



2014-2020 Rural Development Programme for Wales

Equality Impact Assessment – Final Report

September 2014

Welsh European Funding Office

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1 Introduction and background

1.1 Background to the study

In August 2012 Old Bell 3 and its associates (including Mott MacDonald) were commissioned by the Welsh European Funding Office (WEFO – part of the Welsh Government) to undertake an ex-ante evaluation of the European Union (EU) funding Programmes in Wales for the upcoming 2014-2020 programming period: the Rural Development Programme (RDP) and the Structural Fund Programmes – the European Regional Development Fund (ERDF) and European Social Fund (ESF).

A key element of the ex-ante evaluation process was the undertaking of Equality Impact Assessments (EIAs) in order to understand whether the implementation of any of the Programmes is likely to result in positive or negative impacts on people with different socio-demographic characteristics. The objective is to help the Welsh Government and its partners to ensure that, upon delivery, the advantages of the funding Programme can be realised by all who are eligible to benefit from them.

This report presents the findings of the EIA of the proposed RDP for Wales. It considers the possible impacts of the Programme's intended priorities, measures and related activities for the whole of Wales. The report is accompanied by corresponding EIA reports covering the 2014-2020 ERDF and ESF Programmes for Wales.

1.2 The Rural Development Programme for 2014-2020 in Wales

1.2.1 The Common Strategic Framework

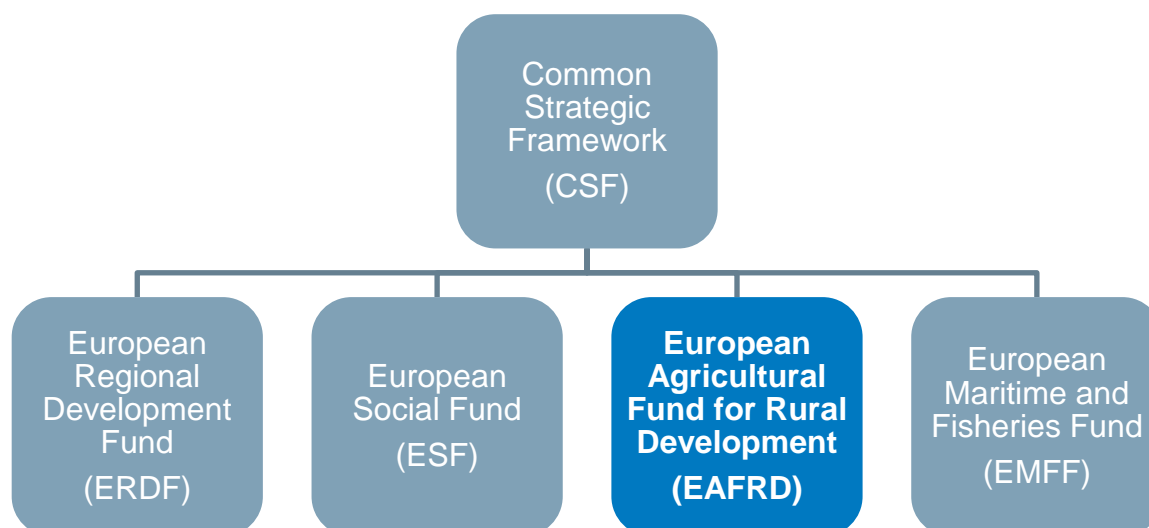
The RDP, which sits within the European Agricultural Fund for Rural Development (EAFRD), and alongside the Structural Funds – the ERDF and the ESF – and the European Marine and Fisheries Fund (EMFF), is part of the Common Strategic Framework (CSF).

The CSF was developed by the European Commission and presented to Member States in March 2012; it is intended to help Member States set the strategic direction for the 2014-2020 financial planning period and seeks to improve coordination between, and secure the more targeted use of, the EU's various Funds. It aims to achieve this by focussing the national (UK) and regional (Welsh) authorities' activities on a limited set of common objectives.

Consequently, the Welsh Government is seeking to develop an integrated approach to the delivery of these Funds for the 2014-2020 Programme period. The figure below

highlights the relationship between the CSF, the various Funds (and RDP in particular) and the proposed Programme for Wales for 2014-2020.

Figure 1.1: The Common Strategic Framework



1.2.2 The Rural Development Programme

The EAFRD is an agricultural Fund which was set up for the financing of RDP activities. The European Commission has identified that rural development affects around 50% of the population of the EU, as well as 90% of EU land, making it an important policy area. Farming and forestry remain central to rural economies, and rural development also focuses on revitalising rural areas in other ways. In addition, issues such as climate change, renewable energy, biodiversity and water management are becoming increasingly important aspects of the EU's rural development policy.

The objectives of the RDP Programme are to:

- Increase the productivity, diversity and efficiency of farming and forestry business, improving their competitiveness and resilience, reducing their reliance on subsidies.
- Improve the environment, encouraging sustainable land management practices, the sustainable management of our natural resources and climate action.
- Promote strong, sustainable rural economic growth and encourage community-led local development.

The RDP has six Priorities which are designed to deliver these objectives within the 2014-2020 Operational Programme. These are:

Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas.

Priority 2: Enhancing farm viability and competitiveness of all types of agriculture in all regions and promoting innovative farm technologies and the sustainable management of forests.

Priority 3: Promoting food chain organisation, including processing and marketing of agricultural products, animal welfare and risk management in agriculture.

Priority 4: Restoring, preserving and enhancing ecosystems related to agriculture and forestry.

Priority 5: Promoting resource efficiency and supporting the shift towards a low carbon and climate resilient economy in agriculture, food and forestry sectors.

Priority 6: Promoting social inclusion, poverty reduction and economic development in rural areas.

These six Priorities (outlined in more detail with their associated activities below) are the main subject matter for this EIA.

1.2.3 RDP Interventions under the 2014-2020 Programme

1.2.3.1 Priority 1: Fostering Knowledge transfer and innovation in agriculture, forestry and rural areas

This priority focuses on fostering innovation and the knowledge base in rural areas; strengthening the links between agriculture and forestry and research and innovation; and fostering lifelong learning and vocational training in the agricultural and forestry sectors. Priority 1 is divided into three parts (1A, 1B and 1C).

Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas.

Priority 1 A: Fostering innovation, cooperation, and the development of the knowledge base in rural areas.

Rural Development Measures:

- M01 - Knowledge transfer and information actions (art 14)
- M02 - Advisory services, farm management and farm relief services (art 15)
- M16 - Co-operation (art 35)

Combination and justification of rural development measures:

Activities will focus on promoting the economic growth and development of rural areas and to improve the sustainability, competitiveness, resource efficiency and environmental performance of agricultural and forestry holdings.

Knowledge transfer and advisory services will provide an entry point for a prospective beneficiary with support to establish what it is they need as opposed to applying for a grant/loan.

The Welsh Government will provide revenue grants to recognised industry bodies (knowledge transfer providers) in the red meat, dairy, arable, poultry, horticulture or farm woodland sectors to undertake specific knowledge transfer activities targeted at farming businesses and aimed at addressing specific sector issues linked to improving

competitiveness.

Successful projects will complement and add value to the Core Strategic Knowledge Transfer and Information Actions (Farming & Forestry Businesses) activity by integrating its activity and outputs throughout and utilising the main network of demonstration and development farms, the regional/local facilitators, skills development programme, information action routes, events & workshops, farm exchange, discussion groups and management tools.

The provision of co-operation support under the RDP will continue to centre on the development of new products, processes and technologies in the agri-food and forestry sectors but there will also be new provisions to support other types of joint activity that are economic, social and environmental in nature and for drawing up Forest Management Plans. Support will be provided for cooperation among operators to aid short supply chains and local markets including supply chains for sustainable production of energy and biomass.

Priority 1 B: Strengthening the links between agriculture, food production and forestry and research and innovation, including for the purpose of improved environmental management and performance

Rural Development Measures:

- M16 - Co-operation (art 35)

Combination and justification of rural development measures:

Provide funding to support activities that improve the profitability and efficiency of businesses with the aim of delivering a more profitable, diverse and resilient land based sector, supporting the adjustment away from the reliance on CAP payments. The Wales Rural Network will help to support such activities through project visits to facilitate new contacts, encourage co-operation and the sharing of knowledge and experience, Collaboration with UK networks and European Innovation Partnership (EIP) to support shared RDP objectives and enhance participation and learning from other funded projects, facilitate co-operative working between LAG's/LEADER in Wales, UK and Europe by bringing them together to discuss ideas, identify common objectives and develop proposals and disseminate outputs from Operational Groups and the EIP Network to stakeholders in Wales.

Co-operation in the new programme will continue to focus on the development of new products, processes and technologies in the agri-food and forestry sectors as well as fund new provisions to support other types of joint activity that are economic, environmental and social in nature and this includes support for preparation of Forest Management Plans, the creation of **clusters** and networks and the support for the establishment and operation of EIP operational groups.

It is proposed that Wales embraces the opportunities offered by the EIP which can help to address issues of poor coordination and overcome the disadvantages of fragmentation through the pooling of skills and networks and priority areas for action include maximising sustainable use of ecosystem services, soil functionality and water management, integrated supply chain solutions, managerial innovation for producers and technical solutions to increasing resource efficiency.

Priority 1 C: Fostering lifelong learning and vocational training in the agricultural and forestry sectors

Rural Development Measures:

- M01 - Knowledge transfer and information actions (art 14)

Combination and justification of rural development measures:

Lifelong learning & development' (LLD) skills development & CPD programme for agriculture and forestry will contribute to enhancing the professional status of agriculture and forestry (in line with the recommendations from the Rural Development Programme Advisory Group) and will provide access to business management, technical, vocational, and regulatory training tailored to specific individual learning needs and underpinned with a programme of ICT training and e-learning package.

Compulsory Skills Assessment to identify training needs and formulate plan to address skills gaps and support business needs.

A programme promoting use of ICT in farm & forestry management to support implementation of improved management practices and deliver step change in business behaviour will also form part of the RDP. This shall include the use of tools to enable the measurement and management of physical, financial & environmental performance.

1.2.3.2 Priority 2: Enhancing farm viability and competitiveness of all types of agriculture in all regions and promoting innovative farm technologies and the sustainable management of forests

The focus of this priority is to facilitate the restructuring of farms that are facing major structural problems (particularly farms with a low degree of market participation, market-orientated farms in particular sectors, and farms in need of agricultural diversification) and facilitating generational renewal in the agricultural sector.

Priority 2: Enhancing farm viability and competitiveness of all types of agriculture in all regions and promoting innovative farm technologies and the sustainable management of forests

Priority 2 A: Improving the economic performance of all farms and facilitating farm restructuring and modernisation, notably with a view to increasing market participation and orientation as well as agricultural diversification.

Rural Development Measures:

- M01-Knowledge transfer and information action
- M02-Advisory services, farm management and farm relief services
- M04 - Investments in physical assets (art 17)
- M16-Co-operation

Combination and justification of rural development measures:

Focus on targeted actions that will help to reduce the reliance on public subsidy in the future and deal with the tough economic challenges ahead.

Support offered to farm and forestry businesses to back and encourage activities that will enable them to increase their profitability and efficiency as well as improve their environmental performance.

Offer one flexible investment that will provide loans, grants and other innovative financial instruments required for agriculture, food, forestry purposes including the processing and marketing of annex 1 goods¹. Support will be provided for investments in agricultural holdings and investments in farm infrastructure related to the development, adaptation and modernisation of farms and forestry businesses. Non-productive investments linked to the achievement of agri-environment-climate objectives will also be supported.

Capital investments will be targeted at addressing on-farm production and resource efficiencies across all sectors of agriculture including horticulture and will help to address issues relating to animal health and welfare, crop storage, production housing and handling, soil and crop production and renewable energy production. Priority will be given to farmers in the Severely Disadvantaged Areas (SDA), are under 40 or are

¹ These are primary agricultural products as described in the Treaty of Rome, Annex I. They include livestock, meat, dairy, fruit and vegetables and other produce, certain food products and by-products. See Annex I of the Treaty here for a full list and definition:

http://ec.europa.eu/archives/emu_history/documents/treaties/rometreaty2.pdf.

Alternatively, see p.22 of the following document for a summary of these products:

<http://www.open4business.info/richmond/O4Schemes.aspx?WCI=htmSchemeView&WCU=CBC=Document,STATE=DSCODE%3DO4BUKBUS~pSCHEMEID%3D117-S37384,DOCID=D2023145>

members of the Organic Scheme.

Priority 2 B: Facilitating the entry of adequately skilled farmers into the agricultural sector and, in particular, generational renewal

Rural Development Measures:

- M01-Knowledge transfer and information action
- M02-Advisory services, farm management and farm relief services
- M06 - Farm and business development (art 19)
- M16-Co-operation

Combination and justification of rural development measures:

Young farmers can bring new skills and energy, new and modern professional management to the farming sector and can be a provider of innovative management approaches and investments therefore generational renewal is extremely important for the continuance and development of farming in Wales.

A successor scheme to the Welsh Government's Young Entrant support scheme will be offered under the new programme which will provide start up aid to new entrant young farmers and young farmers succeeding as head of holding with priority being given to sole traders and young entrant partnerships. Start-up aid will cover running costs, ownership rights, livestock and improvement of existing farm buildings.

Support will also be given to young people who are members of a household wanting to diversify into non-agricultural activities or individuals wanting to create a new micro non-agricultural enterprise and will include micro enterprise support, test trading and marketing support and support for start-up premises. Any support will be conditional on the production of a business plan.

1.2.3.3 Priority 3: Promoting food chain organisation, including processing and marketing of agricultural products, animal welfare and risk management in agriculture

This priority focuses on the better integration of primary producers into the food chain through quality schemes, promotion in local markets and short supply circuits, and producer groups and inter-branch organisations, and supporting farm risk management.

Priority 3: Promoting food chain organisation, including processing and marketing of agricultural products, animal welfare and risk management in agriculture.

Priority 3 A: Improving competitiveness of primary producers by better integrating them into the agri-food chain through quality schemes, adding value to agricultural products, promotion in local markets and short supply circuits, producer groups and inter-branch

organisations

Rural Development Measures:

- M01 - Knowledge transfer and information actions (art 14)
- M02 - Advisory services, farm management and farm relief services (art 15)
- M04 - Investments in physical assets (art 17)
- M16 - Co-operation (art 35)

Combination and justification of rural development measures:

Targeted support will be directed towards businesses within the food and drink sector and to small rural businesses including support industries to encourage co-operation, knowledge sharing, business planning, innovation, and supply chain efficiency and integration. In particular the RDP will help to develop shorter supply chains, and local markets including food tourism as well as offer support for quality schemes. Previous successful interventions will be built upon, these include community growing projects and food co-operatives to help strengthen and highlight the importance of quality local food and drink and improve accessibility.

Green growth will be encouraged by supporting the industry to grow whilst reducing its environmental footprint through achieving resource efficiencies in energy, water and waste and management.

Priority 3 B: Supporting farm risk prevention and management

Rural Development Measures:

- M01-Knowledge transfer and information action
- M02-Advisory services, farm management and farm relief services
- M16-Co-operation

Combination and justification of rural development measures:

The expanded Advisory service will build on the service offered in the 2007-13 period to play an imminent role in supporting farm risk management and prevention. The service will help to address a large part of the issues outlined in Kevin Robert's review into the resilience of Welsh farming and the investment measures to be funded under the new programme will be able to be deployed to assist with improved preventative measures. Cross border intervention will also be quite critical for any intervention, especially along the border areas between Wales and England.

Continue to explore the possibility of subsidising insurance that extend to losses occasioned by severe weather and the Welsh Government is keen to have the flexibility to use this measure if the need is required.

1.2.3.4 Priority 4: Restoring, preserving and enhancing ecosystems related to agriculture and forestry

This Priority focuses on restoring and preserving biodiversity, including in Natura 2000 areas and high nature value farming, and the state of the European landscapes, improving water management, and improving soil management.

Priority 4: Restoring, preserving and enhancing ecosystems related to agriculture and forestry

Priority 4 A: Restoring, preserving and enhancing biodiversity, including in Natura 2000 areas, and in areas facing natural or other specific constraints and high nature value farming, as well as the state of European landscapes

Rural Development Measures:

- M01-Knowledge transfer and information action
- M02-Advisory services, farm management
- M04 - Investments in physical assets (art 17)
- M08-Investments in forest area development and improvement of the viability of forests
- M10 - Agri-environment-climate (art 28)
- M11 - Organic farming (art 29)
- M15-Forest environmental and climate services and forest conservation

Combination and justification of rural development measures:

Provide a combination of basic measures that will address general environmental issues as well as targeted measures. Natura 2000 areas will be subject to targeted interventions; requiring farmers to provide additional intervention to voluntarily enhance their farming practices above the regulatory responsibility to bring notified sites in to favourable condition.

Support will be provided to enhance biodiversity, reduce the threats and to restore those areas that have been damaged.

Support will be made to complement agri-environment-climate activity with support for actions in adjoining areas. This will ensure that small-scale environmental action can be supported where needed to ensure a coherent approach.

Provide opportunities for small-scale tree planting that is not eligible for forestry or agro-forestry support but which fits the Welsh agricultural landscape.

Priority 4 B: Improving water management, including fertiliser and pesticide management

Rural Development Measures:

- M01 - Knowledge transfer and innovation action
- M02-Advisory services, farm management and farm relief services
- M04-Investments in physical assets (art 17)
- M08-Investments in forest area development and improvement of the viability of forests
- M10 - Agri-environment-climate (art 28)
- M11 - Organic farming (art 29)
- M15-Forest environmental and climate services and forest conservation
- M16-Co-operation

Combination and justification of rural development measures:

Voluntary area based payment, above the regulatory requirements and supported by non-productive investment will provide basic and targeted interventions to improve water quality across Wales and targeted in areas identified with failing water bodies under the Water Framework Directive (WFD) that is derived from agricultural pollution. Such measures will support more extensive farming practices which will reduce the amount of nutrient in watercourses as well as the creation of buffer zones to capture nutrients and prevent soil erosion and silting. In addition precision manure application will be supported to ensure that manure is utilised in an effective manner, reducing nutrient runoff and leaking.

Woodland creation is a very cost-effective tool to reduce diffuse pollution of water bodies from agricultural areas. It is also very effective in reducing surface run-off and hence protects soil, increases infiltration, reduces compaction and reduces flooding. Better woodland management, or bringing woodlands into management, can address historic problems with drainage systems, increase stream-side vegetation, increase surface roughness and improve the quality of stream margins in existing woodlands.

Priority 4 C: Preventing soil erosion and improving soil management

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02-Advisory services, farm management and farm relief services
- M04 - Investments in physical assets (art 17)
- M08- Investments in forest area development and improvement of the viability of forests
- M10 - Agri-environment-climate (art 28)
- M11 - Organic farming (art 29)
- M15- Forest environmental and climate services and forest conservation
- M16- Co-operation

Combination and justification of rural development measures:

Support will be provided to manage the soils better.

Support will be provided to enhance existing habitats, promote permanent pasture and to provide buffers zones on arable land. Where Maize is grown on land under support, mitigation measures to prevent soil erosion will be required as standard.

Woodland creation is a very cost-effective tool to protect soils. It increases infiltration, reduces compaction and reduces flooding and associated soil erosion and run-off thus preventing siltation. These benefits have been found to extend beyond the afforested area onto adjoining agricultural land. Better woodland management, or bringing woodlands into management, can address historic problems with drainage systems, increase stream-side vegetation, increase surface roughness and improve the quality of stream margins in existing woodlands. Improving the sustainability of forest harvesting operations will reduce the risk of environmental damage.

1.2.3.5 Priority 5: Promoting resource efficiency and supporting the shift towards a low carbon and climate resilient economy in agriculture, food and forestry sectors

This Priority will focus on increasing efficiency in water use by agriculture, increasing efficiency in energy use in agriculture and food processing, facilitating the supply and use of renewable sources of energy, of by-products, wastes, residues and other non-food raw material for purposes of the bio-economy, reducing nitrous oxide and methane emissions from agriculture, fostering carbon sequestration in agriculture and forestry.

Priority 5: Promoting resource efficiency and supporting the shift towards a low carbon and climate resilient economy in agriculture, food and forestry sectors.

Priority 5 A: Increasing efficiency in water use by agriculture.

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02- Advisory services, farm management and farm relief services
- M04 - Investments in physical assets (art 17)
- M16- Co-operation

Combination and justification of rural development measures:

Identify problem areas and target capital measures to abate or remove problems that are contributing towards failure to meet these requirements. For example by improving the storage of slurry-manure and the effective disposal of it.

Capital investments will be targeted at addressing on-farm production and resource efficiencies across all sectors of agriculture. For example by improving farm yard

management, separating rainwater from animal waste and re-using "grey" water to reduce demands upon public water supplies.

Priority 5 B: Increasing efficiency in energy use in agriculture and food processing

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02- Advisory services, farm management and farm relief services
- M04 - Investments in physical assets (art 17)
- M16- Co-operation

Combination and justification of rural development measures:

Capital investments will be targeted at addressing on-farm production and resource efficiencies across all sectors of agriculture. Under the investment measures of the new programme a sustainable production grant scheme will be developed to address the themes of animal plant and welfare, crop storage, and production housing. In addition to the four themes, there will be a requirement that all applications will address the three cross cutting areas related to resource efficiencies of:

- Nutrient efficiency
- Energy efficiency
- Water efficiency

In consideration of energy efficiency, investments in Renewable Energy Production including the associated infrastructure will be eligible for support, providing that the energy produced is for self-consumption. All forms of alternative energy will be considered including biomass, solar and hydro and support for opportunities for on-farm anaerobic digestion as means of dealing with animal and green waste. The RDP will also be designed to add value to the major interventions under ERDF

Priority 5 C: Facilitating the supply and use of renewable sources of energy, of by products, wastes, residues and other non food raw material for the purposes of the bio-economy

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02- Advisory services, farm management and farm relief services
- M04- Investments in physical assets
- M08 - Investments in forest area development and improvement of the viability of forests (art 21-26)
- M16- Co-operation

Combination and justification of rural development measures:

Bring more of unmanaged woodlands on farms into sustainable management supporting local economic development, job creation, green growth and poverty-reduction.

Priority 5 D: Reducing greenhouse gas and ammonia emissions from agriculture.

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02- Advisory services, farm management and farm relief services
- M04 - Investments in physical assets (art 17)
- M16- Co-operation
-

Combination and justification of rural development measures:

Area based support will be available for extensive farming practices which do not require additional manure or fertiliser application as well as in new modern slurry application on improved land. The use of low precision trajectory slurry application will be supported which can significantly reduce ammonia gasses emissions.

Priority 5 E: Fostering carbon conservation and sequestration in agriculture and forestry

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02- Advisory services, farm management and farm relief services
- M04 - Investments in physical assets (art 17)
- M08 - Investments in forest area development and improvement of the viability of forests (art 21-26)
- M016- Co-operation

Combination and justification of rural development measures:

Combine a number of individual elements to protect the landscape, farmland biodiversity and climate stability as well as improve the economic returns to farmers and foresters. There will be increased investment in woodland creation and management under the new programme that would provide greater carbon sequestration, and protect existing carbon stores and increase the efficiency of important carbon sinks such as peat lands, organic soils and woodlands.

1.2.3.6 Priority 6: Promoting social inclusion, poverty reduction and economic development in rural areas

This Priority will focus on facilitating the diversification, creation of new small enterprises and job creation, fostering local development in rural areas, and enhancing accessibility to, use and quality of information and communication technologies (ICT) in rural areas.

Priority 6: *Promoting social inclusion, poverty reduction and economic development in rural areas.*

Priority 6 A: Facilitating diversification, creation and development of small enterprises, as well as job creation.

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02- Advisory services, farm management and farm relief services
- M06 - Farm and business development (art 19)
- M08 - Investments in forest area development and improvement of the viability of forests (art 21-26)
- M16- Co-operation

Combination and justification of rural development measures:

Tailored support will be offered to new, existing small and micro farm businesses.

A mixed capital and revenue mechanism will be offered to farmers and foresters which includes a scheme offering start up aid for young people who are entering farming or succeeding as head of holding with priority being given to sole traders and young entrant partnerships.

Support will also be provided to farm households who want to diversify into non-agricultural activities in order to provide another income stream. Those seeking to start new non-agricultural enterprises or seeking to develop existing non-agricultural businesses will be offered small scale aid including grants, support for test trading and marketing and start up premises. This also includes support for the processing and marketing of non-Annex 1 goods.² All of the support offered through the RDP will be dependent on a business plan and complementary to the business support being offered by the Business Wales one stop shop service.

Support for forestry towards new, existing, small and micro enterprises will enable the sector to become more competitive and resilient to change. Support for woodland creation, woodland management, to increase the economic potential of woodland including support for woodland based processing and marketing and job creation through the planting of commercial woodland.

Priority 6 B: Fostering local development in rural areas.

Rural Development Measures:

- M01- Knowledge transfer and information action

² Non-Annex 1 goods include all goods derived from goods included within Annex 1 of the Treaty of Rome, and include, for example, chocolate, spaghetti, biscuits, soups and other produced foodstuffs.

- M02- Advisory services, farm management and farm relief services
- M07 - Basic services and village renewal in rural areas (art 20)
- M16- Co-operation
- M19 - Support for LEADER local development (CLLD – community-led local development) (art 35 Regulation (EU) No 1303/2013)

Combination and justification of rural development measures:

Investment in local infrastructure such as ICT, broadband, community transport and energy efficiency, as well as improvements to key services related to village renewal, leisure and culture, tourism and advisory services and those linked to improving access to employment, educational and training opportunities.

The use of LEADER type activities will also help to drive change amongst communities by drawing together communities of interest, and help to boost their grassroots capacity and confidence. LEADER will focus on the piloting of innovative and new approaches to rural development to help overcome the barriers faced by rural communities as well as facilitate the pre-commercial development, business partnerships and short supply chains.

Priority 6 C: Enhancing the accessibility, use and quality of information and communication technologies (ICT) in rural areas.

Rural Development Measures:

- M01- Knowledge transfer and information action
- M02- Advisory services, farm management and farm relief services
- M07 - Basic services and village renewal in rural areas (art 20)
- M16- Co-operation

Combination and justification of rural development measures:

Investments in local infrastructure such as ICT, broadband, community transport and energy efficiency as well as improvements to key services related to village renewal, leisure and culture, tourism, advisory services and those linked to improving access to employment, training and educational opportunities.

