opening Doors: the Charter for Small and Medium size Enterprise (SME)-friendly Procurement. A key commitment in this charter is that contracts should be advertised as widely as possible and that contracts worth more than £25,000 should be advertised on the Sell2Wales website.

The Supplier Qualification Information Database (SQuID) has been developed. It aims to simplify and standardise the pre-qualification process. It includes a section on equality, helping public bodies to choose appropriate selection questions.

So that public procurement in Wales maximises its opportunity to benefit local communities, Value Wales has provided Community Benefits guidance “Delivering Maximum Value for the Welsh Pound”. The guidance helps organisations build social clauses into large scale service and construction contracts and in particular focuses on creating training and employment for people in disadvantaged or minority groups.

Value Wales offers extensive procurement training to the public sector and information on procurement is available on the Procurement Route Planner on the National Procurement Website www.sell2wales.co.uk and www.buy4wales.co.uk

15. Our thanks

We are very grateful to all of you who have contributed to the development of the Welsh Government's Equality Objectives and Strategic Equality Plan, within which the Objectives sit.

Individuals who participated in focus groups, equality events and responded to our questionnaire; our partners and stakeholder organisations who will collaborate in delivery; staff from the Welsh Government, all provided affirmation of the inequalities we are trying to tackle and without this we would not have been able to develop these Equality Objectives which will make a real difference to people's lives in Wales.

This marks the beginning in many ways and our engagement starts now in delivering on the Objectives and monitoring the effectiveness of the steps we are taking to achieve the outcomes we want.

The Questionnaire

Methodology

The questionnaire mainly used 'closed' questions (e.g. 'Yes/No' questions) to reduce the time required to complete the questionnaire, but also included 'open-ended' questions to allow respondents to provide additional information if they wished to. The questions were written so that individuals and organisations, as well as people with, or without the protected characteristics in question could complete the questionnaire. The questionnaire was made available via a web-based questionnaire, hard-copy and an easy read format.

The questionnaire findings presented cannot be taken as representative of the views of the public in Wales generally, or of a representative sample of those with protected characteristics in Wales. People that responded were not randomly selected, but were people who self-selected. Owing to the relatively small numbers in the survey, particularly of certain equality groups, the findings cannot be said to be 'statistically robust'. Nevertheless, the questionnaire results provide an insight into what are the key equality issues for the those who responded, and are a good indicator of the Welsh public's views, both those with and without protected characteristics.

Analysis

Analysis found that respondents believed that Employment was the area that people were most likely to experience issues or difficulties because of their protected characteristic. It was ranked first for six of the eight protected characteristics, joint first for Sexual orientation, and second after Housing for the characteristic of Marriage and Civil Partnership.

Analysis by protected characteristic found that there were differences in responses between the protected characteristic sub-groups (e.g. the different age bands in the age protected characteristic), and between people with and without the relevant protected characteristics (e.g. disabled and non-disabled people). This meant for some areas, the overall ranking of importance for the area of concern (i.e. responses from all people) did not reflect the ranking that the relevant protected characteristic group gave.

Index of Abbreviations

ALN	Additional Learning Needs
CAFCASS	Children and Family Court Advisory and Support Service
CPEL	Continuing Professional Education and Learning
BETS	Department for Business, Enterprise, Technology and Science
CSAs	Childcare Sufficiency Assessments
DfES	Department for Education and Science
EDID	Equality, Diversity and Inclusion Division
EHRC	Equality and Human Rights Commission
EIAs	Equality Impact Assessments
ESOL	English for Speakers of Other Languages
ESRC	Economic and Social Research Council
GP	General Practitioner
GT Grant	Grant for the education of Gypsy and Traveller children
HBV	Honour Based Violence
HIW	Healthcare Inspectorate Wales
HR	Human Resources
JEGS	Job Evaluation and Grading System
JESP	Job Evaluation of Senior Posts
LLWR	Learners Record
MARAC	Multi Agency Risk Assessment
MEAG	Minority Ethnic Achievement Grant

NEET	Not in Employment, Education or Training
NLIAH	National Leadership and Innovation Agency for Healthcare
NSA	National Science Academy
PfG	Programme for Government
PSAs	Play Sufficiency Assessments
RBA	Results Based Accountability
SCS	Senior Civil Service
SEN	Special Educational Needs
SFW	Social Films Wales
SME	Small and medium enterprises
SQUID	Supplier Qualification Information Database
SRA	Sustainability Risk Assessment
SSID	Social Services Improvement Division
STEM	Science, Technology, Engineering and Mathematics
UKHTC	UK Human Trafficking Centre
UN	United Nations
UNCRC	United national Convention on the Rights of the Child
VAWDA	Violence Against Women and Domestic Abuse
WBL	Work Based Learning
WEFO	Welsh European Funding Office
WEN	Women's Equality Network
WG	Welsh Government
WLU	Welsh Language Unit