



Llywodraeth Cymru
Welsh Government

Annual Report on Equality 2015–2016

The Welsh Ministers' Interim Report
on Equality 2016

Working for Equality in Wales

Contents

Ministerial Foreword	3
Chapter 1	5
Introduction	5
Chapter 2	7
Meeting Our Equality Duties	7
Policy and Legislation	7
Funding	10
Engagement	13
Equality Impact Assessments	17
Procurement	19
The Evidence Base	21
Our International Obligations	22
Chapter 3	24
Progress Against the Strategic Equality Plan Objectives	24
Objective 1	26
Objective 2	28
Objective 3	36
Objective 4	40
Objective 5	43
Objective 6	48
Objective 7	54
Objective 8	57
Chapter 4	64
Looking Ahead	64
Chapter 5	66
The Welsh Ministers' Interim Report on Equality 2016	66

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
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Cabinet Secretary's Foreword



I am pleased to present the Welsh Government's Annual Report on Equality 2015-2016. This annual report is my first as Cabinet Secretary with responsibility for equality and focuses on the 1 April 2015 to 31 March 2016 reporting period. This reporting period marks the end of the Strategic Equality Plan and Objectives 2012-2016 and an evaluation covering the period as a whole will be published separately from this annual report.

The Strategic Equality Plan and Objectives 2012-2016 have been an important catalyst for change in Wales, from landmark legislation such as the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 to the pioneering Tackling Hate Crimes and Incidents: A Framework for Action. During 2015-2016, we continued to build on the positive progress made over the previous three years with further cross-Governmental action to address inequality in Wales and improve the lives of those most marginalised and disadvantaged.

In October 2015, we launched a Call for Evidence to increase our understanding of the challenges and barriers contributing to the under-representation of certain groups on Public Sector Boards, and the measures to address this which have been successful in Wales and other countries. The Welsh Government will use the findings to develop our response to under-representation in public appointments.

As part of the implementation of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, Rhian Bowen-Davies was appointed the first National Adviser for Violence against Women, and other forms of Gender-based Violence, Domestic Abuse and Sexual Violence in September 2015. The National Adviser will provide expert, independent advice to the Welsh Government and improve joint working amongst public bodies.

We continued to help a wide range of organisations to provide free and independent advice and provided £2.2 million in funding to support front-line advice services on issues relating to welfare benefits, debt, housing, and discrimination. These services ensure people can access vital information which can significantly improve their lives.

We are now looking to the next four years, with the publication of our equality objectives for 2016-2020 in March 2016. The eight refreshed equality objectives are based on extensive consultation and engagement with protected groups. The feedback we received clearly supported retaining the aims the principles of the first set of equality objectives whilst also broadening the scope to encompass the Welsh Government's work on inclusion and community cohesion. We are grateful to all who participated in the engagement and consultation which led to the development of the new equality objectives.

This report incorporates the Welsh Ministers' Interim Report on Equality, which provides an overview of the progress made by devolved public authorities in meeting the public sector equality duty. The Interim Report provides an update on the actions contained in the first Welsh Ministers Report on Equality, published in 2014, and demonstrates the clear progress made in Wales over the last two years.

It is important that we maintain the momentum achieved over the last four years and contribute to the achievement of the Well-being Goals in the Well-being of Future Generations (Wales) Act 2015, including making Wales a more equal nation with cohesive communities.

The Welsh Government is committed to building a united, connected Wales, where opportunity is available to all. The achievements set out in these reports provide us with solid foundations to build on in the future and clearly illustrate that equality is, and will continue to be, embedded in the actions of the Welsh Government.



Carl Sargeant AM
Cabinet Secretary for Communities and Children

Chapter 1 – Introduction

The Annual Report on Equality provides the Welsh Government with an opportunity to highlight its work to create a more equal Wales, where all people have the opportunity to fulfil their potential. The report captures a range of actions from across Ministerial portfolios, reflecting the Welsh Government's cross-cutting approach to addressing inequality in Wales.