Renewable energy actions include those that will help to identify and address the challenges related to rurality such as access to grid and electricity grid and will support community based and on farm activities which include the development of local supply chains and energy saving actions. ICT initiatives will focus on addressing specific gaps in provision in ICT infrastructure, skills and ICT exploitation by rural communities and agricultural businesses which are not met by ERDF or other provision.

1.3 The Equality Impact Assessment

1.3.1 The brief

This EIA has been undertaken under the Welsh Government's obligations under the Public Sector Equality Duty (PSED) to show due regard to characteristics protected under the Equality Act 2010.

In particular, WEFO required that the EIA consider a number of aspects of the proposed RDP Programme, namely the EIA was required to:

- Assess whether, in implementing the Programme strategies and intervention, the Programme will have a differential impact for particular groups of people.
- Inform how equality issues should be considered in any redesign of the Programme.
- Inform how equality issues should be considered in the shaping of implementation arrangements.
- Identify opportunities to promote equality in the Programme.
- Propose solutions for elimination of any negative impacts which may be identified through the assessments.

1.3.2 About Equality Impact Assessments

The PSED, at section 149 of the Equality Act, requires public bodies to consider all individuals in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have 'due regard' to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The Duty is intended to support good decision making – it encourages public bodies to understand how different people will be affected, so that their policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, public bodies can be more efficient and effective.

The PSED requires that government departments and public authorities (and those responsible for delivering public functions) have due regard to the following three aims:

- eliminating unlawful discrimination, harassment and victimisation;
- advancing equality of opportunity between different groups; and
- fostering good relations between different groups.

EIAs can be used to support adherence to the PSED by a public body and are generally accepted to be good practice for major policy or programme developments. They are a systematic assessment of the likely or actual effects of policies, programmes and developments on the following 'protected characteristics' (as defined by the Equality Act 2010):

- **Age** (covering all age groups, being particularly aware of children aged under 16, younger people aged 16-24, and older people aged 65 and over);
- **Disability** (which may include people with sensory impairments, mobility impairments, learning disabilities and mental wellbeing disabilities);

- **Gender reassignment** (including persons who are at any stage of gender reassignment therapy);
- **Marriage and civil partnership** (with a focus purely on discrimination on the basis of whether someone is married or in a civil partnership – single people are not covered by this characteristic);
- **Pregnancy and maternity** (including pregnant women and nursing mothers);
- **Race and ethnicity** (which may include ethnic or national origins, colour or nationality);
- **Religion or belief** (which may include all religion, faith or belief groups, including lack of belief);
- **Sex / gender** (including both women and men); and
- **Sexual orientation** (including heterosexuals, and lesbians, gay men and bisexual (LGB) people).

The primary objectives of an EIA are to:

- a. assess whether one or more of these groups could experience **disproportionate** effects (over and above the impacts likely to be experienced by the general population) as a result of a policy being implemented or the way in which a service is delivered;
- b. identify opportunities to promote equality more effectively or to a greater extent; and
- c. develop ways in which any disproportionate negative impacts could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

Guidance published by the Government Equalities Office (GEO)³ and Equality and Human Rights Commission (EHRC), makes clear that undertaking an equality impact assessment is something that should occur as early as possible in the policy development process:

“Equality analysis starts prior to policy development or at the early stages of a review. It is not a one-off exercise, it is on-going and cyclical and it enables equality considerations to be taken into account before a decision is made.

Equality analysis of proposed policies will involve considering their likely or possible effects in advance of implementation. It will also involve monitoring what actually happens in practice. Waiting for information on the actual effects will risk leaving it too late for your equality analysis to be able to inform decision-making.”⁴

In this early stage of the RDP Programme there is an opportunity for equality considerations to be fully integrated. Tasks to be undertaken are outlined in Figure 1.2 below.

The table below outlines the key tasks of this EIA.

³ The GEO has now been formally incorporated into the Home Office.

⁴ Equality and Human Rights Commission (2011): 'Equality analysis and the Equality Duty'

Figure 1.2: EIA Methodology

Task	Description	Processes
Task 1	Review of existing Evidence	<p>A review of:</p> <ul style="list-style-type: none"> Equality policy context in Wales, the UK and in Europe Existing research and literature on subject matter covered by rural development funding. Past RDP Operational Programmes in Wales, including those from 2000-2006 and 2007-2013, evaluations undertaken on the Programmes and projects, and equality impact assessment findings where available. Good practice in Programme and project delivery from Wales.
Task 2	Detailed review of draft Operational Programme consultation document	Examining the Priorities within the draft Operational Programme, with particular focus on the proposed activities to be funded under each heading to identify those areas where impacts are likely to occur.
Task 3	Socio-demographic analysis and profiling of protected characteristics in Wales	Mapping Census 2011 data for those protected characteristics where it is available. Analysis is undertaken to determine the likely extent of any impacts as a result of the prevalence of different groups.
Task 4	Review of equality procedures and activity	<p>Engagement with Welsh Government officers and a review of documentation to understand the extent to which equality has been considered as part of the Programme development process.</p> <p>This evidence is used to assess the extent to which the Welsh Government has met its obligations under the Public Sector Equality Duty.</p>
Task 5	Equality analysis	Assessment of the likely overall disproportionate impacts of the Programmes by protected characteristic, attributable to individual priorities.
Task 6	Reporting of EIA findings	<p>Reporting of the findings of the EIA process in a series of draft reports and summaries</p> <p>Including a series of over-arching conclusions and recommendations for taking the Programmes forward into consultation, finalisation and delivery.</p>
Task 7	Stakeholder consultation	<p>Presenting the findings of the EIA as part of the public consultation process alongside the draft Operational Programme documents for the RDP.</p> <p>Delivery of a series of workshops across Wales to discuss and gather stakeholder input into the EIA process including:</p> <ul style="list-style-type: none"> additional impacts, opportunities, mitigations and

Task	Description	Processes
		recommendations; <ul style="list-style-type: none"> ■ additional sources, evidence, data or stakeholders; and ■ Ways to increase access to the programmes by people with protected characteristics.
Task 8	Review of finalised Operational Programmes	Final review of approved Operational Programmes for the RDP Programme.
Task 9	Consideration of additional and new evidence	Additional review of evidence arising from stakeholder consultation and from other views of the draft EIA report, as well as of new evidence arising since publication of consultation drafts.
Task 10	Revision and finalisation of EIA report	Final revisions of EIA report reflecting evidence review, stakeholder consultation and finalised Operational Programme documentation.

1.4 Structure of this report

The remainder of this report is structured as follows:

- **Chapters two to eleven** describe the socio-demographic profile and potential disproportionate impacts of the RDP Programme on each of the statutory protected characteristics and also people who speak the Welsh language. Where sufficient evidence exists, the potential impacts for each of the six RDP Priorities are outlined separately. The chapters also provide opportunities to further enhance equality for people with protected characteristics.
- **Chapter twelve** provides an overarching summary of the results of the analysis undertaken, as well as offering a set of conclusions regarding the compliance of the draft Programme document with equality legislation and a series of concrete recommendations for further development and implementation.
- **Appendix A** outlines the policy framework for the 2014-2020 RDP Programme in the context of equality. It highlights the EU policies that drive the equality agenda within the Rural Development Programme, alongside the UK and Welsh equality policy. In addition, the chapter outlines the policy background giving rise to the need to include the Welsh language as part of the assessment.

2 Age

2.1 Introduction

Due to the nature of the Programme, this section explores four key age brackets that may experience disproportionate impacts compared with the rest of the population:

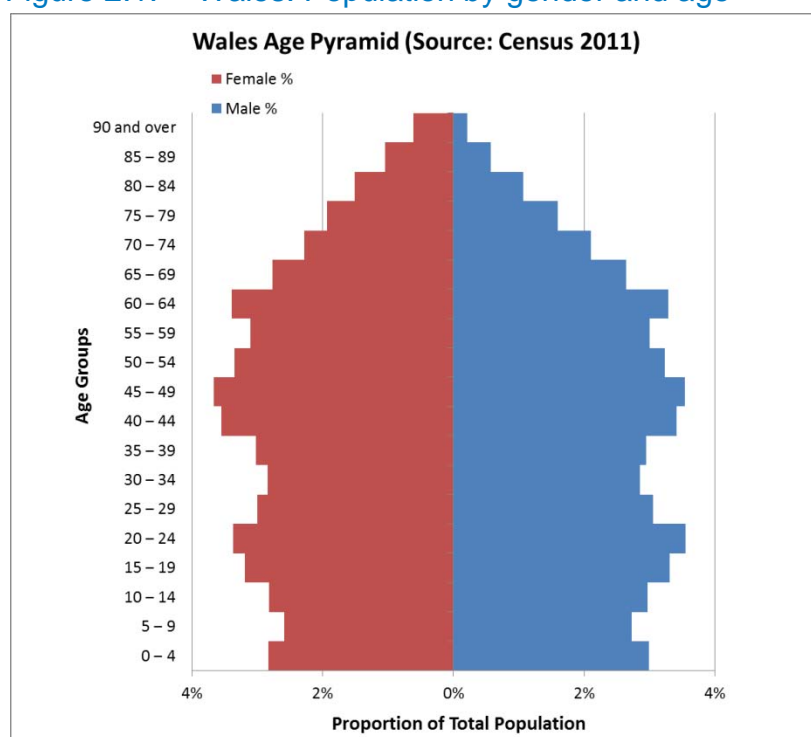
- Children (aged under 16);
- Younger people (aged 16-24);
- Young people (aged 16-40);
- Older working age people (broadly the group aged 50-64);
- Older people (aged 65 and over).

The reason for having two groups focussing on young people (16-24 and 16-40) is that while equality legislation defines young people as being aged 16-24, the definition for 'young farmers' under European regulations is the 16-40 age bracket.

2.2 Socio-demographic profile

The figure below illustrates the age and gender profile in Wales.

Figure 2.1: Wales: Population by gender and age



Source: Census 2011

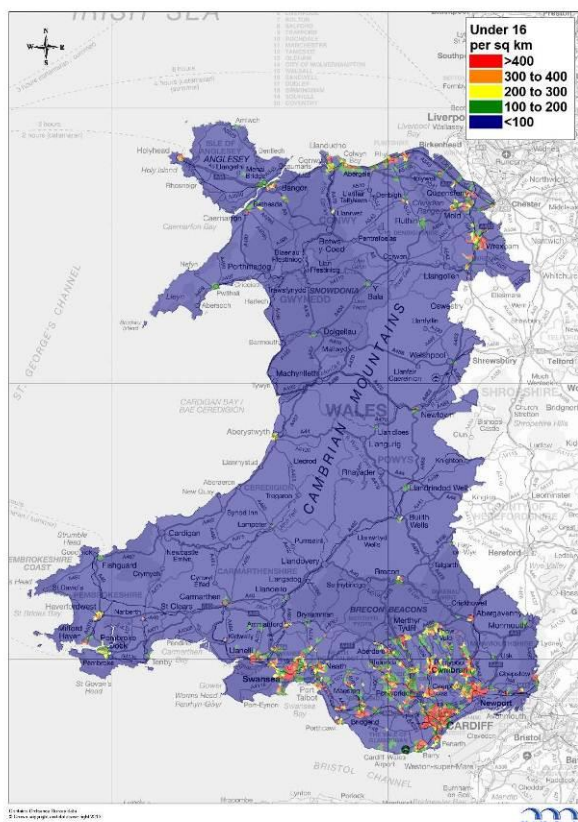
The figure indicates that:

- The largest groups of both males and females are within the pre-retirement working age and recently retired age groups, covering the 40-64 age range.
- The 20-24 age group is the largest group below the age of 40 for both sexes; below this, the size of the age groups gradually decreases until the 0-4 age group, which is slightly larger.

2.2.1 Children

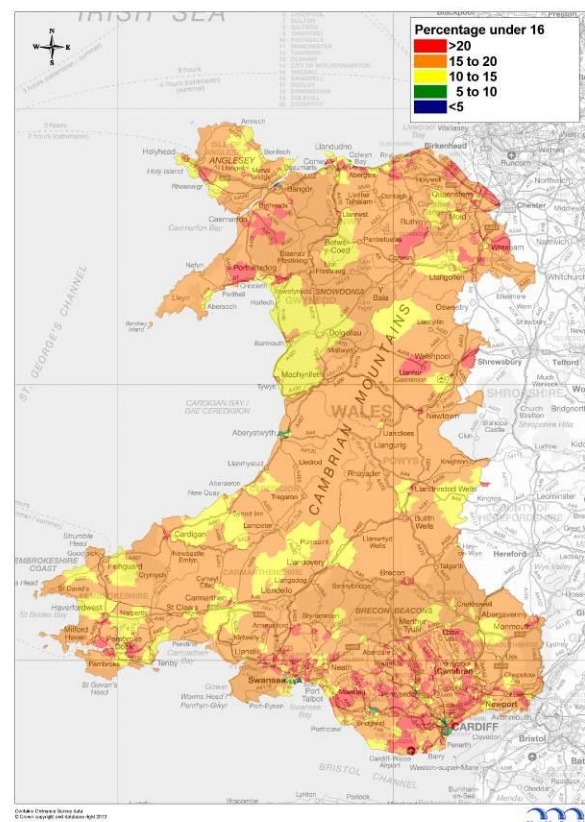
The term ‘children’ includes all persons under the age of 16. The maps below show the density and proportion of the under-16 population in Wales.

Figure 2.2: Wales: Under-16 Density



Source: Census 2011

Figure 2.3: Wales: Under-16 Proportion



Source: Census 2011

The density map shows:

- The population density of children aged under-16 in Wales is largest in the north and south coastal counties, particularly in the south-east around Cardiff, and in Swansea and also in northern cities and towns such as Wrexham and Bangor. Many of these areas have population densities of more than 650 persons aged under-16 per square kilometre.
- In central and west Wales, which are predominantly rural, population densities are far lower, often with fewer than 40 persons aged under-16 per square kilometre.

Proportionally, the population of under-16s is more evenly spread:

- The highest proportions of children are still found in the urban areas along the north and the south coasts. In many of these areas, more than one fifth of the population is under the age of 16.
- In many of the more rural central and western areas, in spite of lower numbers of people, the proportion of the population under the age of 16 is high. This is particularly the case in rural towns such as Pwllheli, Fishguard and Welshpool.
- Nonetheless, much of rural Wales has lower proportions of children than the urban areas.

The table below shows the number and percentage of children under the age of 16 living in Wales and, for comparative purposes, the wider area of England and Wales. Wales has a slightly smaller though broadly comparable percentage of children when compared to England and Wales.

Table 2.1: Number and proportion of children aged under-16

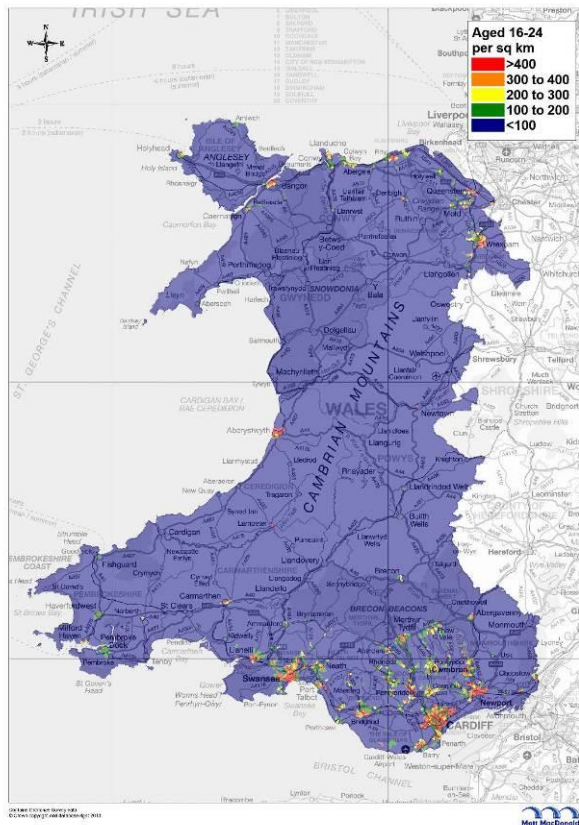
Region / area	Number	Percentage
Wales	556,296	18%
England and Wales	10,579,132	19%

Source: Census 2011

2.2.2 Younger people

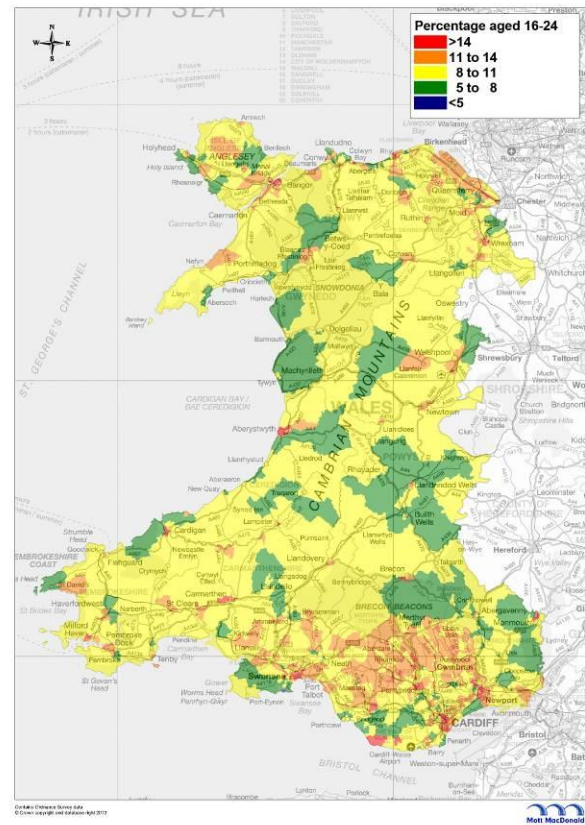
The maps below show the density and proportion of younger people (aged 16-24) in Wales.

Figure 2.4: Aged 16-24 density



Source: Census 2011

Figure 2.5: Proportion of total population aged 16-24



Source: Census 2011

The maps show:

- The population of younger people (aged 16-24 years) in Wales is largest in the south coastal counties, particularly in the south-east around Cardiff, Newport, and in Swansea. Population density is also high in the northern coastal settlements including Wrexham, Rhyl and Bangor. There is also a high density of younger people located in the central western coast around Aberystwyth, most likely reflecting the student population in the area. Many of these areas have population densities of more than 400 persons aged 16-24 years per square kilometre.
- In the majority of central and western areas of Wales (predominantly rural land), population densities are far lower, often with fewer than 100 persons aged under-16 per square kilometre.

However, proportionally, the population of 16-24 year olds is more evenly spread:

- The highest proportions of young people are found in many of the more urban areas, such as Cardiff, Swansea, Aberystwyth and Wrexham.
- In rural areas in central Wales, such as Ceredigion, Powys and Gwynedd between five and 15% of the population are aged 16-24.

The table below shows the number and percentage of young people aged 16-24 living in Wales only and the wider area of England and Wales; the percentage of younger people for both areas is similar.

Table 2.2: Number and proportion of people aged 16-24

Region / area	Number	Percentage
Wales	373,876	12%
England and Wales	6,658,636	12%

Source: Census 2011

In addition, the table below provides additional detail on the number and percentage of young people aged 16-40 (a category specific the Rural Development Plan as this age range falls within the EU classification of a ‘young farmer’)⁵ living in Wales and in the wider comparative area of England and Wales. The percentage of younger people aged 18-40 is higher in England and Wales than it is for Wales alone.

Table 2.3: Number and Proportion of people aged 16-40

Region/ area	Number	Percentage
Wales	959,282	31%
England and Wales	18,728,732	33%

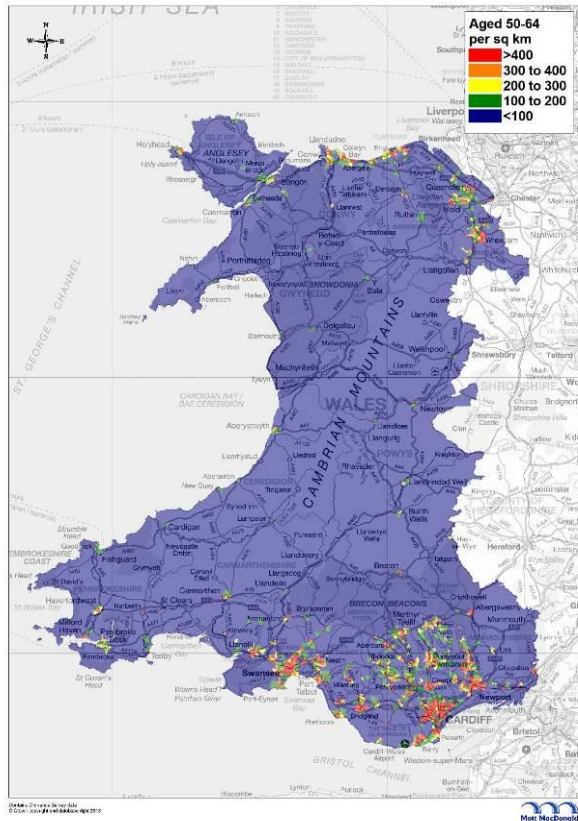
Source: Census 2011

2.2.3 Older working age people

The maps below show the density and proportion of the older working age (50-64) population in Wales.

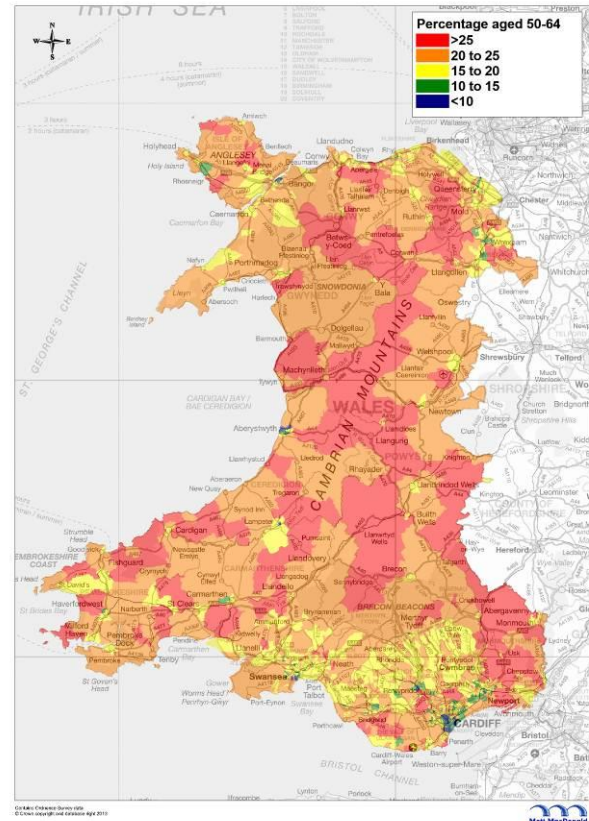
⁵ Impacts on this age group are limited to those resulting from the young farmer programme. Due to this, we have sought only to provide overall and comparative figures for this age group.

Figure 2.6: Older working age population density



Source: Census 2011

Figure 2.7: Older working age population proportion



Source: Census 2011

The maps above show:

- The population density of the older working population (people aged 50-64) in Wales is largest in coastal areas, particularly the south-east. Many of these areas have population densities of more than 400 persons aged over 65 per square kilometre.
- In central and west Wales, which is predominantly rural, population densities are far lower, often with fewer than 100 persons aged over 65 per square kilometre.

However, proportionally, the older working age population is more evenly spread:

- The highest proportions of people aged 50-64 are found in the rural areas in central Wales, such as Ceredigion, Powys and Gwynedd. In many of these areas, more than one fifth of the population are in this age group.
- In many of the more urban areas, such as Cardiff, Swansea and Wrexham, the proportion of people aged between 50 and 64 is slightly lower.

The table below shows the number and percentage of older working age people aged 50-64 living in Wales and in the wider comparative area of England and Wales. The percentage of the population aged 50-64 is slightly higher in Wales than in the comparator area of England and Wales.

Table 2.4: Number and proportion of people aged 50-64

Region / area	Population (50 – 64)	Total population	Proportion of total population
Wales	593,407	3,063,456	19%
England and Wales	10,162,771	56,075,912	18%

2.2.4 Older people

The maps below show the density and proportion of older people (aged over-64) living in Wales.

Figure 2.4: Wales: Over-64s Density

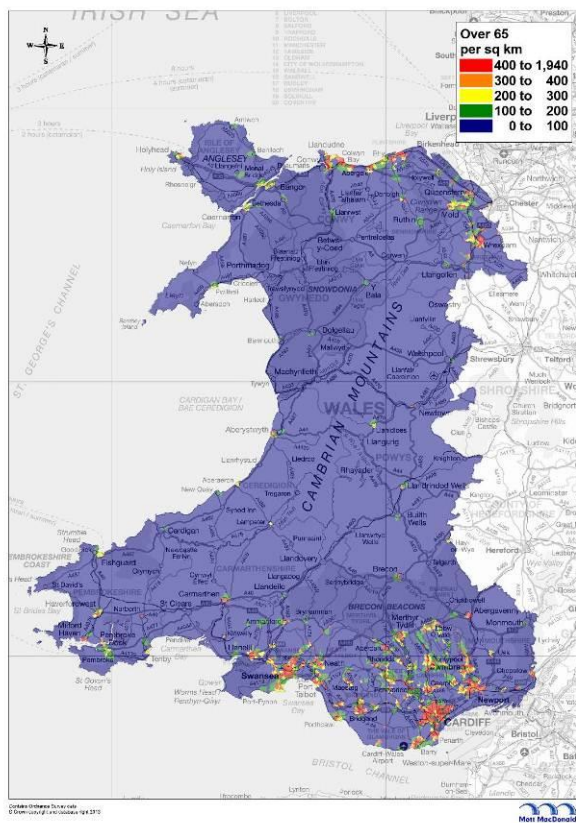
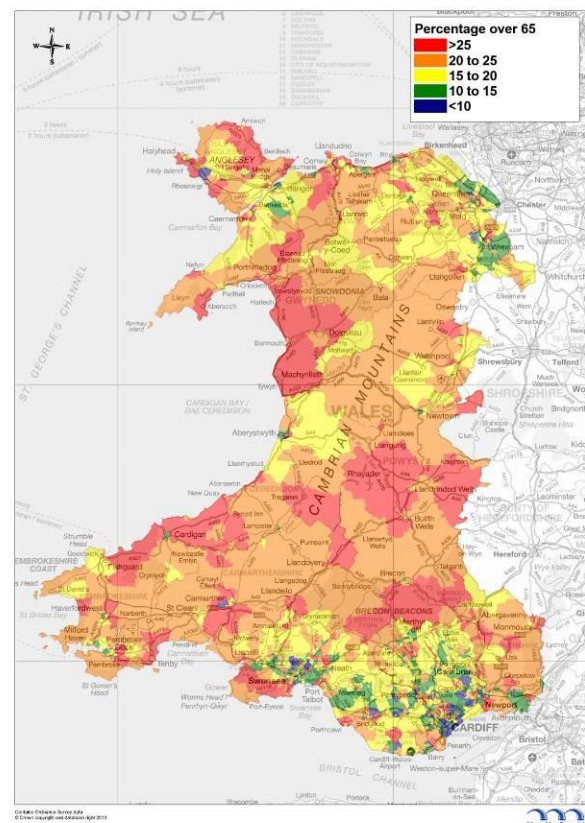


Figure 2.5: Wales: Proportion of Total Population over-64



Source: Census 2011

Source: Census 2011

The maps show:

- The population density of over-64s in Wales is largest in coastal areas, particularly the south-east. Many of these areas have population densities of more than 400 persons aged over 64 per square kilometre.
- In central and west Wales, which is predominantly rural, population densities are far lower, often with fewer than 100 persons aged over 64 per square kilometre.

However, proportionally, the population over 64 is more evenly spread:

- The highest proportions of persons aged over 64 are found in the rural areas in central Wales, such as Ceredigion, Powys and Gwynedd. In many of these areas, more than one fifth of the population are over the age of 64.
- In many of the more urban areas, such as Cardiff, Swansea and Wrexham, the proportion of people over 64 falls to below 13.8%.

The table below shows the number and percentage of people over the age of 64 living in Wales and provides a comparison with the wider area of England and Wales. Again, the percentages of older people are broadly consistent.

Table 2.4: Number and proportion of people aged over 64

Region / area	Number	Percentage
Wales	562,544	18%
England and Wales	9,223,073	16%

Source: Census 2011

2.3 Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas

2.3.1 Impact: Supporting young peoples' skills for careers in agriculture, forestry and food production

The agricultural sector has an ageing workforce, and as a result it risks losing the tacit skills required to support its growth.⁶ It is increasingly important to promote the career progression of young people and increase their skills to help them fill vacant farm ownership and managerial positions as older owners/workers retire.

Many rural businesses also find it difficult to recruit young people. Sector skills assessments suggest that this is due to a number of factors, including: the poor reputation and image of the industry, perceptions of low wages, and poor working conditions, and limited career progression opportunities.⁷ The Wales Rural Observatory's 2013 Rural Business Survey found that business owners found it difficult to recruit skilled employees and that there was a shortage of applicants for work.⁸ This is illustrated in the findings below, which suggest that:

- 53% of respondents either agreed or strongly agreed that it was difficult to recruit appropriately skilled employees; and

⁶ UKCES (2013) Agriculture, Forestry and Fishing: Sector Skills Assessment 2012, available at: <http://www.lantra.co.uk/Downloads/Research/Research-reports/Agriculture,-Forestry-and-Fishing-SSA-2012.aspx>

⁷ UKCES (2013) Agriculture, Forestry and Fishing: Sector Skills Assessment 2012, available at: <http://www.lantra.co.uk/Downloads/Research/Research-reports/Agriculture,-Forestry-and-Fishing-SSA-2012.aspx>

⁸ Wales Rural Observatory (2013) Rural Business Survey 2013, available at: <http://www.walesruralobservatory.org.uk/sites/default/files/Rural%20Business%20Survey%202013.pdf>

- 33% of respondents either agreed or strongly agreed that there was a shortage of applicants for work.

Further to this, almost half of respondents felt that skills training for employees is too expensive, also citing this as a barrier to young peoples' career progression.

The Annual Implementation Report of the previous (2007-2013) RDP Programme acknowledges the importance of ensuring that younger people continue to enter agricultural professions and farming in particular:

“Retaining young people is one of the greatest challenges for rural communities. The Welsh agricultural industry has an ageing population with the average age of farmers now 59 years. The Welsh Government and the industry are mindful of the need to retain and develop a younger work force which is sufficiently skilled in the traditional skills required for animal husbandry and land management, as well as adopting and developing the new skills required to meet the ever increasing challenges of the 21st Century society's expectations, such as business planning, environmental management and the use of modern technologies. Young farmers represent a key factor in the sustainable development of the farming sector.”⁹

The SWOT analysis undertaken by the Welsh Government for the 2014-2020 Programme also identified a number of weaknesses that are acting as barriers to young people's progression, these included: lack of research and development facilities at HE level; a lack of applied research being undertaken at educational facilities; and a lack of awareness of and access to the established training network.

Assessment of Impact- specific priorities and related actions

Priority 1 A: Fostering innovation, cooperation, and the development of the knowledge base in rural areas

Priority 1 C: Fostering lifelong learning and vocational training in the agricultural and forestry sectors

Related actions

- Knowledge transfer services.
- The provision of revenue grants to recognised industry bodies (knowledge transfer providers) in the red meat, dairy, arable, poultry, horticulture or farm woodland sectors to undertake specific knowledge transfer activities targeted at farming businesses.
- The utilisation of the main network of demonstration and development farms, skills development programme, and events and workshops.
- Lifelong learning & development (LLD) skills development and continuous professional development (CPD) programme for agriculture and forestry.
- Compulsory Skills Assessment to identify training needs and formulate plan to

⁹ Welsh Government (2012): 'Rural Development Plan for Wales 2007-2013 Annual Implementation Report 2011'

address skills gaps and support business needs.

Training, skills development and careers guidance for younger people are essential elements of sustaining employment in rural industries (such as agriculture and forestry) and, as such, rural communities. Therefore, the development of a network to support skills delivery and training (as well as knowledge and information transfer), alongside structures designed to improve the uptake of wider schemes such as Jobs Growth Wales (a key Welsh Government employment initiative) and the use of Apprenticeships is likely to have benefits for younger people who may be struggling to secure work and looking outside of rural Wales to find it.

Demonstration farms can also be a useful tool to help educate new farmers on new techniques and best practice, particularly sustainable farming techniques and increasing productivity.¹⁰ They can also act as a useful resource to educate school children about farming.

2.4 Priority 2: Enhancing farm viability and competitiveness of all types of agriculture in all regions and promoting innovation farm technologies and the sustainable management of forests

2.4.1 Impact: Supporting young farmers through capital investment

A recent survey by the National Federation of Young Farmers' Clubs (NFYFC) and the Farming Community Network (FCN) found that 41% of young farmers were worried about a lack of capital/availability of finance.¹¹ In addition, they also expressed concerns about low income (50%) and the inability to save (45%). These concerns could act as barriers to innovation.

Defra's Future of Farming review also noted that access to finance was a key concern for new entrants. In order to be competitive farming requires high levels of investment and therefore a lack of accessible funding has the potential to threaten small businesses and their prospects.¹² Banks tend to ask for evidence of asset security, this can be difficult for new entrants to provide and therefore banks are reluctant to lend.¹³

¹⁰ See, for example, evidence from Farming Connect. See:

<http://farmingconnect.menterabusnes.co.uk/farmingconnect/demonstration-farms>

¹¹ National Federation of Young Farmers' Clubs (2014): 'Survey reveals concerns of young farmers', available at:

http://www.nfyfc.org.uk/NFYFCnews/national_news?articleid=10575&single=1

¹² Defra (2013): 'Future of Farming Review report', available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/211175/pb13982-future-farming-review-20130709.pdf

¹³ Defra (2013): 'Future of Farming Review report', available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/211175/pb13982-future-farming-review-20130709.pdf

The review makes a specific recommendation to the industry and the Government to work together to develop appropriate schemes under RDP which aim to build a successful, competitive workforce in the future, specifically focusing on those in the early years of their career.

Agriculture has an ageing workforce, over 63% of principal farm holders are aged over 55, an increase in 3% since 2005.¹⁴ Although the number of farmer holders under 35 has experienced a slight increase from 2.7% to 3.1% there are clearly large differences. In order to increase the mobility in the sector, the 2014 review of the resilience of Welsh farming recommends that the best practice from the Young Entrants Support Scheme (YESS) is continued and expanded to include a start-up offer.

Assessment of Impact- specific priorities and related actions

Priority 2 A: *Improving the economic performance of all farms and facilitating farm restructuring and modernisation, notably with a view to increasing market participation and orientation as well as agricultural diversification.*

Priority 2 B: *Facilitating the entry of adequately skilled farmers into the agricultural sector and, in particular, generational renewal.*

Related actions

- Offer one flexible investment that will provide loans, grants and other innovative financial instruments.
- Support will be provided for investments in agricultural holdings and investments in farm infrastructure related to the development, adaption and modernisation of farms and forestry businesses.
- Priority will be given to farmers in the SDA, are under 40 or are members of the Organic Scheme.
- A successor scheme to the Welsh Government's Young Entrant support scheme will provide start-up aid to new entrant young farmers and young farmers succeeding as head of holding with priority being given to sole traders and young entrant partnerships.

This Priority will reduce the barriers to young people accessing finance. As young farmers are one of the target groups for this Priority, it is likely to specifically benefit this group.

2.4.2 Opportunity: supporting young people through mentoring

The possession of business and management skills are key factors to the success of the new entrants' progress in the farming sector. These skills are important to compete in the market and to be able to access finance. The provision of mentoring can help young

¹⁴ Roberts K. (2014): 'Review into the resilience of welsh farming', available at: <http://wales.gov.uk/docs/drah/publications/140128reviewresiliencewelshfarmingen.pdf>

people gain these skills, offering a valuable alternative to formal qualifications, helping them to increase their skills and business capacity.¹⁵

A review into the resilience of Welsh Farming highlighted that the impact of advice alone does not make a large impact on farmers with regards to changing their production methods; however, the impact does increase if a capital grant element is involved in the programme.¹⁶ Therefore, this should be considered in accordance with the impacts highlighted in the previous section.

2011 data suggest that since the implementation of the YESS scheme in 2009 over 250 young farmers have joined the industry.¹⁷ The scheme resulted in some on-farm knowledge transfer and the signposting of new entrants to additional services. As a result of these outcomes, the Working Smarter report recommended wider implementation of mentoring to encourage business growth in Wales.¹⁸ A successor of this scheme will be offered as part of the new Programme.

Assessment of Impact- specific priorities and related actions

Priority 2 A: *Improving the economic performance of all farms and facilitating farm restructuring and modernisation, notably with a view to increasing market participation and orientation as well as agricultural diversification.*

Priority 2 B: *Facilitating the entry of adequately skilled farmers into the agricultural sector and, in particular, generational renewal.*

Related actions

- Priority will be given to farmers in the SDA, are under 40 or are members of the Organic Scheme.
- A successor scheme to the Welsh Government's Young Entrant Support Scheme will provide start-up aid to new entrant young farmers and young farmers succeeding as head of holding with priority being given to sole traders and young entrant partnerships.

This Priority could help young current and new entrants develop their skills, without having to undertake formal qualifications. This would help improve their progression in the sector and promote knowledge transfer.

15 Defra (2014): 'Future of Farming Review Report', available at:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/211175/pb13982-future-farming-review-20130709.pdf

16 Roberts K. (2014) Review into the resilience of welsh farming, available at:
<http://wales.gov.uk/docs/drah/publications/140128reviewresiliencewelshfarmingen.pdf>

17 Williams G. (2011): 'Working Smarter, A report of recommendations to the Welsh Government on better regulation in Farming'

18 Williams G. (2011): 'Working Smarter, A report of recommendations to the Welsh Government on better regulation in Farming', available at:
<http://wales.gov.uk/docs/drah/publications/120130workingsmarterfinalreporten.pdf>

2.5 Priority 6: Promoting social inclusion, poverty reduction and economic development in rural areas

2.5.1 Impact: Addressing transport-related barriers to work, education and social activities

The SWOT analysis undertaken by the Welsh Government to support development of the RDP identifies a key weakness in the relatively poor transport infrastructure in rural Wales.¹⁹ The ‘situational analysis’, undertaken as part of the draft 2014-2020 RDP document, suggests the following:

- Bus services in rural Wales are typically less frequent than services in urban areas, where a denser population and more passengers are able to support a more comprehensive network.
- Services in rural Wales are less likely to run into the evenings and at weekends (unless at a much-reduced frequency).
- With potentially fewer competing alternatives, and fewer passengers, fares may also be higher than other parts of Wales and the UK.
- Availability of bus and community transport services is not only important for accessing employment, but also for education.

Further, the Commission for Rural Communities noted that ‘young people living in rural areas frequently have to travel long distances to work, training and education, yet the high cost and low availability of public and private transport can have a negative impact on opportunities.’²⁰

More widely, lack of transport can be a key factor in finding and sustaining employment for many young people. According to the National Travel Survey (NTS) conducted by the Department for Transport (DfT), people aged 17-20 make up the majority of bus users in the UK²¹, and it has long been recognised that young people need affordable bus services in order to give them a chance to take up opportunities in education and work.²² This is particularly the case, as many young people lack access to a car, this tends to be due either to cost or not being legally able to drive (in 2012, only 36% of people aged 17-20 held a full driving licence).²³ Accessibility is not just limited to provision, it also relates to affordability. Financial constraints can disproportionately affect NEET young people trying to access the labour market.²⁴

19 Welsh Government (2013): ‘Rural Development Plan 2014-2020: Consultation Document’

20 Department for Environment, Food and Rural Affairs, (2012), ‘Barriers to education, employment and training for young people in rural areas’

21 DfT (2013) National Travel Survey: 2012, available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/243957/nts2012-01.pdf

22 Campaign for Better Transport (2007): ‘Buses Matter’

23 Department of Transport (2013) National Travel Survey 2013, available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/243957/nts2012-01.pdf

24 JRF (2014) Helping unemployed young people to find private sector work, available

In addition, poor public transport can affect the likelihood of young people accessing further education, for example one fifth of young people who want to take part in education or training state that transport costs act as a barrier to their participation.²⁵

Findings from a report by the Wales Rural Observatory supports the findings concerning barriers to services identified above. Young people and young families in rural Wales identified that poor availability of both private and public transport, acts as a barrier to accessing local education and training opportunities, leisure and social activities, and travel to education or workplaces, as described above.²⁶

Similarly, lack of reliable public transport can cause problems for older people, who are likely to have more limited access to personal transport; a reliance on public transport, and buses in particular, is a corollary of this. The National Travel Survey (NTS) conducted annually by the Department for Transport (DfT) found that bus use was higher for those aged 60+ than in middle age groups, particularly for older females. This usage reflects the provision of concessionary travel schemes for older people, as well as driver licence holding. As such, locally focussed activities around community and voluntary transport, linked to mainstream provision, could provide benefits to older people.

Community activity is an important factor in the quality of life for many older people. A report by Shergold (2012) highlighted that mobility is central to being able to take part in community life.²⁷ The study found that most journeys undertaken by older people were localised and a wide range of transport was used. Although, access to a car was found to be important for older people, the report recommended that more focus should be placed in rural transport policy on facilitating short-range travel for social purposes; this includes walking, cycling, and the use of mobility scooters.

There are disparities between older women and older men that should also be considered. Older women are less likely to drive and own a car, therefore their ability to access services can be seriously impacted by the loss of a spouse. However, men can also be at a disadvantage. For example, community transport schemes (that offer an alternative to private car travel) tend to provide trips and services that are more targeted at women.²⁸

at: <http://www.jrf.org.uk/sites/files/jrf/young-people-employment-full.pdf>

25 Jones K. (2012) Transport barriers to youth employment, the Work Foundation, available at:

http://www.theworkfoundation.com/DownloadPublication/Report/327_Transport%20Policy%20Paper%202.pdf

26 Wales Rural Observatory (2013): 'The Experiences and Aspirations of Young People in Rural Wales', available at:

<http://wefo.wales.gov.uk/publications/publications/monitoringevaluation/programmeevaluations/youngpeoplerruralwales/?lang=en>

27 Shergold I. (2012) Rural car dependence: an emerging barrier to community activity for older people, Transportation Planning and Technology, Vol. 35, No 1, 2012, p69-85

28 Ahern A. & Hine J. (2012) Rural Transport: Valuing the Mobility of Older People,

Assessment of Impact- specific priorities and related actions

Priority 6 B: Fostering local development in rural areas

Related actions

- Investment in local infrastructure such as community transport, and those linked to improving access to employment, educational and training opportunities.

This Priority will help to improve access to employment, education and training opportunities for young people through investment in local transport.

The development of targeted community and voluntary transport services in rural areas to support access to work and education could have positive employment and skills impacts for many young people without access to private transportation.

2.5.2 Impact: Improving access to social activities for rural children

A study conducted in 2008 by Children in Wales found that young people in rural areas relied on their parents to drive them to activities, but that it can be difficult and expensive for parents with younger children to make the repeat trips to collect them again.²⁹

Schemes such as the Welsh Government's free swimming initiative (an important way of helping children to stay active) may be inaccessible to families living in rural areas who do not have access to a car or cannot afford the petrol costs.³⁰

Assessment of Impact- specific priorities and related actions

Priority 6 B: Fostering local development in rural areas

Related actions

- Investment in local infrastructure such as community transport as well as improvements to key services related to village renewal, leisure and culture, and tourism.

By investing in local infrastructure, this Priority could improve access to pre and after school activities having a positive benefit on children.

Research in Transportation Economics, Vol 34 Issue 1, 2012, p27-34
29 Children in Wales (2008) Families not areas suffer rural disadvantage
30 Equality and Human Rights Commission (2009): 'Equality Issues in Wales: A Research Review', p.45. See:
http://www.equalityhumanrights.com/uploaded_files/research/11_equality_issues_in_wales_-_a_research_review.pdf

2.5.3 Impact: Improving access to digital infrastructure for older people

The RDP Programme highlights that broadband take up rates in rural parts of Wales are lower than take up rates in urban areas (at 67%, compared with 72%) and the percentage of rural premises in Wales with access to **high speed** broadband is much lower, at around 13%.³¹

The SWOT analysis also identifies inadequate provision of ICT infrastructure such as broadband. This results in lack of uptake, which is particularly prevalent amongst older people, who already face greater barriers to digital accessibility than other sections of the population. Indeed, the SWOT analysis identifies poor IT literacy in rural Wales which, when combined with poor broadband and mobile coverage in some areas,³² has the potential to leave older people isolated.

Many older people face other barriers to engagement with digital technologies. These barriers include cost, reluctance to adopt new technologies, lack of digital skills, lack of interest, and lack of a computer and broadband connection in the home to access opportunities online.³³ A recent survey found that 13% of people aged 55 to 64 and 53% of people aged 65+ do not have basic online skills.³⁴ In addition, the survey found that four out of ten people aged 65 and over do not have internet access at home, and 5 million have never used the internet. It has been suggested that reducing the loneliness of older people could be addressed by providing them with basic digital skills.³⁵

Assessment of Impact- specific priorities and related actions

Priority 6 C: Enhancing the accessibility, use and quality of information and communication technologies (ICT) in rural areas

Related actions

- Investments in local infrastructure such as ICT and broadband.
- ICT initiatives focusing on addressing specific gaps in provision in ICT infrastructure,

³¹ Think Broadband, quoting Ofcom (2011): 'Communications market report'. See: <http://www.thinkbroadband.com/news/4756-uk-rural-broadband-take-up-higher-than-urban.html>

³² Welsh Government (2013): 'Rural Development Plan 2014-2020: Consultation Document'

³³ See, for example, the findings of the Oxford Internet Survey, published in 2011 which notes that internet use amongst people aged over 65 is around 30% See: William H. Dutton and Grant Blank (2011): 'Next Generation Users: The Internet in Britain'

³⁴ Ipsos MediaCT (2013): 'Media Literacy: Understanding Digital Capabilities follow-up', available at: http://www.bbc.co.uk/learning/overview/assets/bbcmecialiteracy_20130930.pdf

³⁵ Policy Exchange (2014): 'Target loneliness by encouraging pensions online', available at: <http://www.policyexchange.org.uk/media-centre/press-releases/category/item/target-loneliness-by-encouraging-pensioners-online>

skills and ICT exploitation by rural communities and agricultural businesses which are not met by ERDF or other provision.

This Priority aims to address the need for ICT information actions to be implemented for rural businesses and communities in order to overcome isolation. This could, therefore have a positive impact on those who are disadvantaged by the digital divide, such as older people. However, it should be noted that positive impacts on older people are dependent upon a series of issues - for instance, older people may face additional barriers in using ICT. It is recommended that RDP-funded interventions should incorporate actions to mitigate this in their delivery of activities.

2.5.4 Opportunity: Supporting the retention of young people by rejuvenating rural localities

A key weakness identified in the SWOT analysis undertaken by the Welsh Government was the outflow of younger people from rural areas due to a range of factors including a lack of affordable housing.³⁶ Indeed, research undertaken by the Joseph Rowntree Foundation in 2012 points towards a number of housing challenges for younger people including increasing numbers living in private rented accommodation, a lack of new and affordable housing, and a lack of focus on marginalised groups in the housing market.³⁷ This has resulted in a substantial outflow of younger people from rural localities to the detriment of the labour market and availability of services.

Assessment of Impact- specific priorities and related actions

Priority 6 B: Fostering local development in rural areas

Related actions

- Investments in local infrastructure such as ICT and broadband, community transport and energy efficiency, as well as improvements to key services related to village renewal leisure and culture, tourism and advisory services and those linked to improving access to employment, educational and training opportunities.

There is an opportunity through the RDP to provide support for younger people who wish to remain in rural areas, but who feel pressurised by housing and employment conditions to leave, through enhancing rural localities, strategic spaces, services and employment. Measures across the RDP have the capacity to work to support the retention of younger people within rural Wales but will need to be implemented in such a way that maximises the appeal of rural areas to younger people.

Schemes should consult and engage with young people on how best to implement and

³⁶ Welsh Government (2013): 'Rural Development Plan 2014-2020: Consultation Document'

³⁷ Joseph Rowntree Foundation (2012): 'Housing Options and Solutions for Young People in 2020'

deliver activities to best meet their needs. For example how best to tackle the employment challenges faced by younger people in rural parts of Wales. This is a key issue for the implementation of the interventions proposed.

2.5.5 Opportunity: Addressing the cost of, and access to, services in rural areas for younger and older people

The cost of service delivery in rural areas is causing a number of key problems relating to affordability (the costs often have to be passed on to service users), availability (levels of service are declining due to these costs, and the remoteness and sparseness of the populations that they service), and accessibility (services often have to cover wide geographical areas imposing barriers to easy access).

The high cost of service delivery was identified as a key weakness in the SWOT analysis of rural Wales. This is linked to the recognised challenge in responding to the costs of service delivery as a result of the wide dispersal of deprivation and poverty over large geographical areas.³⁸

Assessment of Impact- specific priorities and related actions

Priority 6 B: Fostering local development in rural areas

Related actions

- The use of LEADER type activities will also help to drive change amongst communities by drawing together communities of interest, and help to boost their grass roots capacity and confidence. LEADER will focus on the piloting of innovative and new approaches to rural development to help overcome the barriers faced by rural communities as well as facilitate the pre- commercial development, business partnerships and short supply chains.

As the Priority aims to support the increase of processing capacity and efficiency in rural areas, as well as improving access to key basic services, it could work towards linking existing services and providing gap funding for measures to boost mainstream provision. However, the Programme does not refer to specific activities, and therefore the potential impacts of this Priority are not yet clear.

2.5.6 Opportunity: Improving employment opportunities for younger people

Issues around employment of young people are a key challenge in rural Wales. A study by the Wales Rural Observatory found that the limited range of job opportunities available in rural areas of Wales were a key concern for young people, when considering

³⁸ Welsh Government (2013): 'Rural Development Plan 2014-2020: Consultation Document'

future work or career options and aspirations.³⁹ Young people highlighted that there was poor graduate job opportunities and a lack of large employers which offered young people the opportunity to progress their careers. It found a perception that young people tend to be employed in the lowest paid and most insecure jobs in rural areas.

Youth unemployment in rural areas is often related to the low aspirations of young people, their families and local communities. This is a key underlying factor which results in a higher than average proportion of young people in rural areas who are not in education, employment or training (NEET).⁴⁰ A recent article in the Journal of Poverty and Social Justice also reported similar findings, highlighting that living in a rural area brings labour market disadvantages for young people.⁴¹ The research found that personal networks are important for young people in securing employment, noting that young people in rural areas are less likely to have such contacts. Again, the research noted that the relative scarcity of big businesses in rural areas also acts as a barrier.

In addition, research undertaken by the Welsh Government and analysed by the Poverty Site indicates that in Wales around one in four 19-year-olds lack a basic level of qualification ('Level 2' qualifications). The lower a person's qualifications, the more likely they are to be lacking but wanting paid work.⁴² The SWOT analysis identified a lack of high paid employment opportunities and the outflow of young people with potential and those recently trained from Wales leading to a loss of skills and experience.

The marked out-migration of young people from rural areas is resulting in a changing workforce profile where the population aged 16-24 is growing more slowly than urban parts of Wales, and the population aged 25-64 is actually declining in rural areas.⁴³

When combined with the continued impact of the recession the employment challenges facing young people are substantial. Indeed, Welsh Government statistics suggest that more than a fifth (23.0%) of young people (19-24 year olds) in Wales are not in education, employment or training (NEET).⁴⁴ The highest proportions of young people

39 Wales Rural Observatory (2013): 'The Experiences and Aspirations of Young People in Rural Wales', available at:

<http://wefo.wales.gov.uk/publications/publications/monitoringevaluation/programmeevaluations/youngpeopleruralwales/?lang=en>

40 National Foundation for Educational Research (2011): 'Young people's aspirations in rural areas, available at: http://www.nfer.ac.uk/publications/LYPA01/LYPA01_home.cfm

41 Culliney M. (2014): 'Going nowhere? Rural youth labour market opportunities and obstacles', Journal of Poverty and Social Justice, February 2014, Vol. 22, Issue: 1, pp. 45-57

42 The Poverty Site, (2010). 'Education Without a Basic Qualification at age 19'. See: <http://www.poverty.org.uk/w30/index.shtml>, 2; Welsh Government (2012): Educational attainment of young people at age 19'

43 Welsh Government (2013): 'Rural Development Plan 2014-2020: Consultation Document'

44 National Statistics (2014) Young people not in education, employment or training

who are NEET are found in Cardiff and Newport. However, higher than the Wales average proportions of NEET young people, (Year 11 leavers who are NEET by local authority of school, 2013), are found in broadly rural areas such as Caerphilly, Denbighshire, and the Vale of Glamorgan.

Assessment of Impact- specific priorities and related actions

Priority 6 A: Facilitating diversification, creation and development of small enterprises, as well as job creation.

Priority 6 B: Fostering local development in rural areas

Related actions

- Improvements to key services related to village renewal, leisure and culture, tourism and advisory services and those linked to improving access to employment, educational and training opportunities.

As this Priority will fund the creation and development of micro and small rural businesses, it will help to support the diversification of the rural economy. This presents opportunities for retaining skilled young people within rural parts of Wales. In addition, by improving access to employment, educational and training opportunities, this Priority could help reduce the number of young people with NEET status.

2.5.7 Opportunity: Tackling fuel poverty amongst older rural residents

Fuel poverty is a major issue for rural households, and almost half of all fuel poor households contained someone over the age of 50 in 2012.⁴⁵ The SWOT analysis undertaken identified that higher costs of fuel and difficulty in accessing a regular and cost-effective supply of fuels is a key challenge in rural Wales. The increase in fuel and energy costs was also identified as a threat.⁴⁶

Furthermore, the SWOT analysis indicated that a continued high dependence on fossil fuel energy, as well a high volume of traditionally constructed homes that are not easily made energy efficient, is leaving many households in rural Wales vulnerable to price increases.⁴⁷ This further increases the risk of fuel poverty.

(NEET) (Year to 31 December 2013), available at:

<http://wales.gov.uk/docs/statistics/2014/140430-young-people-not-education-employment-training-year-31-december-2013-en.pdf>

⁴⁵ DECC (2014) Annual Fuel Poverty Statistics Report, 2014, available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/319280/Fuel_Poverty_Report_Final.pdf

⁴⁶ Welsh Government (2013): 'Rural Development Plan 2014-2020: Consultation Document'

⁴⁷ Welsh Government (2013): 'Rural Development Plan 2014-2020: Consultation Document'

The Hill Review into fuel poverty calculated that around 10% of excess winter deaths could be directly attributed to fuel poverty, with many stakeholders voicing that they thought this was a conservative estimate.⁴⁸ Due to the vulnerability of older people, this is one of the groups highlighted by the Hill Fuel review to be a priority for interventions.

Assessment of Impact- specific priorities and related actions

Priority 6 C: Enhancing the accessibility, use and quality of information and communication technologies (ICT) in rural areas.

Related actions

- Renewable energy actions including those that will identify and address the challenges related to rurality such as access to the electricity grid.

This Priority aims to address fuel poverty in rural areas. As older people are more likely to suffer from fuel poverty, interventions such as these may be particularly beneficial for this group.

2.5.8 Opportunity: Tackling fuel poverty amongst younger rural residents

Rates of fuel poverty in Wales are high at around 30% of households experiencing fuel poverty in 2012. In the UK overall fuel poverty is most prevalent amongst the under 25 age group. In 2012 one in every five households with the oldest household occupant under 25 were classed as fuel poor.⁴⁹ The reason for this proportion is likely to be due to young people having lower average earnings, as well as being due to the majority of this age group (over two-thirds) living in private rented accommodation. This accommodation tends to be less energy efficient and therefore is often associated with higher fuel costs.

Assessment of Impact- specific priorities and related actions

Priority 6 C: Enhancing the accessibility, use and quality of information and communication technologies (ICT) in rural areas.

Related actions

- Renewable energy actions including those that will identify and address the challenges related to rurality such as access to the electricity grid.

⁴⁸ Hills J. (2012) Getting the measure of fuel poverty, available at:
<http://sticerd.lse.ac.uk/dps/case/cr/CASereport72.pdf>

⁴⁹ DECC (2014): 'Annual Fuel Poverty Statistics Report, 2014', available at:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/319280/Fuel_Poverty_Report_Final.pdf

This Priority aims to address fuel poverty in rural areas. Young people are more likely to suffer from fuel poverty; interventions such as these may be particularly beneficial to this group.

2.6 Impacts and opportunities across other RDP Priority Axes

No specific disproportionate impacts have been identified for this protected characteristic for Priorities 3, 4 and 5 within the Programme. This does not necessarily imply that older or younger people will not benefit from these priorities, merely that any such impacts will not be disproportionate when compared with those experienced by other sections of the general public.

2.7 Conclusions

The proposed measures in the RDP Programme are likely to deliver particular benefits for certain age groups, e.g. younger people and older people. This is generally likely to be achieved through actions including:

- supporting the career progression of young people in rural areas through knowledge transfer;
- business support and access to finance;
- addressing barriers to work, education and social activities;
- improving access to digital infrastructure; and
- reducing prevalence of fuel poverty.

However, many of these impacts will be limited unless the specific needs of these age groups are addressed.

2.8 Recommendations for implementation

The following measures are recommended to ensure that the positive impacts of the RDP are realised by both older and younger people;

- Current practice focussed on younger people includes the Young Entrants Support Scheme (YESS). This is part of the current package of support provided to farmers in rural Wales. YESS provides assistance to facilitate the establishment of young farmers (under 40) with the right skills setting up new farm ventures. The assistance can include: one off grant payments for capital investment; access to a dedicated Young Entrants' Business Enabler Service; and access to funded mentoring services from established farmers.⁵⁰ Where interventions like YESS are shown to be effective, consideration could be given to incorporating lessons learned into future programmes.

⁵⁰ Welsh Government (2012): 'Rural Development Plan for Wales 2007-2013 Annual Implementation Report 2011'

- There are Priorities and Themes across the RDP and the other Structural Funds which, if combined, could achieve a greater impact on older people's access to ICT, broadband and digital communication in rural areas. It is therefore recommended that further consideration be given to how to combine the different European funding streams to maximise the benefits for this group. There are examples within the current (2007-2013) RDP of community projects aimed at accelerating digital inclusion. For example, in Treleddydd Fawr, Pembrokeshire, a community application by 23 residents who pooled their own resources, and received £20,000 in funding to obtain a 2Mbps to 5Mbps broadband connection from a local wireless company. Due to the success of the scheme, further applications have since been received from the Treleddydd Fawr area to extend the network.⁵¹
- The recommendations from a recent report on 'How to promote the youth in rural areas of Europe?' should be used to inform the delivery of RDP in order to improve the way young people are supported through rural development.⁵² This includes a greater focus on youth in community development.
- On-going support for the Wheels to Work scheme will help to support young people and maximise employment potential. The scheme has some potential to support young job seekers living in rural areas, through scooter rental to enable them to access and sustain employment and overcome challenges relating to employment, access and transport. Supporting and extending initiatives such as this has been shown in areas such as rural Nottinghamshire and Derbyshire to have benefits for younger people. Younger people have been shown to be attracted to the scheme and have benefited from it greatly in Wales and in other deprived and rural parts of the UK.⁵³ Ways of ensuring that the scheme is continued and becomes fully sustainable over time could be explored further.
- It will also be essential to consider how different groups access information (and the barriers that they face in doing so). For example, younger people may be more inclined to access information through their smartphone, while older people may face barriers to accessing information online. This will help to ensure that, for example, older people are not excluded from the benefits of RDP projects.
- Interventions within Priority 2 have the opportunity to support young people in rural areas struggling to access business credit. However, if these interventions are not implemented effectively they could result in inequalities being further reinforced, resulting in further stagnation of movement into the sector by a key target group.
- Energy efficiency measures need to take full account of the challenges facing vulnerable client groups and meet behaviours resistant to change with support and advice where appropriate.

51 Welsh Government (2012): 'Rural Development Plan for Wales 2007-2013 Annual Implementation Report 2011'

52 Shucksmith M. (2013) How to promote the role of youth in rural areas of Europe?, available at: <http://www.ncl.ac.uk/guru/documents/ruralityouth.pdf>

53 See, for example: ERS Consulting on behalf of Wheels to Work Derbyshire (2010): 'Evaluation of Wheels to Work Derbyshire: Final Report'.
<http://www.ruralactionderbyshire.org.uk/assets/files/reports/082-09%20Wheels%20to%20Work%20Derbyshire%20Evaluation%20Final%20Report%2020609.pdf>

3 Disability

3.1 Introduction

The following definition of disability is endorsed by the EHRC (and formerly the Disability Rights Commission):⁵⁴

“Disability is the loss or limitation of the ability to participate in the normal life of the community on an equal level with others, due to physical, social and attitudinal barriers, rather than just the result of an individual’s impairment.”

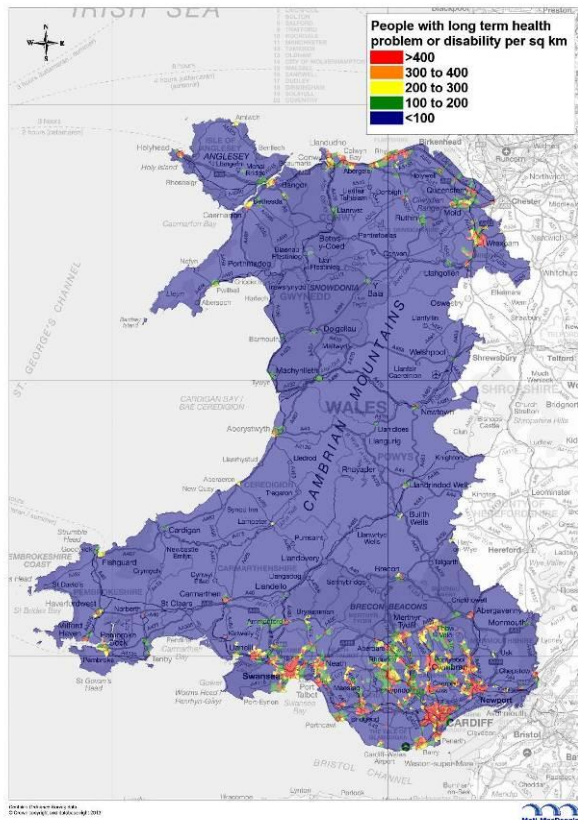
The definition includes people with mobility impairments, sensory impairments, learning disabilities, mental wellbeing disabilities and severe life threatening conditions including cancer and AIDS. However, disability is now increasingly understood according to the ‘Social Model of Disability’, recognising that people are often disabled more by poor design, inaccessible services and other people’s attitudes than by their impairment.

3.2 Socio-demographic profile

For the purposes of the demographic and spatial analysis, we have analysed the number of people living with long term health problems or a disability in Wales – people identified in the Census as living with a limiting long-term illness (LLTI). The maps below show the population density and proportion of this group in Wales.

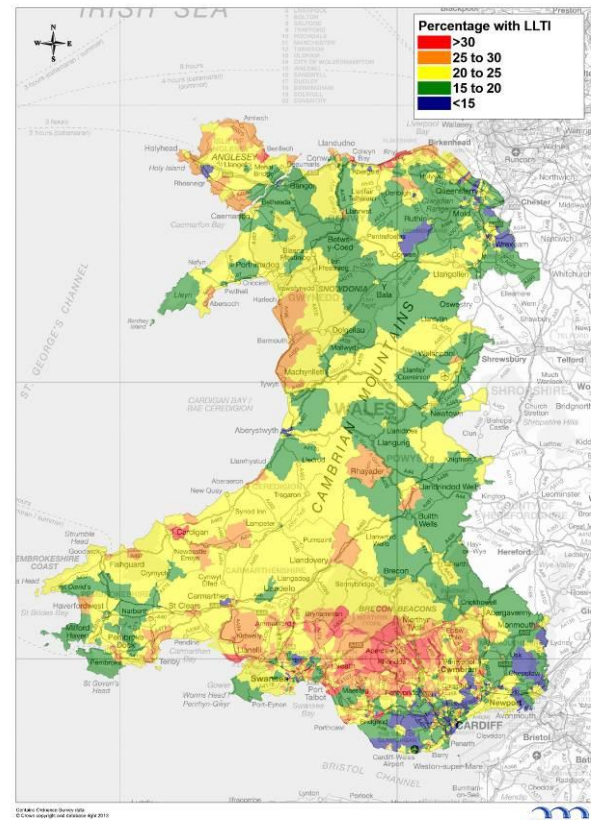
⁵⁴ See Equality and Human Rights Commission (2011): Guidance on the new Equality Act’. See: <http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/>

Figure 3.1: Population density of those with long term health problems or disability



Source: Census 2011

Figure 3.2: Proportion of population with long term health problems or disability



Source: Census 2011

The maps illustrate:

- The cohort of people with long term health problems or disabilities in Wales is largest in the southern part of the country, including the south coast, particularly the south-east around Cardiff and the Welsh Valleys. There are also high densities in northern areas, particularly Wrexham, Rhyl, Colwyn Bay and Bangor.
- In central and west Wales, which is predominantly rural, population densities are far lower, often with fewer than 300 people with long term health problems or disabilities per square kilometre.

However, proportionally, the population of people with long term health problems or disabilities is varied across Wales:

- There is a slightly higher proportion in the more populous areas along the north coast and in the south east.
- In many of the more rural central and western areas, in spite of lower numbers of people, the proportion of people with long term health problems or disabilities is higher. This is particularly the case in the Welsh Valleys where as many as 30% of people describe themselves as having a life limiting health condition or disability.

A further measure of disability can be the number of people claiming key out of work benefits (Disability Living Allowance, DLA) as a result of a persistent long term health

problem. The table below shows the number and percentage of people claiming DLA living in Wales as well as the wider combined area of England and Wales, showing, comparatively, Wales has a slightly higher percentage of DLA claimants.

Table 3.1: Number and proportion of people claiming DLA

Region / area	Number	Percentage
Wales	245,780	8%
England and Wales	2,918,060	5%

Source: nomis

3.3 Priority 6: Promoting social inclusion, poverty reduction and economic development in rural areas

3.3.1 Impact: Improving transport accessibility for disabled people in rural areas

A key barrier to accessing services and employment for many disabled people (as well as people with other protected characteristics) is often a lack of accessible and reliable transport. 60% of disabled people have no car available in their household, compared with 27% of the overall population, as a result they are more reliant on other people (such as family and friends) as well as on public transport.⁵⁵

As is the case with many older people, the provision of an efficient bus network is of key importance to disabled people living in rural communities. However, bus services in rural Wales are typically less frequent than services in urban areas; rural services are less likely to run into the evenings and at weekends and with fewer passengers, fares may also be higher. As a result, disabled people in rural communities may be left feeling isolated and unable to access key services and facilities if they do not have access to a car.⁵⁶

It is not just about availability of public transport that can negatively affect disabled people, a 2011 report from Ireland which focused on visually impaired people, also noted the access issues within the physical environment. The lack of availability of accessible transport can result in an increased dependency on others, and can act to restrict access to medical, social and rehabilitative services for example.⁵⁷

⁵⁵ Papworth (2010): 'Disability in the United Kingdom 2010'. See: http://www.papworth.org.uk/downloads/disabilityfactsandfigures2010_100202152740.pdf

⁵⁶ Welsh Government (2013): 'Rural Development Plan 2014-2020: Consultation Document'

⁵⁷ Gallagher B. et al. (2011): 'Mobility and access to transport issues as experienced by people with vision impairment living in urban and rural Ireland'

Interventions including investment in community and voluntary transport within Priority 6 (covering local development) are therefore likely to benefit disabled people by providing the additional service support required to meet their transport needs, in particular where public transport services are more limited. As with other groups, transport interventions will only benefit disabled people if the services provided are sufficiently tailored to meet their needs at the implementation stage.

Assessment of Impact- specific priorities and related actions

Priority 6 B: Fostering local development in rural areas

Related actions

- Investment in local infrastructure such as community transport and improving access to employment, educational and training opportunities.

The implementation of transport solutions to improve access to employment and training opportunities, presents the opportunity to benefit disabled people who often experience poor access to public transport.

3.3.2 Opportunity: Alleviating fuel poverty for disabled people

The percentage of households in fuel poverty is a key indicator for the Welsh Government in monitoring the outcome of tackling fuel poverty in Wales. The Wales fuel poverty prediction tool estimated that in 2012 30% of households were in fuel poverty.⁵⁸ The number has increased by 54,000 since 2008. Thirty-three per cent of vulnerable households (households containing children, elderly or someone who is disabled or has a long term illness) were predicted to be in fuel poverty in 2012.

Disabled people in particular are more likely to experience fuel poverty than the general population. For example, a recent report which analysed data from the English Housing Survey (EHS) between 2010 and 2011,⁵⁹ found that a greater proportion of households containing a disabled person were fuel poor, when compared to households which do not contain someone who is disabled. Studies have found that when disability welfare payments are subtracted from overall income, fuel poverty rates increase.⁶⁰

⁵⁸ Welsh Government (2013) Wales Fuel Poverty Projection tool: 2011/2012 report'

⁵⁹ Thomson et al. (2013) Fuel Poverty and Disability: a statistical analysis of the English Housing Survey, available at: http://www.york.ac.uk/media/spsw/documents/research-and-publications/Thomson-Snell-Bevan_Fuel-Poverty-And-Disability_Report.pdf

⁶⁰ Thomson et al. (2013) Fuel Poverty and Disability: a statistical analysis of the English Housing Survey, available at: http://www.york.ac.uk/media/spsw/documents/research-and-publications/Thomson-Snell-Bevan_Fuel-Poverty-And-Disability_Report.pdf

Furthermore, the Welsh Consumer Council found that 9% of households which included someone with a long-term illness, health problem or disability experienced difficulty paying their gas and electricity bills, compared with 6% of all households.⁶¹

Possible reasons for the higher proportion of disabled people experiencing fuel poverty compared to the general population include disabled people being less likely to be in paid employment, or in lower paid employment.⁶² Further to this, many disabled people also tend to experience higher costs to maintain their health and quality of life compared to non-disabled people. This includes: travel, home adaptations, mobility equipment and community aids.

Living in a cold house, can result in serious consequences for the health and wellbeing of disabled people, including: increased risk of arthritis and respiratory problems, negative impact on immune system, and delays in recovery from treatment.

Priority 6 B: Fostering local development in rural areas

Related actions

- Investment in local infrastructure such as energy efficiency.

This priority could help to reduce the number of people suffering from fuel poverty in Wales. As disabled people are disproportionately affected by fuel poverty, interventions should be targeted at this group.

3.4 Impacts and opportunities across other RDP Priority Axes

No specific disproportionate impacts have been identified for this protected characteristic (disabled people) under Priorities 1,2,3,4 and 5 of the RDP. This does not necessarily mean that this group will not benefit from the activities within these priorities, merely that any such impacts will not be disproportionate when compared with those experienced by other sections of the general public.

3.5 Conclusions

Through investment in rural transport infrastructure, there is some potential for the RDP to deliver benefits to disabled people in rural areas. Further to this, investment in energy efficiency could also result in positive benefits for disabled people in rural areas.

61 Equality and Human Rights Commission, (2009), 'Equality Issues in Wales- A Research Review'

62 University of Leicester and the Eaga charitable trust (2013): 'The Energy Penalty: disabled people and fuel poverty', available at:
<https://www2.le.ac.uk/departments/law/research/cces/documents/the-energy-penalty-disability-and-fuel-poverty-pdf>

Potential positive impacts will, however, be dependent on implementation and the extent to which activities can be tailored to address the barriers that disabled people sometimes face, such as accessibility and transport.

3.6 Recommendations for implementation

The following measures are recommended to ensure that the positive impacts of the RDP are realised by this protected characteristic (disabled people):

- Interventions should be tailored as far as possible to the needs of disabled people and to specific disabilities where appropriate, as well as the circumstances in question. For example, initiatives should be sensitive to the fact that some disabled people have mobility problems and could require assisted transport when attending intervention events. Interventions could also be made accessible through the provision of material in accessible formats, such as large print or braille. Where possible, interventions should be based upon models or principles of intervention that can be easily adapted to meeting different groups' needs.
- An example of the delivery of RDP-financed transport services can be found in the development of a coastal bus service in Pembrokeshire. RDP Priority 3 funding from the 2007-2013 Programme enabled Pembrokeshire County Council to buy six new fully accessible buses to improve access to services (and which were subsequently modified to run on lower emission, recycled vegetable oil, collected from schools and catering establishments across the county).⁶³
- Hate attacks and harassment are more likely to occur for disabled people on or around public transport.⁶⁴ Disabled people tend to rely heavily on public transport, particularly to access and maintain access to employment. However interview respondents commonly reported that transport operator employees did little to prevent the harassment from occurring, or were even perpetrators of the abuse itself. This resulted in many disabled people stopping using public transport, leaving them more isolated, socially excluded and struggling to maintain employment. It is important the needs of disabled people are considered when designing community transport schemes, for example well lit bus shelters and ensuring staff are trained to meet the needs of disabled people.

⁶³ Welsh Government (2012): 'Rural Development Plan for Wales 2007-2013 Annual Implementation Report 2011'

⁶⁴ Equality and Human Rights Commission (2011): 'Hidden in plain sight'

4 Gender reassignment

4.1 Introduction

There are multiple definitions of ‘gender reassignment’. For the purposes of equality law, gender reassignment is defined as ‘a process which is undertaken under medical supervision for the purpose of reassigning a person’s sex by changing physiological or other characteristics of sex, and includes any part of such a process’. This means that an individual does not need to have undergone any specific treatment or surgery to be protected by the law.⁶⁵

4.2 Socio-demographic profile

There are no official or census figures for the number of people who fall under the gender reassignment protected characteristic in Wales. The Home Office ‘Report of the interdepartmental working group on transsexual people’ based on research from the Netherlands and Scotland, estimates that there are between 1,300 and 2,000 male to female and between 250 and 400 female to male transsexual people in the UK. However, Press for Change estimate the figures at around 5,000 post-operative transsexual people.⁶⁶

Further, 2008 research by the Gender Identity Research and Education Society (GIRES) claims there are 6,200 people who have transitioned to a new gender role via medical intervention and approximately 2,335 full Gender Recognition Certificates have been issued to February 2009. The figures are more diverse when looking at the transgender community in the UK, where estimates range from 65,000 to 300,000.⁶⁷

4.3 Impacts and opportunities across the RDP

No specific disproportionate impacts have been identified for this protected characteristic (gender reassignment) within the six RDP Priority Axes of the 2014-2020 Programme.

This does not necessarily imply that transgender people will not benefit from RDP investment, merely that any such impacts will not be disproportionate when compared with those experienced by other sections of the general public.

⁶⁵ Source: EHRC, ‘Transgender: what the law says’. See: <http://www.equalityhumanrights.com/advice-and-guidance/your-rights/transgender/transgender-what-the-law-says/>

⁶⁶ Source: GIRES (2009)

⁶⁷ ONS (2009): ‘Trans Data Position Paper’

4.4 Conclusions

Whilst the desk research to date has not identified any specific disproportionate impacts for transgender people, it is not expected that the RDP Programme will have any negative consequences for this group.

4.5 Recommendations for implementation

- To ensure that equal opportunities are afforded for transgender people to benefit from RDP projects, to the same extent as others in the population, it will be important to understand any existing barriers to accessing finance faced by individuals within this equality group (ranging from concerns over being treated differently by financial institutions to instances of outright discrimination) and address these during implementation. Staff training may be necessary.
- The most effective intervention is creating an inclusive culture, where there is zero-tolerance of discrimination. Organisations with visible champions on the full range of diversity issues (for example the DVLA⁶⁸), are able to give confidence to people struggling with their gender identity.⁶⁹
- Between 2011/2012 a total of 1,809 hate crimes were reported in Wales, 1% (21) of which were transgender/transphobic hate crimes. A large-scale survey in Wales of people from seven of the protected characteristics (age, gender, disability, race/ethnicity, religion/belief, sexual orientation, and transgender status), found that victims of transgender hate crimes/incidents were more likely to avoid certain places as a result.⁷⁰ Priority 6 should work towards addressing these findings, by making spaces more attractive. For example, ensuring that bus shelters are well lit so that transgender people feel less intimidated waiting for community transport.
- Of all the protected characteristics, transgender respondents were most likely to fear further hate crime. When hate crime and harassment is experienced by a transgender person – particularly incidents occurring in the workplace – this can constitute a barrier to continuing employment. Priority 6, which focuses on promoting social inclusion, should work to address fear of hate crime and harassment in the workplace. The use of guidance such as ‘The Workplace and Gender Reassignment’ from the UK Civil Service could provide direction on this matter.⁷¹

68 See: <https://www.gov.uk/government/organisations/driver-and-vehicle-licensing-agency/about/equality-and-diversity>

69 Business Works (2012): ‘Overcoming barriers - transgender inclusion’. See: <http://www.biz-works.net/index.php5?SID&fl=y&pgid=bp&art=280>

70 Williams M. & Tregidga J. (2013) All Wales Hate Crime research Project, available at: <http://www.refweb.org.uk/files/Wales%20Hate%20Crime%20Report.pdf>

71 See: <http://www.civilservice.gov.uk/wp-content/uploads/2012/03/agender-Workplace-and-Gender-Reassignment-Guide-Oct-2011.pdf>

5 Marriage and civil partnership

5.1 Introduction

Marriage and civil partnership is covered by the Equality Act 2010 only on the grounds of unlawful discrimination. People who are married, or in a civil partnership, must be treated the same as people who are not and, similarly, same sex civil partners must be treated the same as married heterosexual couples on a wide range of legal matters.

Just over 45% of the UK population are married, while just under a quarter of a per cent are involved in a civil partnership. There is very little data available regarding the employment and skills characteristics of these populations, and they tend to cut across a number of socio-economic groupings.

5.2 Socio-demographic profile

The table below illustrates the number and proportion of people within Wales and the wider comparator area of England and Wales, who are married and who are in a civil partnership.

Table 5.1: Number and proportion of people who are married and in a civil partnership.

Region / area	Number of married	Percentage married	Number in civil partnership	Percentage in civil partnership
Wales	1,167,315	47%	4,654	0.2%
England and Wales	21,196,684	47%	104,942	0.2%

Source: Census 2011⁷²

The table suggests that the marital status of the population across Wales (47%) is broadly consistent with that of the population of England and Wales (47%). Similarly, the proportion of people in civil partnerships is the same in Wales and in England and Wales, at 0.2% of the population.

5.3 Impacts and opportunities across the RDP

No specific disproportionate positive or negative impacts have been identified across the six Priority Axes associated with this protected characteristic (marriage and civil

⁷² Note: the number of married and those in civil partnerships does not include those separated but still legally married or in a civil partnership, those who are divorced or in a civil partnership which is now legally dissolved, or those widowed or surviving from a civil partnership. Proportions have been calculated using the population over 16.

partnership). This does not necessarily imply that people who are married or are in a civil partnership do not experience unlawful discrimination as part of the implementation of the RDP.

5.4 Conclusions and recommendations for implementation

As it is not anticipated that there will be any disproportionate impacts of the RDP on the marriage and civil partnership characteristic, apart from working to ensure that illegal discrimination against people who are married or in a civil partnership is excluded from project practices, there are no specific recommendations regarding implementation for this protected characteristic.

6 Pregnancy and maternity

6.1 Introduction

The EHRC defines pregnancy as ‘the condition of being pregnant or expecting a baby’ while ‘maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding’.⁷³

6.2 Socio-demographic profile

We have used crude birth rate as a proxy measure for this protected characteristic, as it provides a reasonable metric of the number of women likely to be pregnant or on maternity leave in an area in the absence of specific data for each of these characteristics.

Wales has a declining birth rate. Nonetheless, National Childbirth Trust statistics indicate that over 35,000 babies were born in Wales in 2010.⁷⁴ The table below shows the crude birth rate for Wales as a whole and the wider area of England and Wales.

Table 6.1: Crude Birth Rate

Region / area	Live Births	Crude Birth Rate (per 1000 people)
Wales	35,598	11.6
England and Wales	688,120	13.0

Source: Census 2011

6.3 Impacts and opportunities across the RDP

No specific disproportionate positive or negative impacts have been identified associated with this protected characteristic across any of the RDP Priority Axes. This does not necessarily imply that pregnant women do not experience unlawful discrimination as part of the implementation of the RDP.

⁷³ See: <http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/protected-characteristics-definitions/>

⁷⁴ The NCT suggested that there were 36,033 babies born in Wales in 2010. National Childbirth Trust, (2011), ‘Maternity statistics – Wales’ See: <http://www.nct.org.uk/professional/research/maternity-statistics/maternity-statistics-wales>

Several impacts affecting women with young children are identified in the sex / gender chapter of this report.

6.4 Conclusions

It is anticipated that there will be no disproportionate impacts on this protected characteristic. However, there are a number of recommendations to ensure that pregnant women can positively benefit from the programme.

6.5 Recommendations for implementation

- Pregnant women and new mothers can be at risk of being made redundant, something which has not been helped by the recent recession. Even before the recession, the Equal Opportunities Commission had already estimated that 30,000 women lost their jobs each year as a result of being pregnant.⁷⁵ A survey commissioned by the solicitor firm Slater and Gordon, found that one in seven women did not have a job to go back to after they had completed their maternity leave.⁷⁶ 40% of women returned to changed position, and more than a quarter had their request for flexible working arrangements refused (26%). Further to this, upon returning to work, almost a third (31%) felt that they no longer fitted in.

As such, during implementation it will be important to ensure that projects are tailored to ensure that they work to eliminate discrimination against pregnant women and those on maternity leave and that they improve equality of opportunity for this group (for example, by encouraging and supporting flexible working arrangements and other forms of support amongst employers).

- Addressing labour market mobility and flexibility is key to this, and provision should be made to accommodate the particular constraints facing women planning to start a family.

⁷⁵ Maternity Action, (2009): 'Alliance Against Pregnancy Discrimination in the workplace'

⁷⁶ Slater and Gordon (2013) No Mother's Day celebration for women returning from maternity leave, available at: <http://www.slatergordon.co.uk/media-centre/press-releases/2013/03/no-mothers-day-celebration-for-women-returning-from-maternity-leave/>

7 Race and ethnicity

1.1 Introduction

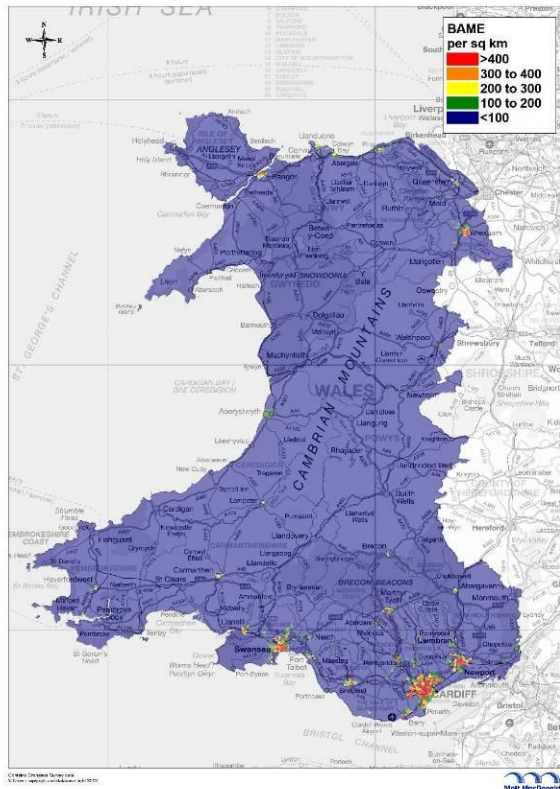
Race and ethnicity refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

EIAs, while focussing on the potential impacts of programmes on all races and ethnicities, tend to draw a distinction between people of White British origin and people from Black Asian and other minority ethnic (BAME) groups. This distinction is drawn because in many cases the outcomes (including educational attainment, employment, skills and qualifications, health and other outcomes) of people from BAME groups tend to differ from their White British counterparts. Despite the separation into these two groups for the purposes of this EIA, it is worth recognising that BAME communities are not a homogenous group and wherever possible data need to be disaggregated to ensure that an accurate picture is painted.

1.2 Socio-demographic profile

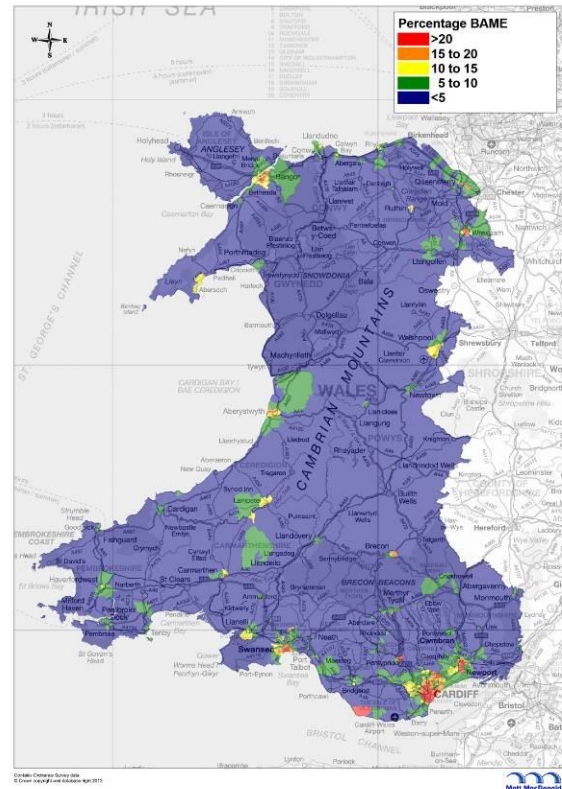
It should be noted that the BAME population in Wales is small compared to the BAME population in England and Wales (see table 7.1). The maps below show the density and proportion of people from BAME communities in Wales.

Figure 7.1: Wales: BAME Density



Source: Census 2011

Figure 7.2: Wales: Proportion of Total Population BAME



Source: Census 2011

The maps show that:

- The population of BAME groups in Wales is small, with 0-10 BAME people per square kilometre for most of Wales.
- The largest populations of BAME groups are in the urban areas of Cardiff and Swansea. There is also a segregated high population density in the north east of Wales, in the town of Wrexham.

Proportionally, the distribution of BAME groups is similar:

- There are several communities with higher proportions of people from BAME groups along the north and south-west coasts, in areas such as Bangor, Holywell, Haverfordwest and Carmarthen.
- The highest proportion of BAME populations are the in the populous south-east regions, where Wales' largest cities (Swansea, Cardiff and Newport) are located.

The table below shows the extent to which BAME communities comprise a far smaller proportion of the population as compared with the wider area of England and Wales.

Table 7.1: Number and proportion of BAME

Region / area	Number	Percentage
Wales	208,006	7%
England and Wales	10,941,226	20%

Source: Census 2011

The BAME population in Wales is highly concentrated geographically, with just over half living in Cardiff and Newport, where they account for a much higher proportion of the population (at almost 20% in Cardiff, and just over 13% in Newport) according to the 2011 Census.⁷⁷ In contrast, ethnic minority groups account for less than 5% of the population in most rural areas. However, some consider the number of ethnic minority groups to be under-counted in rural areas.⁷⁸

7.1 Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas

7.1.1 Opportunity: Improving gypsy and traveller access to business advice

Studies have reported that some Gypsies and Travellers face difficulties accessing financial products and services; for example, difficulties providing suitable identification documents and difficulties providing evidence of a stable address which can be a barrier to opening a bank account. Gypsies and Travellers have also expressed their concerns that financial services may be hostile towards them.⁷⁹

It is also worth noting that a report authored by the Department for Communities and Local Government notes that many Gypsies and Travellers leave the education system before the age of 16 with poor literacy and numeracy skills.⁸⁰ The report states that members of the gypsy and traveller community believe their poor literacy skills have disadvantaged them in seeking employment.⁸¹

⁷⁷ Source: Census 2011

⁷⁸ Equality and Human Rights Commission (2009): 'Equality Issues in Wales: A Research Review', p.3. See: http://www.equalityhumanrights.com/uploaded_files/research/11_equality_issues_in_wales_-_a_research_review.pdf

⁷⁹ Irish Traveller Movement in Britain (2010): 'Roads to Success'

⁸⁰ Department for Communities and Local Government (2012) 'Progress report by the ministerial working group on tackling inequalities experienced by Gypsies and Travellers'

⁸¹ Department for Communities and Local Government (2012) 'Progress report by the ministerial working group on tackling inequalities experienced by Gypsies and'

Assessment of Impact- specific priorities and related actions

Priority 1 A: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas

Related actions

- Promote economic growth and development of rural areas and to improve sustainability, competitiveness, resource efficiency and environmental performance
- Knowledge transfer and advisory services will provide an entry point for a prospective beneficiary

This Priority aims to improve innovation and knowledge transfer through promoting economic growth. This could, therefore have a positive impact on those who are disadvantaged by poor educational outcomes or lack of access to financial services. However, it should be noted that positive impacts on BAME communities such as Gypsies and Travellers are dependent upon a series of issues, including additional barriers in accessing financial services. It is recommended that RDP-funded interventions should incorporate actions to mitigate this in their delivery of activities.

7.2 Priority 3: Promoting food chain organisation, including processing and marketing of agricultural products, animal welfare and risk management in agriculture

7.2.1 Opportunity: Improving conditions for migrant workers in the meat processing and packing industries

Worker Registration Scheme (WRS) data cited by the EHRC suggests that four local authorities – Carmarthenshire, Newport, Wrexham and Cardiff – account for over half of all migrant workers in Wales. A study of migrant workers in rural Wales undertaken by the Wales Rural Observatory, found that following EU enlargement, the number of migrant workers arriving in Wales from A8⁸² countries increased substantially during 2005-2006.⁸³ This is evidenced by the rate of WRS registrations across rural Wales from 2,770 during the first 20 months of the scheme (May 2004 to December 2005) to 2,800 by 2006. The first slow-down in arrivals occurred in 2007, to 1,935. New WRS registrations reached a low point in 2009 (845) before increasing again in 2010 (920), which may be related to the UK emerging from recession in late 2009. By the time the

Travellers

⁸² A8 countries joined the EU during the 2004 enlargement. The countries are: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia

⁸³ Wales Rural Observatory (2014): 'Migrant Workers in Rural Wales and the South Wales Valleys', available at:

<http://www.walesruralobservatory.org.uk/sites/default/files/Migrant%20Workers%20in%20Rural%20Wales%20and%20the%20South%20Wales%20Valleys%202014.pdf>

WRS closed in April 2011, there had been a total of 10,140 registrations across rural counties in Wales.

Meat and processing industries, however, were found in an EHRC investigation to be subject to poor working conditions and low pay. The report reveals evidence of the widespread mistreatment and exploitation of migrant and agency workers in the sector. It makes recommendations to the key bodies, including supermarkets, agencies, processing firms, government, regulators and unions in an attempt to encourage a systemic change in behaviour.⁸⁴

Assessment of Impact- specific priorities and related actions

Priority 3 A: Improving competitiveness of primary producers by better integrating them into the agri-food chain through quality schemes, adding value to agricultural products, promotion in local markets and short supply circuits, producer groups and inter-branch organisations

Related actions

- Targeted support directed towards businesses within the food and drink sector and to small rural businesses.

As the actions under this Priority will involve working with food processing industries, this area of activity could help to uncover poor working conditions and support business owners in creating a safer and more inclusive workforce.

7.2.2 Opportunity: improving job stability for migrant workers through up-skilling

Job stability for migrant workers is often low and can be linked to a lack of skills. The Wales Rural Observatory study on the situation and experiences of migrant workers in rural Wales and the South Wales Valleys highlighted above supports this.⁸⁵ Migration from Poland dominates new EU migration to rural Wales and the South Wales valleys, representing over three-quarters of all A8 (Eastern European Accession Eight Countries) registrations in both areas. Most A8 and Portuguese migrant workers tend to remain in lower-grade and lower-paid manual employment. They tend to be over-qualified and limited by language barriers.

⁸⁴ Equality and Human Rights Commission, (2012), 'Recruitment and employment in the meat and poultry processing industry- Complying with equality legislation'

⁸⁵ Wales Rural Observatory (2014) Migrant Workers in Rural Wales and the South Wales Valleys, available at:

<http://www.walesruralobservatory.org.uk/sites/default/files/Migrant%20Workers%20in%20Rural%20Wales%20and%20the%20South%20Wales%20Valleys%202014.pdf>

The Observatory's report highlighted the value of direct employment for migrant workers and the importance of investing in up-skilling them. Direct employment gives migrant workers the same rights as other employees, reducing the problems associated with agency employment, which includes salary deductions, tied housing and zero hours contracts. Job insecurity, however, is also a problem for agency and direct employees. For example, when factories are busy, migrants often work long hours seven days a week or can risk losing their job, however, when there is little work this can result in workers being sent home until work increases. Limited hours at short notice can have serious consequences; migrant workers are often unable to claim benefits, even if they have recourse to public funds as they need to be unemployed for a longer period.

Assessment of Impact- specific priorities and related actions

Priority 3 A: Improving competitiveness of primary producers by better integrating them into the agri-food chain through quality schemes, adding value to agricultural products, promotion in local markets and short supply circuits, producer groups and inter-branch organisations

However, this impact could also be felt across the Priorities which support sectors that are likely to employ migrant workers.

Related actions

- Targeted support directed towards businesses within the food and drink sector and to small rural businesses.

Through improved market development, this Priority could result in improved job stability for migrant workers. In addition, as the actions involve knowledge sharing, innovation and supply chain efficiency, this Priority could help to increase the skill levels of migrant workers. In order for this to be achieved, the language barrier faced by many migrant workers would need to be addressed. The Priority could encourage employers, at a minimum, to comply with basic legislation regarding pay and hours, together with several good practice recommendations regarding employee support and conditions (such as, for example, providing holiday and sickness pay).

7.3 Priority 6: Promoting social inclusion, poverty reduction and economic development in rural areas

7.3.1 Impact: Improving ICT literacy amongst ethnic minority groups

The Welsh Government's own 'Digital Inclusion' analysis package highlights that there is little evidence on ethnic group internet use and their level of digital engagement.⁸⁶ This is

⁸⁶ Welsh Government (2011) Digital Inclusion Analysis package, available at: <http://wales.gov.uk/docs/dsijlg/research/112308digincanaen.pdf>

due to the small population size of some ethnic groups resulting in it being difficult and expensive to collect data.

However, in consultation, stakeholders noted lower levels of ICT literacy amongst some ethnic minority communities and suggested that any RDP investments in ICT interventions should reflect different access requirements and utilisation patterns by BAME groups. In addition, the Welsh Government has recently announced a new drive to get hard to reach groups online.⁸⁷ The new initiatives are set to target those that are least likely to use the internet which includes BAME communities. Through not being able to use the internet, either through a lack of internet skills or access, BAME communities could miss out on money advice, jobs and training opportunities, and may result in them feeling excluded from their own communities.

Assessment of Impact- specific priorities and related actions

Priority 6 C: Enhancing the accessibility, use and quality of information and communication technologies (ICT) in rural areas

Related actions

- Investments in local infrastructure such as ICT and broadband.
- ICT initiatives will focus on addressing specific gaps in provision in ICT infrastructure, skills and ICT exploitation by rural communities and agricultural businesses which are not met by ERDF or other provision.

As actions under this Priority will focus on addressing gaps in provision, they have the opportunity to decrease the digital divide and improve access for hard to reach groups.

7.3.2 Impact: Improving transport access for certain BAME communities

The RDP SWOT analysis identifies a key weakness in the relatively poor transport infrastructure in rural Wales. This can have a particular impact on members of those ethnic minority communities who have more limited access to private transport when compared with other sections of the population.⁸⁸

While there are no statistics available for the levels of car ownership amongst people from ethnic minority communities in rural areas, the annual National Travel Survey (NTS)

⁸⁷ Welsh Government (2014) New drive to get hard to reach groups online, available at: <http://wales.gov.uk/newsroom/communities/2014/140414-help-hard-to-reach-groups-online/?lang=en>

⁸⁸ The Bevan Foundation (2009): 'Equality issues in Wales: a research review', available at: http://www.equalityhumanrights.com/sites/default/files/documents/research/11_equality_issues_in_wales_-_a_research_review.pdf

provides some broader trends. The NTS showed that the proportion of adults (aged 17+) living in a household with a car was highest among those from white backgrounds (81%), while ownership from non-white backgrounds ranged from 59% to 71%.⁸⁹ Further to this, a qualitative study⁹⁰ by JRF on poverty and ethnicity in Wales found many ethnic minority respondents were reliant on public transport and were unable to travel far.⁹¹ As a result, many spent most of their time in a relatively small area, limiting their employment opportunities to those that could be accessed by walking or public transport.

Fear of being the victim of hate crime can also impact BME groups' use of public transport. 76% of all reported hate crimes in Wales during 2011/2012 were race-related crimes.⁹² Worry about hate crime had the biggest effect on black respondents and the least effect on white respondents.

Assessment of Impact- specific priorities and related actions

Priority 6 B: Fostering local development in rural areas

Related actions

- Investments in local infrastructure such as community transport, and services linked to improving access to employment, educational and training opportunities.

As BME groups tend to be more reliant on public transport, this Priority has the opportunity to improve access to employment and public services for this group. However, in order for this to be achieved, concerns about hate crime related to the use of public transport will need to be addressed.

7.4 Impacts and opportunities across other RDP Priority Axes

No disproportionate positive or negative impacts arising from Priority Axes 2, 4 and 5 have been identified for this protected characteristic. This does not mean that no impact will arise from these priorities, merely that those impacts are unlikely to be disproportionate when compared with other sections of the population.

89 DfT (2013) National Travel Survey 2012, available at:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/243957/nts2012-01.pdf

90 Study based on qualitative research with 27 families from five different ethnic groups (Bangladeshi, Pakistani, Polish, Somali and white British/Welsh) – living in four areas: Cardiff, the South Wales valleys, Carmarthenshire and Rhyl.

91 JRF (2013) Poverty and ethnicity in Wales, available at:
<http://www.jrf.org.uk/sites/files/jrf/poverty-ethnicity-wales-full.pdf>

92 Williams M. & Tregidga (2013) All Wales Hate Crime Research Project, available at:
<http://www.refweb.org.uk/files/Wales%20Hate%20Crime%20Report.pdf>

7.5 Conclusions

The proposed measures in the RDP Programme have the opportunity to deliver particular benefits for certain ethnic groups. This is through improving access to business support for groups such as Gypsy and Traveller communities, improving access to transport, improving job stability of migrant workers, and addressing digital inclusion for hard to reach groups including BAME communities. However, many of these impacts will be limited unless the specific needs of these groups are focussed on.

7.6 Recommendations for implementation

The specific recommendations below will help maximise benefits for those from BAME backgrounds:

- Projects should be tailored as far as possible to be flexible enough to meet any particular employment and skills needs of members of BAME communities, and to be sufficiently adaptable to the socio-economic circumstances as they change over time. This could include, for example, providing information through cultural or community centres in areas where BAME populations are concentrated.
- It will be important to ensure that all communications are accessible to people from different BAME groups, as language challenges can inhibit accessibility. Aside from delivery in Welsh and English, languages available via translator could include Arabic and other languages from the Indian sub-continent (from which many of Wales' largest BAME communities originate), such as Punjabi or Gujarati. Irish, spoken by many economic migrants in Wales, should also be considered, along with dialects relevant to the Irish travelling community who are found in large numbers in the north western and south western parts of Holyhead and Pembroke. Provision of interpreters should be considered, this is particularly valuable for members of BAME groups who are not necessarily able to read and write in their first language.
- As with other groups, such as older people and women, it will be essential for the successful delivery of Priorities focussed on supporting travel by members of BAME groups that personal security concerns (particularly surrounding race hate crime) are addressed. Ensuring that security measures are integrated into design, such as well-lit bus stops with lighting and timetables, will help support patronage by this group.
- It should be recognised that not all BAME groups have the same needs and there are many wide-ranging social and economic differences between and within ethnic groups that will need to be addressed as projects are implemented. It will be important to undertake further analysis to properly understand which cohorts amongst BAME communities are particularly limited in their access to services, jobs and education in rural areas.
- Elsewhere it has been recommended that the Department of Health commit to bi-lingual cultural advocates for rural areas and that local authorities should highlight the

contribution made by those from diverse community and faith backgrounds through culture, arts and tourism activity profiling.⁹³

- Examples of delivery from other rural areas of the UK include the 'BME Communities Inclusion Project', which could be considered further when taking forward the RDP. Here, voluntary and community organisations (VCOs) that provide services to members of BAME communities focus on the areas of Community Development, Education, Information/Advice, and Culture/Arts/Sports/ Leisure. Volunteers are particularly important for the sustainability of the activities of VCOs that provide services to BAME communities.⁹⁴ This is worth consideration in a Welsh context.
- Katy Radford's study of 'Rural Specific Black and Minority Ethnic Issues' identifies several recommendations to support BAME people living in rural areas in Northern Ireland. These include the provision of a 'rural champion', someone with the remit to specifically oversee the needs and rights of BAME communities. This is something to consider going forward in the context of how projects under the 2014-2020 RDP are developed and implemented.
- There is also the opportunity to learn about targeted interventions from projects delivered by Communities 2.0. For example Communities 2.0 Digital Champions programme provides free training to volunteers and staff who want to deliver introductory ICT training to people who are new to computers or the internet.⁹⁵

93 Radford, Katy, (NO DATE), 'Rural Specific Black and Minority Ethnic Issues'

94 Norwich and Norfolk Racial Equality Council (2006): 'BME Communities Inclusion Project'

95 Digital Champions, available at: <http://www.communities2point0.org.uk/digital-champions>

8 Religion and belief

8.1 Introduction

In terms of religion and belief, distinctions are frequently drawn in order to identify those professing a 'minority faith' which in the UK tends to include Buddhism, Hinduism, Islam, Judaism, and Sikhism. This distinction is made because in most areas the majority of the population tend to express their faith as some form of Christianity, as a professed lack of faith (in the form of atheism) or a preference not to answer.

8.2 Socio-demographic profile

The table below shows the percentages of people of different religions, faiths and beliefs living in Wales as compared to England and Wales combined. The table below shows that there are some disparities between the proportion of the population from particular religious groups when comparing Wales with England and Wales. In particular, there are significantly lower proportions of Muslims in Wales and a higher proportion of those without a religion.

Table 8.1: Religion, faith and belief in Wales (%)

	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Did not state a religion
Wales	58%	0.3%	0.3%	0.1%	1.5%	0.1%	0.4%	32.1%	7.6%
England and Wales	59%	0.4%	1.5%	0.5%	4.8%	0.8%	0.4%	25.1%	7.2%

Source: Census 2011

Table 8.2: Religion, faith and belief in Wales (number)

	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Did not state a religion
Wales	1,763,299	9,117	10,434	2,064	45,950	2,962	12,705	982,997	233,928
England and Wales	33,243,175	247,743	816,633	263,346	2,706,066	423,158	240,530	14,097,229	4,038,032

Source: Census 2011

8.3 Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas

8.3.1 Opportunity: Increasing awareness of financial opportunities for religious groups through promotion of interest-free funding available

A key component of financial and professional life for some Islamic groups is the moral and religious code of Sharia Law. Sharia deals with many topics addressed by secular law including crime, politics and finance. The main principle of Sharia-compliant banking is that all forms of interest are forbidden,⁹⁶ thereby preventing many Islamic people from entering into the agriculture, food production or forestry sectors through traditional finance methods in the UK.

Through the provision of appropriately structured grants and funding through Priority 1B, there is an opportunity to encourage those bound by Sharia Law to enter into rural industries.

Assessment of Impact- specific priorities and related actions

Priority 1 B: *Strengthening the links between agriculture, food production and forestry and research and innovation, including for the purpose of improved environment management and performance*

Related actions

- Provide funding to support activities that improve the profitability and efficiency of businesses with the aim of delivering a more profitable, diverse and resilient land based sector.

Business support and information on available funding options are essential elements for religious groups to enter into and expand within rural industries (such as agriculture and forestry) and as such rural communities. Therefore, promoting interest-free financial options and investing in halal/kosher food production is likely to have benefits for certain religious groups wishing to enter into or expand within the agri-food industry in Wales.

⁹⁶ See: <http://www.islamic-bank.com/useful-info-tools/islamic-finance/>

8.4 Priority 3: Promoting food chain organisation, including processing and marketing of agricultural products, animal welfare and risk management in agriculture

8.4.1 Opportunity: Improving meat supply for religious groups through investments in primary processing

While the number of people who belong to minority religious groups in Wales is relatively small, there is some scope to deliver benefits to these populations through the proposed interventions, focussed on investment in primary food processing. The meat industry for example contains capacity to capitalise on the requirements of Jewish and Islamic communities in how their meat is slaughtered.

The processing of halal and kosher meat requires particular methods to be employed and, elsewhere in the UK, funding has been secured to provide this. In October 2012 Defra, which is responsible for the distribution of the RDP Funding in England, provided more than a third of a million pounds to support the processing of halal meat in Banham in East Anglia creating 60 jobs and supporting the supply of meat to this socio-demographic group.⁹⁷

Assessment of Impact- specific priorities and related actions

Priority 3 A: *Improving competitiveness of primary producers by better integrating them into the agri-food chain through quality schemes, adding value to agriculture products, promotion in local markets and short supply circuits, producer groups and inter-branch organisations.*

Related actions

- Targeted support will be directed towards businesses within the food and drink sector and to small rural businesses, to encourage co-operation, knowledge sharing, innovation, and supply chain efficiency.

As the actions delivered by this Priority involve improving the competitiveness of primary producers, this could result in improving the meat supply for religious groups.

8.5 Impacts and opportunities across other RDP Priority Axes

No disproportionate positive or negative impacts arising from Priority Axes 2, 4, 5 and 6 have been identified for this protected characteristic. This does not mean that there will be no impacts arising from these priorities for different religious groups, merely that those

⁹⁷ See: http://www.edp24.co.uk/business/farming-news/defra_grants_366_000_to_halal_food_park_in_banham_1_1542429

impacts are unlikely to be disproportionate when compared with other sections of the population.

8.6 Conclusions

The RDP is unlikely to have discernibly different impacts across different religious groups. However, through the process of implementation, there could be opportunities to maximise benefits for some faith groups (for example Muslims, who have some of the highest rates of unemployment among both men and women⁹⁸) who may be traditionally less engaged with the labour market, and traditional business financing options.

8.7 Recommendations for implementation

The following measures are recommended to ensure that the positive impacts of the priorities are realised by this group:

- It will be important to ensure that projects that receive financing are able to provide the relevant financial services to all potential customers. Consideration should be given to address the best way to engage with Muslim-owned small businesses to help them gain access to finance in a way that meets their needs e.g. complying with Sharia law.
- To ensure that business support measures are available to all communities and efforts are made to promote the Fund to Jewish and Islamic food processors. This will ensure that these businesses will also benefit from knowledge transfer and advisory services delivered through the Programme.

98 Quilliam Foundation (2009): 'Immigrant, Muslim, Female: Triple Paralysis?'

9 Sex / gender

9.1 Introduction

Sex is defined as the biological distinction between a male and a female, while gender is the socially-determined role of man and women, which is often accompanied by social norms such as specific dress conventions and established familial roles.

9.2 Socio-demographic profile

The table below shows the number and percentage of males and females living in Wales as a whole and the wider area of England and Wales for the purposes of comparison; the proportional splits between men and women are consistent.

Table 9.1: Number and proportion of males and females

Region / area	Number	Females		Males	
		Percentage	Number	Percentage	
Wales	1,559,228	51%	1,504,228	49%	
England and Wales	28,502,536	51%	27,573,376	49%	

Source: Census 2011

The situational analysis undertaken as part of the development of the 2014-2020 RDP Programme notes that employment in rural Wales in 2011 represented about 33% of the total employment within Wales (around 430,800 employees). 52% of those in employment in rural Wales were male and 48% were female. Female employment rates in rural Wales have exceeded both that for Wales as a whole and for the UK in both 2010 and 2011, with male employment rates only slightly lower than that of the UK.⁹⁹

The levels of economic activity for males and females in rural Wales have moved in opposite directions in recent years with male inactivity rising by around 5,500 between 2005 and 2011, whilst female economic inactivity declining by 2,400 since 2005.¹⁰⁰

⁹⁹ Welsh Government, (2013): 'Rural Development Plan 2014-2020: Situational Analysis'

¹⁰⁰ Welsh Government, (2013): 'Rural Development Plan 2014-2020: Situational Analysis'

9.3 Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas

9.3.1 Opportunity: Supporting employment diversification and progression for women

A key weakness identified in the SWOT analysis of rural Wales undertaken by the Welsh Government was the high levels of public sector employment across the country. Public sector employment is very important for women, and in Wales it accounts for 40% of employment.¹⁰¹ This compares to only 20% of men's employment.

Self-employment has increased substantially between 2008 and 2012, seeing an increase of 15% over this period.¹⁰² However, women are still only half as likely as men to be self-employed.

There are also sector gaps. In 2010, 77% of all agriculture, forestry and fishing industry employees were male.¹⁰³ In 2013, the Bevan Foundation carried out a survey on the experiences of self employed women in Wales.¹⁰⁴ The research found that access to advice, support and finance remained barriers to women starting up new businesses in Wales. Almost half of the women asked had not accessed advice or training at the time of becoming self-employed and only a very small proportion (14%) had received support from a bank or building society, with two thirds (75%) self-financing their business start-up using their own savings. Women also face a number of other specific barriers to starting their own business, such as a lack of childcare and a lack of confidence.

Assessment of Impact- specific priorities and related actions

Priority 1 C: Fostering lifelong and vocational training in the agricultural and forestry sectors

Related actions

- Lifelong learning and development (LLD) skills development CPD programme for agriculture and forestry.
- Compulsory Skills Assessment to identify training needs and formulate plans to address skills gaps and support business needs.

Supporting enterprise, skills development and other areas of the rural economy may

101 Bevan Foundation (2012): 'Women work and the recession in Wales', available at: <http://www.bevanfoundation.org/wp-content/uploads/2013/02/WomenWork-WEB.pdf>

102 Bevan Foundation (2012): 'Women work and the recession in Wales', available at: <http://www.bevanfoundation.org/wp-content/uploads/2013/02/WomenWork-WEB.pdf>

103 UKCES (2012): 'Agriculture, Forestry and Fishing: Sector Skills Assessment 2012', available at: <http://www.lantra.co.uk/Downloads/Research/Research-reports/Agriculture,-Forestry-and-Fishing-SSA-2012.aspx>

104 Bevan Foundation for Chwarae Teg (2013): 'A Woman's Place... A study of women's roles in the Welsh workforce', available at: http://chwaraeteg.com/downloads/FINAL_A_Womans_Place_ENG.pdf

support a diversification of women's employment opportunities and aspirations, facilitating a transition to the private sector or to self-employment. This may help to ensure that women are not disproportionately negatively affected by the on-going consequences of the recession, and future economic shocks. It could also help address the barriers women face in accessing business support services.

9.4 Priority 2: Enhancing farm viability and competitiveness of all types of agriculture in all regions and promoting innovative farm technologies and the sustainable management of farms

9.4.1 Opportunity: Supporting women to enter and remain in the agricultural sector

Farmers Weekly and Barclays have recently completed a new survey on the role of women in farming.¹⁰⁵ The survey found that women carry out a variety of roles in farming, with more than two-thirds undertaking practical farm duties. These roles tended to focus more on livestock and young stock than the roles undertaken by males. Twenty-eight per cent of the women involved in practical farm work (arable or livestock-related) undertook arable field operations, compared to 72% for men. Women also reported that they felt burdened with too much paperwork, admin and domestic duties.

Childcare commitments were seen to be the main barrier to women achieving their career goals in agriculture, whilst industry attitude was second. Further to this, 61% of women felt that they were 'rarely' or 'never' treated equally regarding succession. However, despite these findings women were more likely than men to recommend farming as a career.

A pattern of horizontal segregation is felt across Wales, particularly when compared to other UK nations – with women and men working different types of occupations and industries. Chwarae Teg described how men are ten times more likely to be employed in skilled trade occupations than women, whilst more than half of all Welsh women work in public administration, education and health sectors compared to only a fifth of men.¹⁰⁶

Assessment of Impact- specific priorities and related actions

Priority 2 A: Improving the economic performance of all farms and facilitating farm restructuring and modernisation, notably with a view to increasing market

¹⁰⁵ Farmers Weekly (2014) New survey shows changing role of women on farms, available at: <http://www.fwi.co.uk/articles/13/06/2014/145002/new-survey-shows-changing-role-of-women-on-farms.htm>

¹⁰⁶ Chwarae Teg (2013): 'A Woman's Place... A Study of Women's Roles in the Welsh Workplace'

participation and orientation as well as agricultural diversification

Priority 2 B: Facilitating the entry of adequately skilled farmers into the agricultural sector and, in particular, generational renewal

Activities include:

- Support offered to farm and forestry businesses to back and encourage activities that will enable farming and forestry business to increase their profitability and efficiency.
- Capital investments will be targeted at addressing on-farm production and resource efficiencies across all sectors.
- The delivery of a successor scheme to the Welsh Government's Young Entrant support scheme will be offered under the Programme.
- Support for young people who are members of a household wanting to diversify into non-agricultural activities.

The Programme presents an opportunity to address the barriers that women face in farming and address these barriers so that they encourage more women to enter this sector. It could also work towards promote the role of women in farming and therefore addressing the perceived industry barriers to succession.

9.5 Priority 6: Promoting social inclusion, poverty reduction and economic development in rural areas

9.5.1 Impact: Addressing barriers for women in rural transport

Data from the final 'Living in Wales' survey in 2008¹⁰⁷ suggested that 83% of men use a car or van to travel to work compared with 76% of women. Similar patterns of travel have been identified by research undertaken in rural Wales.¹⁰⁸ In rural Wales, the problem of getting to work impedes women more than men (in a 2007 survey, 10% of women reported this, compared with 6% of men), with difficulty in travelling broadly correlating to the remoteness of the area.¹⁰⁹

Public transport accessibility is of particular importance to women – who are less likely to have access to a car.¹¹⁰ In addition, as women are more likely to have child care or caring responsibilities, they are also more likely to undertake complex trip chains using public transport and will also need good access to healthcare.

¹⁰⁷ Welsh Government (2008): 'Living in Wales'

¹⁰⁸ Wales Rural Observatory (2007): 'Gender and Rural Wales Scoping Report';

Equality and Human Rights Commission (2009): 'Equality Issues in Wales: A Research Review', pp.47-48. See:

http://www.equalityhumanrights.com/uploaded_files/research/11_equality_issues_in_wales_-_a_research_review.pdf

¹⁰⁹ In this study, women living in very small hamlets or in individual dwellings in the open countryside found transport more of a problem than those residing in small towns or villages.

¹¹⁰ Department of Transport (2011) 'The Accessibility Sub-Objective TAG Unit 3.6.3'

The bus network is relied on by a quarter of all women in Wales.¹¹¹ Although four times as many journeys are made by bus than train, investment in buses tends to be lower than other public transport services. For 2013/2014 bus expenditure for the Welsh Government was £79.5 million (three quarters of which was spent on concessionary fares). This compared to £225 million on rail.

Assessment of Impact- specific priorities and related actions

Priority 6 B: Fostering local development in rural areas

Related actions

- Investment in community transport and those linked to improved access to employment, educational and training opportunities.

Improvements to transport have the opportunity to be particularly beneficial to women in accessing and sustaining employment, as well as accessing services.

9.6 Impacts and opportunities across other RDP Priority Axes

No disproportionate positive or negative impacts arising from Priority Axes 3, 4 and 5 have been identified for this protected characteristic (sex/gender). This does not mean that these Priorities will have no impacts on people from this group, merely that any impacts are unlikely to be disproportionate when compared with other sections of the population.

9.7 Conclusion

Priority 6 has the opportunity to have particular positive benefits for women, particularly Priority 6B as it focuses on fostering local development which includes the investment in local infrastructure. This will result in improved access to employment, educational and training opportunities.

9.8 Recommendations for implementation

The following measures are recommended to ensure that the positive impacts of the RDP are realised by people with this protected characteristic (sex/gender);

- It will be essential for the successful delivery of Priorities focussed on supporting women's travel that personal security concerns are addressed. Where provision is community or voluntary based and designed to fill gaps in provision, it may need to operate outside of conventional service areas and times. This may mean operating at

¹¹¹ Bevan Foundation (2013) Buses a lifeline and an economic necessity, available at: <http://www.bevanfoundation.org/blog/buses-a-lifeline-and-necessity/>

night, or where there is no public transport infrastructure, but ensuring that security measures are integrated such as well-lit bus stops with lighting and timetables.

- Family-focussed activities will be important. An example of an intervention supporting family-focussed activities can be found in Maenclochog, Pembrokeshire. Funding from the RDP has helped with the construction of information boards, providing funding for art, play facilities and improvements to the village hall.¹¹²

¹¹² Welsh Government (2012): 'Rural Development Plan for Wales 2007-2013 Annual Implementation Report 2011'

10 Sexual orientation

10.1 Introduction

Sexual orientation concerns whether a person's sexual attraction is to their own sex, the opposite sex, or both sexes.

Sexual orientation was added to the list of protected characteristics under the provision of the Equality Act 2010. In general, consideration of this characteristic focuses on lesbians, gay men and bisexuals who frequently refer to themselves as the LGB community. The acronym is often expanded to LGBT to incorporate the transgender population, although current equality legislation considers them separately.

10.2 Socio-demographic profile

There are no comprehensive official or census figures for the number of LGB people in Wales and different surveys have produced different results. However, the table below provides experimental statistics published by the ONS from the results of the Integrated Household Survey (undertaken from April 2011 to March 2012).

Table 10.1: Sexual orientation in Wales 2010-2012

	2010/11	2011/12
Heterosexual / Straight	94.2%	94.8%
Gay / Lesbian	0.9%	1.0%
Bisexual	0.3%	0.4%
Other	0.3%	0.3%
Don't know / Refuse to answer	2.9%	2.4%
No response	1.4%	1.0%

Source: ONS: Integrated Household Survey April 2011 to March 2012: Experimental Statistics

10.3 Impacts and opportunities across the RDP

No disproportionate positive or negative impacts arising from the RDP have been identified for people with particular sexual orientations. This does not mean that there will not be an impact arising from these priorities for members for the LGB community, merely that those impacts are unlikely to be disproportionate when compared with other sections of the population.

10.4 Conclusions and recommendations

The EIA has not identified any disproportionate positive or negative impacts for LGB individuals, although there could be opportunities to maximise benefits for this group, as with other equality groups, during implementation.

10.5 Recommendations for implementation

The following measures are recommended to ensure that the positive impacts of the RDP are realised by people with this protected characteristic;

- Younger LGB people in particular may often face particular issues with engagement and disaffection, as well as particular challenges as a result of homophobic bullying, harassment at school or in the workplace; all of which may inhibit securing and/or sustaining employment. Projects and project sponsors will need to be mindful of these issues and concerns when designing interventions.¹¹³
- Projects should be tailored wherever possible to maximise accessibility by members of the LGB community.
- In order to ensure that the needs of LGB communities are properly understood there may be a need to carry out additional engagement and dialogue with these groups. This can be developed as the Programme is finalised and rolled out.

113 Welsh Assembly Government (2009): 'Equality Impact Assessments for Age, Gender, Transgender, Religion and Sexual Orientation: Summary Report'

11 Welsh language

11.1 Introduction

The Welsh language has been deemed to be an integral part of the Welsh people's heritage and the Welsh Government recognises that it should be protected. The 2011 Census found that more than half a million people professed to be able to speak Welsh; this represents almost one fifth of the Welsh population.¹¹⁴ The Welsh Language Act 1993 established that in the conduct of public business and the administration of justice in Wales, the English and Welsh languages should be treated on a basis of equality. The Welsh Language Board was established in 1993 to oversee implementation of the Act, though the Board was later abolished on 31st March 2012 and replaced with the Welsh Language Commissioner. For the purposes of this EIA the Welsh language is considered in the same way as the characteristics protected by the Equality Act and is assessed as such in this chapter.

The Welsh Government's strategy documents, A Bilingual Future¹¹⁵ and Iaith Pawb¹¹⁶, include a commitment to 'mainstream' the Welsh language into the policy-making processes of all Assembly Ministerial portfolios, in much the same way as has been done already with equality of opportunity.'

Nonetheless, various studies refer to the limitations of the Welsh Language Act, primarily focussed around the fact that there was no right for people to use Welsh or English as they wished.¹¹⁷ This should be considered by the Welsh Government, a body delivering public services, when assessing its dealings with Welsh speaking business owners.

Recent developments include the introduction of the Welsh Language Measure, which was given Royal Assent in February 2011, and which established the office of the Welsh Language Commissioner¹¹⁸. The Measure and the Commissioner effectively replace the Welsh Language Board in promoting the equality of Welsh and English in public service delivery. Organisations delivering public services in Wales are required to meet certain standards regarding the equality of treatment of Welsh and English. Taking a

114 Welsh Government, (2012); '2011 Census: First Results on the Welsh Language'

115 Welsh Government (2002a) Bilingual Future: A Policy Statement by the Welsh Government. Cardiff: WAG.

116 Welsh Government (2003b) Iaith Pawb – A National Action Plan for a Bilingual Wales. Cardiff: WG.

117 Williams, G. and Morris, D. (2000) Language Planning and Language Use Welsh in a Global Age. Cardiff: University of Wales Press.

118 Further details of the Welsh Language Commissioner can be found here:
<http://www.comisiynyddygyymraeg.org/english/Pages/Home.aspx>

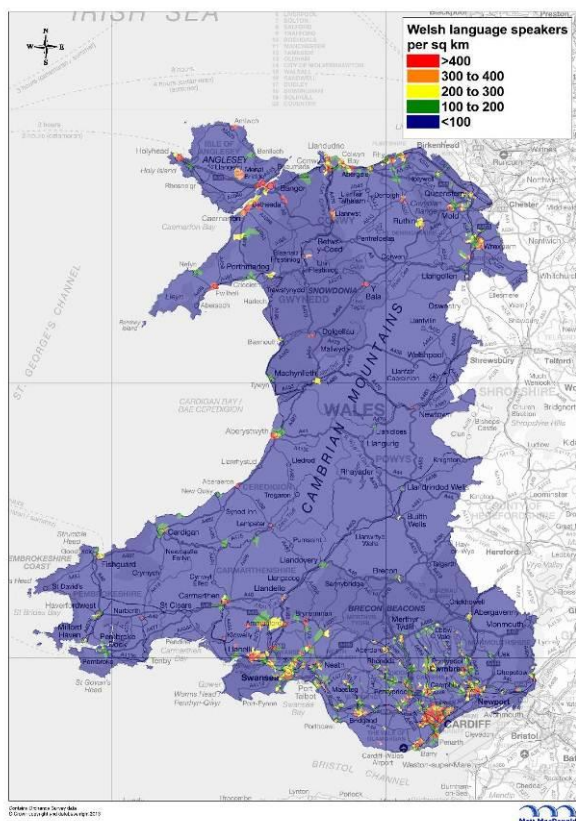
commitment to bilingualism forward will therefore require such standards to be followed.¹¹⁹

- The proportion of Welsh speakers is almost twice as high in West Wales and the Valleys (23%) as it is in East Wales (12%).
- The number of people who speak Welsh is just over half a million for the whole of Wales, representing 19% of the population.
- Welsh speakers are considerably more likely to be graduates than non-Welsh speakers.¹²⁰
- Unemployment rates are lower for Welsh speakers relative to those who only speak English.¹²¹

11.2 Socio-demographic profile

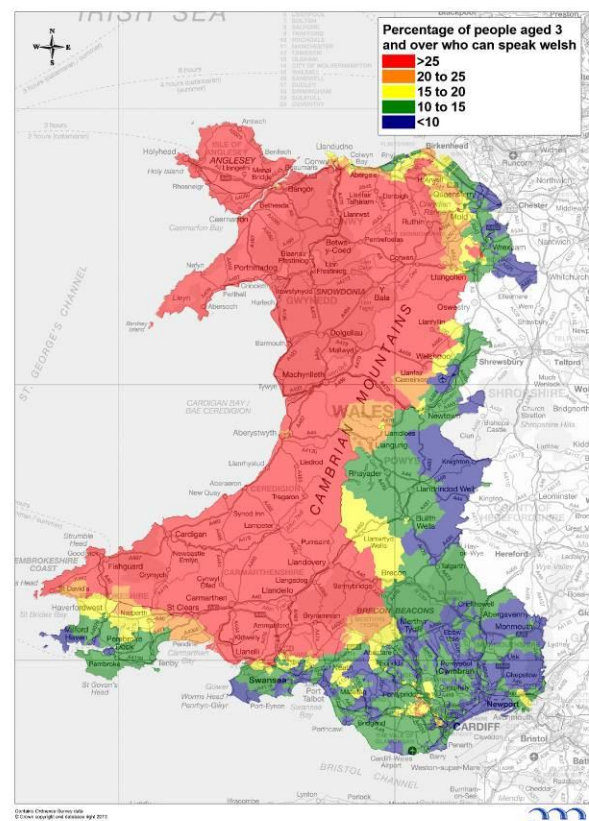
The maps below show the density and proportion of Welsh speakers across Wales.

Figure 11.1: Density of Welsh speakers



Source: Census 2011

Figure 11.2: Proportion of Welsh speakers



Source: Census 2011

The maps show that:

119 Welsh Assembly Government (2010): 'The Proposed Welsh Language Measure 2010: Explanatory Memorandum'. See: <http://www.assemblywales.org/ms-ld7944-em-e.pdf>

120 Equality and Human Rights Commission (2011): 'An Anatomy of Inequality in Wales'

121 Equality and Human Rights Commission (2011): 'An Anatomy of Inequality in Wales'

- The density of the population of Welsh speakers in Wales is generally low, reflective of general low population densities across the country. There are fewer than 100 Welsh speaking people per square kilometre for most of Wales.
- In particular, there are high population densities dotted around the north of Wales, in Bangor, Wrexham, Bethesda and Holyhead.
- There are pockets of high population densities (of Welsh speakers) which tend to be concentrated within traditional Welsh-speaking heartlands (e.g. Aberystwyth and Pwllheli).

The higher proportions of Welsh speakers live in the North, Mid and West of the country – in much of this area, more than a quarter of the population speak Welsh. These areas have traditionally higher proportions of Welsh speakers and are predominantly rural in character. The South and East of the country, including around Cardiff, Swansea and Newport as well as places such as Monmouthshire, have far smaller proportions of Welsh speakers.

11.3 Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas

11.3.1 Impact: Greater involvement from farmer and agricultural sector workers through sharing knowledge in the Welsh language

According to 2011 Census data, 38% of Welsh residents working in skilled agricultural and related trades can speak Welsh, a rate much higher than the overall occupation average of 17%.¹²² This indicates that the Welsh language is strongly linked to the farming sector. The 2014-2020 RDP offers significant opportunities to explore interventions that inter-link the Welsh language and innovation in the agricultural sector.

Assessment of Impact- specific priorities and related actions

Priority 1 A: *Fostering innovation, cooperation, and the development of the knowledge base in rural areas.*

Related actions

- Knowledge transfer and advisory services will provide an entry point for a prospective beneficiary.
- Activities will focus on promoting the economic growth and the development of rural areas and to improve the sustainability, competitiveness, resource efficiency and environmental performance of agricultural and forestry holdings.

By supporting the inclusion and sharing of knowledge, this provides an opportunity for Welsh speaking members of the farming sector to foster strong professional relationships, which in turn will encourage integration and growth.

¹²² Census 2011: Welsh language skills by occupation

11.4 Priority 6: Promoting social inclusion, poverty reduction and economic development in rural areas

11.4.1 Impact: Safeguarding the Welsh language through housing and local development

The SWOT analysis undertaken in accordance with the requirements of the EAFRD, identifies a key strength in the ‘strong cultural and linguistic identity of rural Wales’.¹²³ It also states that the language is an ‘inseparable part of the social fabric of rural Wales’.¹²⁴

However, the same analysis identified the threat posed by migration patterns to the integrity of the ‘cultural and linguistic heritage’ in Welsh rural communities, particularly in relation to housing.¹²⁵ Indeed, a review of the role of the housing system in rural Wales commissioned by the Welsh Government noted that the scale of in-migration (particularly during the 1980s and 1990s) from England had led to concerns about culture and the Welsh language.¹²⁶ The Welsh Government report concluded that the rate of socio-demographic change in different localities is central to debates about rural housing in Wales and that this in turn has had a detrimental effect on the use of Welsh in many areas.¹²⁷

The RDP contains a number of measures focussed on preserving strategic spaces in rural areas and local development in rural villages. This, in turn, may lead to *indirect* benefits for the Welsh language and Welsh speakers, for example by providing opportunities to learn and/or use the language in informal settings outside of the classroom. This is recognised as a key priority within A Living Language, which states that ‘we need to provide children and young people with a wide range of social opportunities to use their Welsh outside school, so that they associate the language not only with education, but also with leisure and cultural activities and, above all, with pleasure and entertainment. Providing further opportunities of this nature should lead to increased use of the language by the individual, in addition to instilling enthusiasm and a positive attitude towards the language’.¹²⁸

¹²³ Welsh Government (2013): ‘Rural Development Plan 2014-2020: Consultation Document’

¹²⁴ Welsh Government (2014): ‘Rural Development Plan 2014-2020: Situational Analysis’

¹²⁵ Welsh Government (2013): ‘Rural Development Plan 2014-2020: Consultation Document’

¹²⁶ Equality and Human Rights Commission (2009): ‘Equality Issues in Wales: A Research Review’

¹²⁷ Equality and Human Rights Commission (2009): ‘Equality Issues in Wales: A Research Review’

¹²⁸ A living language: a language for living. Welsh Language Strategy 2012-17. Welsh Government.

Assessment of Impact- specific priorities and related actions

Priority 6 B: fostering local development in rural areas

Related actions

- Improvement to key services related to village renewal, leisure and culture, tourism and advisory services.

Preserving strategic spaces in rural areas and local development in rural villages, and increasing social opportunities to speak Welsh will help to sustain and promote the Welsh language.

11.4.2 Impact: Safeguarding the Welsh language through economic development and entrepreneurship

Previous work undertaken by the Welsh Government suggests that ‘all aspects of economic development have a direct or indirect impact on the Welsh language. However, when planning and taking action, there is added economic value to considering language development in tandem with economic development’.¹²⁹

The SWOT analysis for the 2014-2020 RDP states that ‘small businesses, particularly micro-businesses, provide an important contribution to employment in rural Wales, with the wider economic evidence providing support for the role of small and medium sized enterprises (SMEs) in economic development’.¹³⁰

A report on the Welsh language and economic development prepared for the Welsh Government Minister for Economy, Science and Transport refers to the unique nature of the Welsh language.¹³¹ Being one of the oldest languages in Europe, means it has its own brand value and this can bring commercial benefits to businesses. The Welsh language can be a positive marketing tool; it has been used in relation to food and tourism and more recently in the production of digital content. For the advertisement of Welsh produce, using the Welsh language to promote the product delivers benefits.

¹²⁹ Economic Development and the Welsh Language. A Programme of Action. Welsh Assembly Government [Undated].

¹³⁰ Welsh Government Rural Development Plan 2014-2020: Annex 2 Situational Analysis. Page 20.

¹³¹ Welsh Government (2014): ‘Report of the Welsh Language and Economic Development Task and Finish Group to the Minister for Economy Science and Transport’, available at: <http://wales.gov.uk/docs/det/publications/140130wleden.pdf>

Assessment of Impact- specific priorities and related actions

Priority 6 A: *Facilitating diversification, creation and development of small enterprises, as well as job creation*

Priority 6 B: *Fostering local development in rural areas*

Related actions

- Tailored support will be offered to new, existing small and micro farm businesses.
- Improvements to key services related to village renewal, leisure and culture, tourism and advisory services.

The 2014-2020 RDP offers significant opportunities to explore and promote interventions that inter-link the Welsh language and the vitality of the rural Wales economy.

For example, a key focus area of Priority six will be ‘facilitating diversification, creation and development of small enterprises and job creation’ and ‘fostering local development in rural areas’.

11.5 Impacts and opportunities across other RDP Priority Axes

No disproportionate positive or negative impacts arising from Priority Axes 2, 4 and 5 have been identified. This does not mean that there will not be impacts arising from these priorities, but rather that those impacts are unlikely to be disproportionate when compared with those experienced by other sections of the population.

11.6 Conclusions

Given the nature of the RDP in Wales – being focussed on rural areas, which tend to contain far higher proportions of Welsh speakers than the urban centres – there is considerable potential for disproportionate benefits to be delivered to people who use the language. For example, Welsh speakers may disproportionately benefit from the focus on digital infrastructure proposed within the RDP Interventions. However, at present there are very few specific measures within the RDP that actively seek to target Welsh speakers and hence the potential to maximise positive impacts for this group might not be realised.

That said, the Consultation document on the 2014-2020 RDP states that ‘The RDP is well placed to support both the linguistic and cultural heritage of Wales. Many of the initiatives in the current RDP 2007-2013 directly support the Welsh language and culture. Others provide broader support for rural communities or their industries which strengthen and underpin the language and culture in general’.¹³²

¹³² Welsh Government (2013): ‘Rural Development Plan 2014-2020: Consultation Document’

11.7 Recommendations for implementation

The following measures are recommended to ensure that the positive impacts of the RDP are realised by people with this protected characteristic:

- The Welsh Government needs to explore how interventions funded by the 2014-2020 RDP can be tailored to the characteristics and the specific circumstances of Welsh speakers. This should be a key priority in terms of focusing RDP resources in appropriate (direct and indirect ways) to assist with measures that aim to halt and reverse the decline in the number of Welsh speakers in rural areas highlighted by the 2011 census data.
- All projects and project information will need to be developed bilingually to ensure that the benefits are open to English and Welsh speakers.
- Proactive steps should be taken to identify and build on good practice under the 2007-2013 RDP in relation to interventions that focus on promoting the opportunities and inter-relationships that exist between economic development and the Welsh language.
- There are already examples under the 2007-2013 RDP of interventions that make the link between economic development and the Welsh language by providing opportunities for Welsh speakers (young people in particular) to develop careers, including through the promotion of entrepreneurship in rural areas. One such example is the Llwyddo'n Lleol initiative which aims to help young people (both Welsh and non-Welsh speakers) in North West Wales (Anglesey, Gwynedd, Conwy and Denbighshire) consider self-employment as well as ways of 'moving up the career ladder' and succeeding within their communities. Activities in this context include a bursary to assist new business creation and sector specific events to promote awareness about local career and business opportunities¹³³.
- People living in rural areas in north and west Wales, where many Welsh speakers tend to be concentrated may also benefit from the focus on digital infrastructure proposed within the RDP Interventions. It will, therefore, be important to ensure that the capability to offer support bilingually is made available in those areas where it is most likely to be required.
- The Programme should refer to the recommendations made by the task and finish group on Welsh language and economic development.¹³⁴ This includes: the consideration of Welsh language in the rolling out of the Superfast Broadband programme, so that communities living in the predominately welsh speaking areas (e.g. Teifi Valley) experience the benefits that already being felt in areas north west of Wales; supporting small businesses who recognise the benefits that the Welsh language can bring to their business; and that businesses receiving grants from the Welsh Government should be able to provide evidence that they are able to provide the service bilingually (e.g. signage or other advertising material for grant aided projects should be bilingual).

¹³³ Source: Partneriaeth Economaidd Gwynedd.

¹³⁴ Welsh Government (2014): 'Report of the Welsh Language and Economic Development Task and Finish Group to the Minister for Economy, Science and Transport', available at: <http://wales.gov.uk/docs/det/publications/140130wleden.pdf>

- A respondent from the consultation highlighted that the RDP offers a number of opportunities to support the sustainability and vibrancy of rural Welsh-speaking communities.¹³⁵ However, the need and scope for further invention was also noted. For example, targeted measures in rural communities where the 2011 Census showed a decline in the number of Welsh Speakers. This was also noted by another respondent. The programme should review the presence of Welsh speakers in rural areas and areas where the numbers have declined. It should explore potential contributors to this decline, and work with the local community to help support its sustainability.

135 WEFO (2013) Rural Development Plan 2014-2020: Next Steps Consultation Analysis

12 Conclusions and recommendations

12.1 Summary

This final chapter provides:

- A summary of impacts across the protected characteristics, reflecting on the key Priorities and Themes where impacts will be felt and by whom;
- Further conclusions focussing on the RDP's fulfilment of the requirements of both equality legislation in Europe, the UK and Wales, and the Welsh Government's own ambitions to integrate good equality practice into European Funding Programme development; and
- A series of recommendations designed to provide some overarching guidance regarding the future development of the RDP.

12.2 Conclusions

12.2.1 Impacts by protected characteristic

Due to the nature of the RDP – it is a positive programme of investment, channelling funding into a range of interventions – it is highly unlikely that there will be any disproportionate negative impacts on any of the characteristics protected by the Equality Act 2010, or the Welsh language (as covered by the Welsh Language Act) as a result of the 2014-2020 RDP Programme.

The Programme is directed towards support for rural businesses, environmental protection, labour market participation, the promotion of social inclusion, and poverty reduction (experienced by many members of equality groups), and support for rural communities; as such there are likely to be beneficial effects overall.

This EIA has identified that some protected characteristics are particularly likely to benefit from the Programme as they are specifically the intended recipients of support – for example, the Programme makes particular reference to supporting **young people**. The Programme recognises that Wales is suffering from an outflow of young people, leading to a loss of experience and skills. As a result, supporting young people is a theme that can be seen throughout the Programme. For example, Priority 2 refers to the provision of capital investment to **young farmers** (those aged under 40) and as well as the creation of a successor programme to the Welsh Government's Young Entrant Support Scheme (YESS). Pro-actively targeting and engaging young people through RDP activities will be important to fully realise these positive impacts.

In other cases, there are opportunities to realise benefits for some social and demographic groups, due to their propensity to experience certain economic, social or accessibility barriers (for example **women**, **disabled people** and **older people**). In particular, actions under Priority 6 which relate to the provision of ICT and transport need

to be delivered in a way that makes them accessible to all, particularly **disabled people** and **older people** who may experience additional barriers to engagement.

There are many opportunities to further maximise some of the potential positive impacts (such as in the case of **Welsh speakers** and the opportunity to provide support for some **religious groups** such as Islamic and Jewish meat processor businesses); it will be crucially important that these are not missed. These opportunities are discussed further in the Programme-level recommendations below.

It is important that the Programme considers how to provide an inclusive service, therefore enabling appropriate focus and the targeting of resources to particular groups (e.g. **disabled people**, people from **BAME groups**, **LGB** and **transgender people**), without this the Programme will miss a number of opportunities with regard to equality. This is particularly the case for groups where there is little research on how best to direct RDP-funded activity, e.g. **gender reassignment** and **sexual orientation**.

12.2.2 Impacts by Priority

This section discusses the impacts and opportunities for the Programme to deliver positive benefits for protected characteristic groups.

12.2.2.1 Priority 1: Fostering knowledge transfer and innovation in agriculture, forestry and rural areas

This Priority will address a number of needs in rural Wales, particularly relating to young people. Priority 1 will promote the continuous knowledge uptake (specifically targeting the younger generation) and continuous professional development in the farming and forestry sectors. This Priority also brings with it a number of opportunities to provide benefits for protected characteristic groups, although activity is not specifically targeted at these groups, for example: the provision of financial support for religious groups, supporting employment diversification and progression for women, and knowledge transfer activities involving welsh speaking farmers.

12.2.2.2 Priority 2: Enhancing farm viability and competitiveness of all types of agriculture in all regions and promoting innovative farm technologies and the sustainable management of forests

No disproportionate positive or negative impacts for the protected characteristics were identified for this Priority. This Priority aims to address the following needs: better resilience in the farming and forestry sector to climate change, disease outbreak and extreme weather events, as well as the sustainable production, modernisation and diversification of land-based businesses. As this Priority specifically targets the agricultural sector it is likely that it will result in positive benefits for those working in this sector, primarily men of working age. However, like the rest of the Programme actions should be delivered using an inclusive approach (see recommendations).

12.2.2.3 Priority 3: Promoting food chain organisation, including processing and marketing of agricultural products, animal welfare and risk management in agriculture

No specific disproportionate impacts were identified for this Priority. However, the Priority and related actions did offer a number of potential opportunities. This included: improving conditions for migrant workers in the meat processing and packing industries; improving job stability of migrant workers and up skilling the workforce; and improving meat supply for religious groups through investments in primary processing. The realisation of these opportunities will be dependent on the delivery approach of the Programme.

12.2.2.4 Priority 4: Restoring, preserving and enhancing ecosystems related to agriculture and forestry

The EIA did not identify any disproportionate impacts for this Priority. This Priority aims to address a number of needs, including: climate change adaption, reducing flood risk, and the conservation and enhancement of the native wildlife and biodiversity, as such it is likely that this Priority will result in positive impacts across the groups.

12.2.2.5 Priority 5: Promoting resource efficiency and supporting the shift towards a low carbon and climate resilient economy in agriculture, food and forestry sectors

Again, the EIA did not identify any disproportionate impacts for this Priority. This Priority aims to address a number of needs, including better management to promote Carbon storage, climate change and adaption, and the reduction of Carbon and Green House Gas emissions from the land base sector, therefore it is likely to result in positive impacts for rural communities in Wales.

12.2.2.6 Priority 6: Promoting social inclusion, poverty reduction, and economic development in rural areas

This Priority holds the key to the provision of positive benefits for protected characteristics groups by the Programme. The title of the Priority clearly illustrates that the Programme aims to promote the delivery of inclusive actions. The needs that this Priority aims to address offer a number of opportunities to have a positive impact on a number of protected characteristic groups, for example:

- Addressing fuel poverty (older people, disabled people);
- Improving access to employment and training opportunities (younger people);
- Improve access to basic services for rural communities (older people); and
- Investment in ICT infrastructure (older people, disabled people).

A large number of the opportunities and impacts relating to this Priority relate to age, particularly around investment in community transport. Poor access to public transport can be a major barrier to young people accessing training and employment opportunities, particularly as they are less likely to own a private vehicle, whilst older people tend to rely on public transport to access public services and reduce social isolation. Investments in

ICT have the opportunity to improve digital infrastructure for older people, although this needs to be combined the provision of support to access these services (e.g. education), as well as disabled people and people from BAME communities.

12.2.3 Summary of impacts by protected characteristic and Priority

The table overleaf summarises the impacts by protected characteristic and Priority.

Table 12.1: RDP Impacts by Protected Characteristic and Priority

	Priority 1: Fostering knowledge transfer and innovation	Priority 2: Enhancing farm viability and competitiveness	Priority 3: Promoting food chain organisation	Priority 6: Promoting social inclusion, poverty reduction and economic development
Age	Impact: Supporting young people's skills for careers in agriculture, forestry and food production	Impact: Supporting young farmers through capital investment		Impact: Addressing transport-related barriers to work, education and social activities
		Opportunity: supporting young people through mentoring		Impact: Improving access to social activities for rural children
				Impact: Improving access to digital infrastructure for older people
				Opportunity: Supporting the retention of young people by rejuvenating rural localities
				Opportunity: Addressing the cost of, and access to, services in rural areas for younger and older people
				Opportunity: Improving employment opportunities for younger people
				Opportunity: Tackling fuel poverty amongst older rural residents
				Opportunity: Tackling fuel poverty amongst younger rural residents
Disability				Impact: Improving transport accessibility for disabled people

	Priority 1: Fostering knowledge transfer and innovation	Priority 2: Enhancing farm viability and competitiveness	Priority 3: Promoting food chain organisation	Priority 6: Promoting social inclusion, poverty reduction and economic development
				in rural areas
				Opportunity: Alleviating fuel poverty for disabled people
Gender reassignment	<i>No specific disproportionate impacts have been identified for this protected characteristic (gender reassignment) within the six RDP Priority Axes of the 2014-2020 Programme. This does not necessarily imply that transgender people will not benefit from RDP investment, merely that any such impacts will not be disproportionate when compared with those experienced by other sections of the general public.</i>			
Marriage and civil partnership	<i>No specific disproportionate positive or negative impacts have been identified across the six Priority Axes associated with this protected characteristic. This does not necessarily imply that people who are married or are in a civil partnership do not experience unlawful discrimination as part of the implementation of the RDP.</i>			
Pregnancy and maternity	<i>No specific disproportionate positive or negative impacts have been identified associated with this protected characteristic across any of the RDP Priority Axes. This does not necessarily imply that pregnant women do not experience unlawful discrimination as part of the implementation of the RDP.</i>			
Race and ethnicity	Opportunity: Improving gypsy and traveller access to business advice		Opportunity: Improving conditions for migrant workers in the meat processing and packing industries	Impact: Improving ICT literacy amongst ethnic minority groups
			Opportunity: improving job stability for migrant workers through up-skilling	Impact: Improving transport access for certain BAME communities
			Opportunity: improving job stability for migrant workers through up-skilling	
Religion and belief	Opportunity: Increasing awareness of financial opportunities for religious groups through promotion of interest-free funding available		Opportunity: Improving meat supply for religious group through investments in primary processing	
Sex	Opportunity: Supporting employment diversification and progression for women	Opportunity: Supporting women to enter and remain in the agricultural sector		Impact: Addressing barriers for women in rural transport
Sexual orientation	<i>No disproportionate positive or negative impacts arising from the RDP have been identified for this protected characteristic (sexual orientation). This does not mean that there will not be an impact arising from these priorities for members for the LGB community, merely that those impacts are unlikely to be disproportionate when compared with other sections of the population.</i>			

	Priority 1: Fostering knowledge transfer and innovation	Priority 2: Enhancing farm viability and competitiveness	Priority 3: Promoting food chain organisation	Priority 6: Promoting social inclusion, poverty reduction and economic development
Welsh language speakers	Impact: Greater involvement from farmer and agricultural sector workers through sharing knowledge in the Welsh language			Impact: Safeguarding the Welsh language through housing and locality interventions
				Impact: Safeguarding the Welsh language through economic development and entrepreneurship

Note that Priority 4 ('Restoring, preserving and enhancing ecosystems') and Priority 5 ('Promoting resource efficiency and the shift to a low carbon economy') have not been included in the table above due to lack of identified impacts or opportunities on any of the ten characteristics covered within this Assessment.

12.2.4 Contribution to policy and strategic goals

The 2014-2020 RDP Programme has the scope to contribute to the achievement of European, UK and Welsh political and strategic ambitions regarding equality – including the achievement of the aims of the PSED to tackle discrimination, promote equality of opportunity and (to a lesser extent) foster good relations.

There are a number of measures within the Programme, specifically related to Priority 2 which includes a range of activities that specifically target young farmers through the provision of a successor scheme to the Welsh Government's Young Entrants support scheme. In addition, actions under Priority 6 which involves investment in local infrastructure such as ICT, broadband, community transport and energy efficiency, all of which have less direct, but nonetheless positive benefits for people with protected characteristics. If actions under this Priority are implemented appropriately they could address the access barriers that these groups face, resulting in long term positive impacts. This will help to '*promote social inclusion*' and address inequalities in reciprocation of public services.

The Programme also has the potential to contribute to the achievement of the Europe 2020 goals by supporting the ambition for 'inclusive growth'. There is also the potential to make a contribution to raising the employment rate, particularly 'amongst women, young people and older workers', and support 'people of all ages with access to skills and training'.

12.2.5 Embedding equality into the Programme

This section discusses the extent to which the Welsh Government has worked to integrate equality in the development of the RDP Programme. The following points indicate that while equality activity within the Welsh Government is relatively high profile, there is still some scope to strengthen this in the context of the RDP:

- The inclusion of 'Equal Opportunities' as a Cross Cutting Theme (CCT) of the 2014-2020 Programme was mandatory, set out by the European Commission. From the outset, therefore, the Welsh Government was made aware of the need to include equality considerations in producing the Programme consultation documents.
- The 2011 Annual Implementation Report identified that the CCTs were being integrated into the 2007-2013 RDP at the strategic level. The Report states:

'The emphasis on equality is particularly pronounced within Axes 3 and 4. Besides a need to integrate equality into the design and implementation of their projects, there is a comprehensive monitoring system to capture the resultant benefits.'¹³⁶

¹³⁶ Welsh Government (2012): 'Rural Development Plan for Wales 2007-2013 Annual Implementation Report 2011', p.128

- Equality was also incorporated in the brief and the methodology for the ex-ante evaluation of the 2014-2020 Structural Fund Programmes and RDP. As part of the process, the equality CCT was assessed by an independent equality practitioner with experience in undertaking equality analysis.

Overall, the 'Equal Opportunities' CCT has been reasonably well integrated into the RDP Operational Programme document. There is some evidence of gaps and a number of Priority Axes make no substantive mention of issues relating to equality beyond outline reference to the CCT. This suggests risk of a lack of integration in practice. This is partially explained by a lack of overlap between the content of the Programme document and the equality agenda, but in some cases the need to consider equality appears to be more of an additional consideration than a fundamental principle of Programme design.

To understand the impact of the 'Equal Opportunities' CCT, the Welsh Government will need to assess in a practical and measurable way, the extent to which the RDP Programme is successful in advancing the equality of opportunity for the groups protected by the Equality Act and Welsh speakers, and tackling discrimination against them. This process would benefit from exploration of synergies between this process and the more developed processes rolled out for the ESF and ERDF Programmes.

12.2.6 Implementation arrangements

WEFO has, in the past, recognised that it was at the implementation phase that delivery on equality ambitions was most challenging. Implementation, therefore, will be one of the most important areas to consider in terms of equality.

This is reflected in the individual chapters, the conclusions of which urge careful consideration of the requirements of people with different protected characteristics when delivering the actions under each Priority.

12.3 Recommendations

It is the view of the EIA team that the Programme has the potential to realise benefits for some equality groups. However, in the majority of cases, the positive impacts are reliant to a great extent on the way in which they are delivered.

Based on the findings of the EIA and the overall conclusions set out in this chapter we propose the following recommendations for the implementation of the RDP Programme for the 2014-2020 programming period.

- **Tailoring access to interventions.** Many of the interventions proposed within the RDP Programme will only deliver disproportionate positive impacts for equality groups if measures are tailored to accord with needs of people with different protected characteristics. Failure to address the group-specific barriers to transport, connectivity and employment and self-employment opportunities will result in the risk that ongoing challenges and experience of economic exclusion by minority groups will continue to persist in rural areas.

It will also be important to ensure that implementation takes due socio-demographic regard of where real skills shortages are located. Analysis by gender, ethnicity and educational level will be particularly beneficial in this regard.

- **Establish clear implementation criteria regarding equality.** It will be essential for the Welsh Government to establish a clear set of criteria or guidelines for the implementation of the Programme and the projects that are funded. The Welsh Government may wish to ask for evidence on the part of implementation bodies that demonstrates awareness of the additional challenges faced by certain groups in accessing education, training or employment in rural areas, accompanied by a plan to demonstrate how they intend to work to overcome those barriers within the project. These plans should emphasise the need to explore innovative and proactive approaches to addressing barriers and opportunities – rather than simply complying with minimum statutory requirements.
- **Develop a rigorous monitoring and evaluation strategy with specific equality indicators for measuring progress against equality objectives.** The desire to build in evaluation from the start as stated in the RDP document is to be welcomed. However, this can only contribute to the achievement of equality goals if the appropriate data is collected. It will be essential, therefore, to ensure that monitoring data is disaggregated by the protected characteristics as far as possible within practical and data protection limitations.
- **Encourage delivery bodies, project sponsors and other interfacing organisations to develop their own equality credentials.** There is scope for the Welsh Government to positively engage with the organisations who contribute to the delivery of the RDP to encourage them to develop their own equality and diversity policies. The Welsh Government may wish to consider developing a supplier policy that includes specific requirements regarding provision for people with protected characteristics. Those within WEFO advising on equality issues for the Programme should work to reinforce a ‘culture of equality analysis’, where undertaking an assessment of activity to explore the impact on people with protected characteristics is fully normalised, and part of project review and evaluation processes.
- **Maximising accessibility and engagement.** It will be essential to consider how different groups access information (and the barriers that they face in doing so) to ensure that those with protected characteristics are not excluded from the benefits of RDP investment in employment and skills. Reaching older people, Welsh speakers, disabled people, certain minority ethnic groups and also the LGBT population can sometimes be more challenging and proactive mechanisms will need to be developed to ensure these groups are engaged. Liaison with representative groups can be an effective way of doing this (see bullet point below) as well as ensuring that communication material can be translated into languages other than English and Welsh, as required. The internet should not be relied upon as a sole medium for promoting and managing the Programme.
- **Actively engage with equality organisations and groups representing those with protected characteristics.** It will be important that as Programme development moves into its final stages for 2014-2020, further work is done to ensure that the members of equality groups, and those who represent their interests (such as community forums, religious organisations, charities and support groups) are engaged

over the content and objectives of the Programme. This will help the Welsh Government to understand first-hand the concerns of those groups, and where the RDP can help. It will also help to refine Programme proposals further and in this respect the consultation phase offers an important opportunity to engage key stakeholders.

- **Support accessibility through communication for a range of groups to enable them to fully benefit from the RDP.** Consideration needs to be given to how the communication strategy for the Programme is targeted and focussed in practice. A proportionate approach to ensuring that the document is accessible will need to be taken, to ensure that it is available to Welsh speakers, people whose first language is not English or Welsh and disabled people (through easy read, large print, Braille, or audio versions).
- **Heed specific concerns raised by stakeholder and representative groups.** The Programme should refer to consultation responses on the EIA for the 2014-2020 RDP Programme on improving access. This includes: the need for transport improvements to take account of safety and accessibility concerns faced by protected characteristic groups; the need to ensure appropriate training is available on how to support different groups is made available to project sponsors, providers and employers; and ensuring that information is available in an accessible format and is based around recommendations on how different groups access information.

With a focus now on ensuring that its projects deliver on its ambitions for closing the gap within rural parts of Wales, the 2014-2020 RDP has the scope to deliver improved access, employment, skills, environmental conditions and living standards for the various social and demographic groups who live there.

Appendix A. Policy context

A.1. Introduction

This chapter outlines the equality policy context – at European, UK and/or British, and Welsh administrative levels – for the 2014-20 Structural Fund Programmes and the RDP programme in particular. It details the policy and strategy documents, and the goals and objectives set by the different authorities with regard to equality.

Equality, in Europe, the UK¹³⁷ and in Wales, has undergone a transformation from an emerging and poorly defined policy area in the 1970s and 1980s to its current role as a key aspect of the policy-making process. The growing emphasis on equal opportunities as a strategic area of concern has come to be reflected in European funding Programmes, not as a single priority, but as a cross-cutting or horizontal priority, an underlying principle which should be comprehensively embedded into policy, programming and project delivery.

A.2. European Policy

European policy on social and economic issues is focussed around the Europe 2020 strategy and its various associated documents, detailed below. In terms of equality, EU policy is focussed around the various non-discrimination directives of EU Labour Law. These form part of the legal compliance process regarding employment and are also outlined below.

A.2.1. Europe 2020

Europe 2020 is the European Union's growth strategy for this decade. It is based around delivering growth that is:

- smart, through more effective investments in education, research and innovation;
- sustainable, with a move towards a low-carbon economy; and
- inclusive, with a strong emphasis on job creation and poverty reduction.

¹³⁷ Throughout this report the terms United Kingdom (UK), and Great Britain, or Britain (GB) are used to describe the policy, strategy and intervention activity being undertaken at the 'Nation State' level. Equality policy in the UK, while it has been radically simplified in many ways, remains complex due to the on-going process of devolution occurring in Scotland, Wales and Northern Ireland. While the focus of this EIA report is equality policy and practice in Wales, national policy is enacted covering a range of levels including 'England and Wales', Great Britain (including England Wales and Scotland) and the UK (including Northern Ireland). Frequently the terms are used interchangeably and this report has been developed to avoid any ambiguity wherever possible.

Inclusivity is key tenet of equality, particularly when it comes to tackling structural challenges, and public bodies including the Welsh and UK Governments as well as various local authorities refer to them interchangeably.

Within Europe 2020, 'inclusive growth' has a number of targets, the overall aim being to raise the European employment rate, with particular focus on increasing jobs for women, young people and older workers. Its core aims include helping people of all ages with access to skills and training, modernising labour markets and welfare systems and ensuring the benefits of growth reach all parts of the EU. By 2020, the aim is for 75 per cent of 20-64 year-olds to be employed, the school drop-out rate to be below ten per cent, at least 40 per cent of 30-34 year-olds completing third level (higher or degree level) education and for there to be at least 20 million fewer people in or at risk of poverty and social exclusion – conditions closely linked to inequality.

There are two key EU initiatives which are linked to these targets.

- The first is an agenda for new skills and jobs, for individuals to acquire new skills and adapt to the changing labour market and modernising labour markets to raise employment levels, reduce unemployment, raise labour productivity and ensuring the sustainability of Europe's social models.
- The second initiative is a European platform against poverty, ensuring economic, social and territorial cohesion, guaranteeing respect for the fundamental rights of people experiencing poverty and social exclusion, and enabling them to live in dignity and take an active part in society and mobilising support to help people integrate into the communities where they live, get training and help to find a job and have access to social benefits.

Welsh ESF programme proposals for Europe 2020 prioritise employment and skills for all citizens, with a strong and specific focus on younger people (primarily on ages 0-3 and 16-24).

A.2.2. Youth Opportunities Initiative

The Youth Opportunities Initiative, run by the European Commission, aims to help young people who are not in employment, education or training (referred to in the UK as NEETs), by providing the means for them to acquire important skills and experience. These may be gained by returning to school, entering training, or gaining work or volunteering experience.¹³⁸

The initiative aims to promote youth employment through:

- greater use of the European Social Fund;
- the implementation of innovative approaches;
- making it easier for young people to find jobs in another EU country;
- stronger partnerships between political authorities, business and trade unions at EU, national, regional and local levels; and
- policy guidance and assistance from the European Commission.

138 European Industrial Relations Observatory On-line (2012): 'Commission Launches Youth Opportunities Initiative'. See:
<http://www.eurofound.europa.eu/eiro/2012/01/articles/eu1201011i.htm>

A.2.3. European Disability Strategy 2010-2020

The European Disability Strategy 2010-2020 was adopted in November 2010. The strategy asserts that persons with disabilities have the right to participate fully and equally in society and the economy and recognises that denial of equal opportunities constitutes a breach of human rights. Yet it also recognises that people with disabilities are generally poorer than other citizens of the EU, fewer of them have jobs, their opportunities to enjoy goods and services such as education, healthcare, transport, housing, and technology are more limited. On-going discrimination as well as physical and attitudinal barriers affects one in six citizens of the EU, or around 80 million people.¹³⁹

As such, the European Commission identified eight key areas for action:

- **Accessibility** to ensure access to goods, services including public services, and assistive devices for people with disabilities.
- **Participation** to enable disabled people to enjoy all the benefits of EU citizenship, remove administrative and attitudinal barriers to full and equal participation and provide quality community-based services, including access to personal assistance.
- **Equality** in order to eradicate discrimination on grounds of disability throughout the EU.
- **Employment** to enable many more people with disabilities to earn their living on the open labour market.
- **Education and training** to increase the number of disabled and severely disabled people in education and training thus promoting inclusive education and lifelong learning for pupils and students with disabilities.
- **Social protection** to promote decent living conditions for people with disabilities.
- **Health** to foster equal access to health services and related facilities for people with disabilities.
- **External action** to promote the rights of people with disabilities within the EU external action, including EU enlargement, neighbourhood and development programmes.

A.2.4. Strategy for Equality between Women and Men 2010-2015

On 21 September 2010 the EU published its new five year gender strategy. This sets out five key priorities for EU action in the field of gender equality for the next five years:

- equal economic independence – reconciliation between work and family life;
- equal pay;
- equality in decision-making;
- an end to gender based violence; and
- gender equality in foreign policy.

A.2.5. EU Labour Law

The EU has an established body of labour law which includes a series of directives aimed at promoting equal treatment and removing discrimination.

139 European Commission (2012): Breaking down barriers for disabled people - 15/11/2010', See: http://ec.europa.eu/news/justice/101115_en.htm

A.2.5.1. Racial Equality Directive (Directive 2000/43/EC)

EU Directive 2000/43/EC is the EU's main directive regarding equal treatment between persons, irrespective of race. It forbids all direct or indirect discrimination based on race or ethnic origin, as well as harassment, and any discriminatory behaviour by one person against another.

The Directive applies to all persons and to all sectors of activity, regarding:

- access to employment and to unpaid activities, specifically during recruitment;
- working conditions, including concerning hierarchical promotion, pay and dismissals;
- access to vocational training;
- involvement in workers' or employers' organisations, and in any professional organisation;
- access to social protection and to health care;
- education; and
- social advantages, access to goods and services, particularly housing.

It is of note that the directive does not oppose positive action, such as national measures aimed at preventing or compensating for disadvantages connected with race or ethnic origin.¹⁴⁰

A.2.5.2. Equal Treatment Directive (2006/54/EC)

EU Directive 2006/54/EC is the main directive on gender equality as part of EU employment law. The purpose of this directive is to ensure the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation. Specific provisions of the directive prohibit explicitly any discrimination on grounds of sex with regards to pay, treatment in occupational social security schemes and access to employment, vocational training and promotion and working conditions.¹⁴¹

A.2.5.3. Employment Equality Framework Directive (Directive 2000/78/EC)

Directive 2000/78/EC is the main EU Directive, aimed at tackling discrimination on grounds other than race and gender (as addressed in Directives 2000/43/EC and 2006/54/EC respectively). It addresses equality of treatment and discrimination on the grounds of disability, sexual orientation, religion or belief and age in the workplace.¹⁴²

¹⁴⁰ European Union (2000): 'Council Directive 2000/43/EC'. See: http://europa.eu/legislation_summaries/justice_freedom_security/combating_discrimination/l33114_en.htm

¹⁴¹ European Union (2006): 'Council Directive 2006/54/EC'. See: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2006:204:0023:0036:en:PDF>

¹⁴² European Union (2000): 'Council Directive 2000/78/EC'. See: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32000L0078:en:HTML>

A.2.6. Common Strategic Framework

The draft Common Strategic Framework (CSF) sets out a framework for the various Funds that will be delivered by member states and regions. The CSF identifies linkages and priority areas for investment based on the Europe 2020 strategy. It sets out eleven 'Thematic Objectives': all activity across all programmes in the 2014-2020 programming period will have to relate to at least one of these objectives. It also sets out the two Horizontal Principles that will apply to all Funds, and that give rise to the CCTs within the 2014-2020 Programme in Wales.

The first of these Horizontal Principles is entitled 'Promotion of equality between men and women and non-discrimination' and it states that:

'ERDF, ESF and Cohesion Fund programmes should explicitly specify the expected contribution of these Funds to gender equality, by setting out in detail objectives and instruments. Gender analysis should be included in the analysis of the objectives of the intervention.'¹⁴³

And furthermore that:

'Member States should take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation as well as to ensure accessibility during the preparation and implementation of programmes and operations co-financed by the CSF Funds.'¹⁴⁴

Finally, it also emphasises the involvement of statutory and non-statutory equality bodies, stating that:

'The involvement of equality bodies or other organisations active in combating discrimination is strongly recommended in order to provide the necessary expertise in the preparation, monitoring and evaluation of the Funds.'¹⁴⁵

143 European Commission (2012): 'Elements for a Common Strategic Framework 2012-2020', p.10. See:
http://ec.europa.eu/regional_policy/sources/docoffic/working/strategic_framework/csf_p art1_en.pdf

144 European Commission (2012): 'Elements for a Common Strategic Framework 2012-2020', p.10. See:
http://ec.europa.eu/regional_policy/sources/docoffic/working/strategic_framework/csf_p art1_en.pdf

145 European Commission (2012): 'Elements for a Common Strategic Framework 2012-2020', p.11. See:
http://ec.europa.eu/regional_policy/sources/docoffic/working/strategic_framework/csf_p art1_en.pdf

The CSF sets the wider context for the ESF programme, and as such its objectives must be reflected in programme design, and in particular, within the Cross Cutting Theme concerning equality.

A.3. United Kingdom / Great Britain Policy

Investigating the impacts of policies, programmes and projects on different social groups is a statutory responsibility in Britain originating from the Race Relations (Amendment) Act 2000 and the Disability Discrimination (Amendment) Act 2005. These placed requirements on public authorities to assess and consult on the likely impact of proposals on race and disability equality respectively. Existing alongside them for many years was a large body of legislation designed to secure the equality of a variety of social groups – from women, through the Sex Discrimination Act 1975, to religious belief, sexual orientation and age through the Employment Equality Regulations of 2003 and 2006.

The simplification of this raft of policy, regulation and guidance became a government priority in the mid-2000s. The Equality Act 2006 established much of the current strategic context for undertaking Equality Impact Assessment (EIA) and made provision for a single strategic body – the Equality and Human Rights Commission (EHRC) to oversee equality in Britain. But the most significant step was taken with the introduction of a new Equality Act in 2010.

A.3.1. The Equality Act 2010

The introduction of the Equality Act 2010 replaced this plethora of legislative instruments with one piece of legislation covering a wide range of different characteristics. The Act was given Royal Assent in April 2010 and the vast majority of its legal instruments were brought into force in October 2010. The Act streamlined and simplified the law to make it easier to understand and use, in order to tackle persistent inequalities.¹⁴⁶

The Act codified the need to systematically assess the likely or actual effects of policies and development on different sections of society. The process which can, but does not necessarily have to incorporate an EIA, must be applied to the following protected characteristics:

- **Age** (which may include children aged under 16, younger people aged 16-24, and older people aged 65 and over);
- **Disability** (which may include people with sensory impairments, mobility impairments, learning disabilities and mental wellbeing disabilities);
- **Gender reassignment** (including persons who are at any stage of gender reassignment therapy);
- **Pregnancy and maternity** (including pregnant women and nursing mothers);
- **Race and ethnicity** (which may include ethnic or national origins, colour or nationality);
- **Religion or belief** (which may include all religion, faith or belief groups, including lack of belief);
- **Sex** (including both women and men);

146 Government Equalities Office (2010): 'Equality Act 2010'

- **Sexual orientation** (including lesbians, gay men and bisexual people); and
- **Marriage and civil partnership** (with a focus purely on discrimination on the basis of whether someone is married or in a civil partnership – single people are not covered by this characteristic).

The objective of assessing equality impacts is to identify opportunities to promote equality more effectively or to a greater extent, as well as identifying negative impacts, which need to be removed or mitigated to prevent any unlawful discrimination or disproportionate negative effects.

A key element of the Equality Act involved a restructuring of the duties placed upon public bodies with regard to equality. In April 2011 a new Public Sector Equality Duty (PSED) came into force as part of the Equality Act, replacing the existing duties concerning race, disability and gender.

The PSED, at section 149 of the Equality Act, requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The Duty is intended to support good decision making – it encourages public bodies to understand how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies can be more efficient and effective. The PSED therefore helps public bodies to deliver the Government's overall objectives for public services.

The PSED is comprised of a 'general duty' which is in turn underpinned by a number of 'specific duties'.

The general duty requires that government departments and public authorities (and those responsible for delivering public functions) have due regard to the following three aims:

- eliminating unlawful discrimination, harassment and victimisation;
- advancing equality of opportunity between different groups; and
- fostering good relations between different groups.

The general duty is underpinned by a series of specific duties. The specific duties are legal requirements designed to help those public bodies understand their responsibilities. The specific duties require public bodies to:

- publish equality objectives, at least every four years, with the first published no later than April 2012; and
- publish information to demonstrate their compliance with the Equality Duty, at least annually, and initially by January 2011.

The duty also emphasises that public bodies should consider producing information in alternative formats for disabled people. The Equality Act requires reasonable adjustments to be made for disabled people, including ensuring information is provided in an accessible format.¹⁴⁷

A.3.1.1. The effect of the general duty in England and Wales

In England and Wales the general duty ensures that equality considerations are built into the policies and services offered by public authorities and those carrying out public functions. This general duty covers most public bodies, and applies to both private and third sector organisations where they are carrying out a public function either on behalf of the public or in their own right. It specifies that they should minimise disadvantages experienced by people due to their protected characteristics, take steps to meet the different needs of people from protected groups and to encourage participation from these groups where participation is disproportionately low.

In terms of implementation, the Equality and Human Rights Commission (EHRC) has published an 'essential guide'¹⁴⁸ to aid any public authority covered by the general duty. The guide states that these authorities need to guarantee that:

- all staff and leadership are aware of the duty's requirements;
- the duty arises at the time of or prior to a decision about a particular policy;
- the duty itself is an integral part of the decision making process;
- all necessary information has been acquired for an informed decision to be made;
- the duty is regularly reviewed; and
- even those exercising public functions on behalf of a public body meet the duty.

The PSED through the general duty encapsulates the requirements at the Member State level with regard to equality and all EU programmes delivered by public bodies must demonstrate compliance with it. EIAs are one way to achieve this.

A.3.1.2. The effect of the specific duties in Wales

The specific duties contained within the PSED differ depending on the nature of the public body, the functions they perform and whether they are part of one of the devolved UK administrations.

As such, the Equality Act confers powers on Welsh Government Ministers in relation to the imposition of specific duties in order to help them meet the general duty. In Wales, the specific duties outline the steps that bodies performing public functions are required to follow in order to pay due regard to the general duty and meet statutory equality requirements:

¹⁴⁷ The Office for Disability Issues provides information about how to make information accessible to disabled people. See: www.odi.gov.uk/formats

¹⁴⁸ Equality and Human Rights Commission (2011): 'The essential guide to the public sector equality duty'. See: http://www.equalityhumanrights.com/uploaded_files/EqualityAct/PSED/essential_guide_update.pdf

- Bodies must publish, revise and maintain equality objectives and outline steps of how to meet them, targeting each protected characteristic.
- Strategic Equality Plans must be drawn up, revised and maintained, outlining how public authorities plan to meet the general duty.
- Representatives of one or more protected groups who have an interest in how an authority carries out its functions must be engaged in activity relating to the fulfilment of the general duty.
- The impact of, and reviews of, proposed policies on ability to comply with the general duty must be assessed and reports of Equality Impact Assessments published where appropriate.
- Bodies in Wales must ensure relevant equality information retained or required is identified particularly regarding any differences in pay between employees with a protected characteristic and those without.
- On an annual basis all public bodies (and other organisations carrying out public functions) in Wales must collect and publish the number of people employed by the authority on 31st March each year by protected characteristics, the number of men and women and information on their job, grade, pay, contract type and working pattern.
- Knowledge of the general and specific duties should be promoted amongst employees through training.
- All information pertaining to equality as outlined above should be published, and reviewed and revised periodically, outlining on-going steps to address equality challenges. Effectiveness of measures implemented needs to be monitored.
- Public bodies in Wales must take all necessary steps to ensure all documents and/or information is published in a format that is accessible to people from all protected groups.

A.3.2. Guidance and support

The Equality and Human Rights Commission (EHRC) has released several publications providing non-statutory guidelines on how to follow the specific duties in Wales¹⁴⁹. In addition the Government Equalities Office (GEO – a part of the UK Home Office) has also released a general ‘Quick start guide for public sector organisations’¹⁵⁰ which again breaks down the implications of the Equality Act 2010 to make it easy for authorities to comply with their duties.

In particular, ‘The essential guide to the public sector equality duty: An overview for listed public authorities in Wales’ highlights how a listed body in Wales must assess the likely impact of any policies and practices on protected groups and the body’s ability to comply with the PSED.

A.4. Welsh Equality Policy

The Welsh Government, elected by the people of Wales, is responsible for making laws in a wide range of policy areas including education, language, health, culture and public

149 Equality and human Rights Commission (2011): ‘New Equality Act Guidance’. See: <http://www.equalityhumanrights.com/advice-and-guidance/new-equality-act-guidance/>

150 Government Equalities Office (October 2011): ‘Equality Act 2010: Specific Duties to Support the Equality Duty – What do I need to Know?’ See: [http://www.pfc.org.uk/pdf/specific-duties%20Nov%202011%20\(2\).pdf](http://www.pfc.org.uk/pdf/specific-duties%20Nov%202011%20(2).pdf)

services. As a result of this, Wales retains a distinctive equality agenda, premised upon the underlying belief that no-one should be denied opportunities because of their race, ethnicity, disability, gender, sexual orientation, age, religion or belief, and that the principles of human rights should underpin all the Government does. Key documents on equality of the Welsh Government are described below.

A.4.1. Strategic Equality Plan and Equality Objectives 2012-2016

The Welsh Government has been working to support different equality groups since Welsh devolution in 1999. The Strategic Equality Plan and Objectives 2012-2016 set out the Welsh Government's aims for this period, using a range of different legislation and initiatives. The Plan ties in with several other key policies, including the Strategy for Older People in Wales and the Refugee Inclusion Strategy and Action Plan. The Plan details the actions, timescales and responsible bodies for each of eight specified Equality Objectives. These are:

1. To strengthen advice, information and advocacy services to help people with protected characteristics understand and exercise their rights and make informed choices.
2. To work with partners to identify and address the causes of the gender, ethnicity and disability pay and employment differences.
3. To reduce the numbers of young people not in education, employment or training (NEET).
4. To reduce the incidence of all forms of violence against women, domestic abuse, 'honour' based violence, hate crime, bullying and elder abuse.
5. To tackle barriers and support disabled people so that they can live independently and exercise choice and control in their daily lives.
6. To 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. To improve the engagement and participation of under-represented groups in public appointments.
8. To 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.

A.4.2. Inclusive Policy Making

The Welsh Government recognises the importance of having a diverse and integrated population and encourages officials to act in a way that is consistent with United Nation Treaties and the Human Rights Conventions, embracing the values of dignity, equality, fairness and respect.

Inclusive Policy Making (known as IPM) is the Welsh Government's preferred approach to assessing the impact of its activities on different parts of society; it is used to ensure that all policies, strategies, action plans and practices actively contribute to an environment free from discrimination. The IPM process is used for most changes in key policy or practice and responsibility for undertaking IPM lies with officials in each department.

IPM guidance is designed to help officials to:

- Assess current and new policies and practices to ensure they:
 - Eliminate unlawful discrimination.
 - Advance equality of opportunity for all.
 - Promote good relations.¹⁵¹
- Ensure policies address inequalities experienced by different groups in relation to disability, race, gender and gender reassignment, religion and belief or non-belief and sexual orientation.
- Consider policies and practices and the exercise of functions against the principles of human rights; fairness, respect, equality and dignity.
- Make strong links to the policy making process.
- Build in a clear feedback mechanism that will ensure that IPM is seen as a living process that will allow the Welsh Government to develop and deliver improved policies and practices. It is not a 'tick box' exercise or a last minute check. Plans for policies and practices should include time to make changes as identified by IPM.¹⁵²

A.4.3. Economic Renewal: A New Direction

The Welsh Government released 'Economic Renewal: A New Direction' in July 2010. Recognising the impact of the recession on the Welsh economy, the report highlights several economic challenges (adverse skill mix, absence of a major conurbation, and relatively high proportion of people who are of retirement age) which must be taken into account in order to promote economic growth.

There are a number of key priorities set out in the report and many have both direct and indirect implications in terms of equality. In particular, these include:

- Investing in high quality and sustainable infrastructure, including by providing broadband across all parts of Wales. The digital divide remains a reality for many parts of Wales limiting access to services and opportunities for many groups including older people and younger people.
- Making Wales a more attractive place to do business, potentially removing barriers to different types of business person – for example, women, older people, young people, and different faiths, ethnicities, and sexual orientations.
- Broadening and deepening the skills base, supporting young people to succeed and prepare for the world of work, stepping up efforts to help those who are disengaged and reducing economic inactivity and unemployment.

A.4.4. The Equality and Human Rights Commission

The Equality and Human Rights Commission in Wales protects, enforces and monitors equality across the nine protected characteristics.

¹⁵¹ Here IPM directly correlates with the content of the PSED

¹⁵² Welsh Government (2010): 'Working for Equality in Wales: inclusive Policy Making Second Edition Guidance', p.3 See;
<http://wales.gov.uk/docs/ds/jlg/publications/equality/100607ipmrev2en.pdf>

A.4.4.1. Strategic Plan 2012-2015

The EHRC's Strategic Plan for 2012-15 was written to promote equality across the United Kingdom, and is underpinned by the values of respect and fairness. The Strategic Plan is based around three strategic priorities:

- The first is focussed on the economy. In an economy emerging from recession the EHRC have outlined three key goals:
 - To tackle the structural causes of the pay gap and ensure, as a minimum, that there is no regression.
 - To assess the impact of the changing economy on different groups and ensure that there is no widening of employment gaps.
 - To ensure governments make fair decisions through the age of austerity.
- The second strategic priority is based around public services. Priorities here include: promoting fair access to public services; ensuring the specific duties deliver better outcomes in Wales; encouraging, monitoring and reporting on Britain's compliance and progress to Parliament and the United Nations; and building the capacity of the voluntary sector to improve equality and human rights performance across all their functions.
- The final strategic priority is based around people's safety and wellbeing. Priorities include promoting dignity and respect, and safeguard people's safety, reducing bullying in schools and workplaces, reducing the incidence of hate crime and promoting human rights issues in criminal justice and immigration settings.

A.5. Strategic context for the Welsh language

Following the Welsh Language Act in 1993, there have been a series of initiatives and strategies designed to promote the use of the Welsh language, both in professional environments and in day-to-day life. Since the creation of the Welsh Language Commission in 2011, the focus has been on treating the Welsh language no less favourably than the English language and giving people the opportunity to live their lives through the medium of the Welsh language if they choose to do so.

A.5.1. The Welsh Language Act 1993

The Welsh Language Act (1993) is an act which recognises the Welsh language as equal to the English language in Wales with regard to the public sector. It gives Welsh people the right to speak Welsh in court proceedings and requires all public sector organisations to provide public services in both Welsh and English. Furthermore, the act created the Welsh Language Board, which has now been replaced by the Welsh Language Commissioner.¹⁵³ The Welsh Language Commissioner aims to ensure that the Welsh language is treated no less favourably than the English language in Wales and that Welsh-speaking persons should be able to "live their lives through the medium of the Welsh language if they choose to do so".¹⁵⁴

¹⁵³ Welsh Language Commissioner, (2013): 'Welsh Language Act 1993'

¹⁵⁴ Welsh Language Commissioner, (2013): 'Aims of the Welsh Language Commissioner'

A.5.2. The Welsh Language (Wales) Measure 2011 and the role of the Welsh Language Commissioner

The Welsh Language (Wales) Measure was introduced in March 2010 by the Minister for Heritage. The Measure introduced the Welsh Language Commission, headed by the Commissioner, to replace the Welsh Language Board, which had existed since the introduction of the Welsh Language Act in 1993.

The Commissioner's aim, as set out in the Measure, is to promote and facilitate the use of the Welsh language and to promote equality between Welsh and English. Since 2011, Meri Huws has been the Welsh Language Commissioner. The Commission is an independent body, aiming to promote and facilitate the Welsh language. The Commission's strategic priorities for 2012-2013 are:

- Compliance and enforcement
- Implementation of the Measure and the Welsh Language Act
- Listening and responding to the views and concerns of any persons
- Scrutinising policy for Welsh language considerations
- Instigating inquiries (under the Measure)
- Facilitating a supportive infrastructure for the Welsh language

The Commissioner has the authority to require organisations comply with relevant language requirements and can impose a civil penalty should requirements not be met.¹⁵⁵

The Welsh Language Measure also allows for the development of 'standards' covering the integration of the Welsh language in the development and delivery of services to the public by a range of organisations and which will, over time, replace Welsh language schemes. The Commissioner is also responsible for dealing with complaints from Welsh speakers who believe that their freedom to use Welsh with one another has been interfered with.

Finally, the Measure aims to modernise the existing legal framework regarding the use of the Welsh language in the delivery of public services. The duties placed on organisations in the form of standards will lead to rights for citizens to receive services in Welsh.¹⁵⁶

A.5.3. Welsh Language Strategy 2012-2017

This is the Welsh Ministers' strategy for the promotion and facilitation of the use of Welsh language. It has been prepared in accordance with Section 78 of the Government of Wales Act 2006. The Government's vision is to see the Welsh language thriving in

¹⁵⁵Welsh Language Commissioner (2012): 'The Commissioner's role'

<http://www.comisiynyddygymraeg.org/English/Commissioner/MeriHuws/commissionersrole/Pages/commissionersrole.aspx>

¹⁵⁶Welsh Government (2011): 'Welsh Language (Wales) Measure 2011'

<http://wales.gov.uk/legislation/programme/previouslegislation/assemblymeasures/welshlanguagemeasure/?lang=en>

Wales. To achieve that, the strategy aims to see an increase in the number of people who both speak and use the language.

This is a five-year strategy, from 1 April 2012 to 31 March 2017, which supersedes the Iaith Pawb Action Plan published in 2003.¹⁵⁷

A.5.4. Welsh Language Scheme 2011-2016

This is a revised scheme which shows the Welsh Government's commitment to the promotion of the Welsh language. It provides Welsh-speaking customers with a clear indication of the service they can expect.

The scheme sets out how the Welsh Government and the civil servants covered by it will:

- deliver Welsh language and/or bilingual services to the public; and
- reflect Welsh language considerations in policy areas.¹⁵⁸

A.5.5. Welsh-Medium Education Strategy

This Strategy sets the Welsh Government's national strategic direction with regards to education in the medium of Welsh. It also sets the direction for making improvements in the teaching and learning of Welsh as a language, including, in particular, Welsh second language.

In 2007 the Welsh Government committed to 'creating a national Welsh-medium Education Strategy to develop effective provision from nursery through to further and higher education, backed up by an implementation programme'. In response to this commitment the Welsh-medium Education Strategy was launched in April 2010.¹⁵⁹

A.6. Summary

On a national scale, equality policy has been galvanised with the assent of the Equality Act 2010 and the introduction of the new Public Sector Equality Duty. The statutory requirements placed on bodies delivering public functions have been clarified and the key priorities (the most relevant being to advance equality of opportunity between different groups) are to be maintained throughout Wales and the UK.

157 Welsh Government (2012): 'A living language: a language for living- Welsh Language Strategy 2012-17' <http://wales.gov.uk/docs/dcells/publications/122902wls201217en.pdf>

158 Welsh Government (2011): 'Welsh Language Scheme 2011-2016' <http://wales.gov.uk/docs/drah/policy/20110331wlseng.pdf>

159 Welsh Government (2010): 'The Welsh Medium Education Strategy' <http://wales.gov.uk/docs/dcells/publications/100420welshmediumstrategyen.pdf>