This is the seventeenth Annual Report on Equality, and covers the financial year 1 April 2015 to 31 March 2016. This combined report is presented under our statutory reporting requirements encompassing section 77 of the Government of Wales Act 2006 and regulation 16 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Government of Wales Act 2006

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

Government of Wales Act 2006

Section 77 of the Government of Wales Act 2006 states:

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

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

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

The Act places a duty on the public sector (also known as the public sector equality duty and as the 'general duty'), when carrying out its work, to have due regard to the need to:

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

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

Regulation 16 of the Equality Act (Statutory Duties) (Wales) Regulations 2011 requires Welsh Ministers to publish a report each year which sets out the following:

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

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

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

Chapter 2 – Meeting Our Equality Duties

There is a range of work from across the Welsh Government which actively promotes equality of opportunity, eliminates unlawful discrimination and fosters good relations. A number of significant developments from the 2015-2016 reporting period are outlined in the first part of this chapter and are presented under the following headings:

1. Policy and Legislation
2. Funding

The second part of this chapter lists our actions to meet our responsibilities in regards to regulation 16 of the Equality Act (Statutory Duties) (Wales) Regulations 2011. The information is listed under the following headings:

3. Engagement
4. Equality Impact Assessments
5. Procurement
6. Evidence Base
7. Our International Obligations

Policy and Legislation

Additional Learning Needs and Education Tribunal (Wales) Bill

The purpose of the Bill is to reform and improve the legislative system for children and young people who have additional learning needs. These learners are currently referred to as having special education needs or a learning difficulty and/or disability under existing legislation. The Welsh Government's overarching policy objectives in relation to the draft Bill are to create:

- a unified legislative framework to support children and young people aged 0 to 25 years with Additional Learning Needs;
- an integrated, collaborative process of assessment, planning and monitoring which facilitates early, timely and effective interventions; and
- a fair and transparent system for providing information and advice, and for resolving concerns and appeals.

During 2015, the Welsh Government published a draft Additional Learning Needs and Education Tribunal (Wales) Bill for consultation. An extensive programme of engagement was undertaken during the consultation period, which ran from July to December 2015. This included two national multi-agency events in north and south Wales, and a series of workshops across Wales specifically with children and young people. 19 workshops were held at 16 settings around Wales, with a total of 222 participants. The comments made by these learners are informing the ongoing development of the Bill, new Additional Learning Needs Code and wider transformation programme.

Ahead of introduction of the Bill into the National Assembly, work is ongoing to refine the draft Bill, further develop an Additional Learning Needs Code and supporting materials, create a detailed implementation plan and support the workforce to gain the skills they need to effectively and confidently meet the needs of all learners.

Action Plan to Advance Equality for Transgender People

In March 2016, the Welsh Government launched its Action Plan to advance equality for transgender people. The Action Plan will drive forward cross-Government actions to tackle barriers to equality for trans people, with the intention of making specific improvements to the lives of trans people.

The Action Plan was developed following a 12 week formal consultation period and a series of focus group meetings with transgender people. The aim of the consultation was to hear from members of the community the Welsh Government had not previously reached. There is limited evidence about experiences of trans people, particularly evidence specific to Wales. The consultation allowed specific questions to be asked about issues of importance to trans people in Wales.

Welsh Government officials worked with regional trans groups and attended focus groups in north and south Wales. During the consultation the Welsh Government received 62 written responses and engaged with approximately 70 members of the community.

Engaging with members of the trans community directly was key to the formation of the Action Plan. We heard from trans people with a wide range of experiences and identities about how being transgender can impact on many aspects of their lives. Our stakeholders spoke about misconceptions and the lack of understanding of transgender issues in our communities, schools, workplaces and amongst service providers.

The Action Plan sets concrete actions to address areas of concern within our communities. They include: tackling transphobic hate crime; violence against women, domestic abuse and sexual violence; promoting equality in housing services; and working with Sport Wales to remove barriers preventing trans people taking part in sports. It also includes actions specifically aimed at improving equality for trans children and young people by tackling bullying and raising awareness of trans issues amongst those working with young people. The plan also includes actions to develop and implement an NHS Wales Strategy for Wales to tackle barriers to equality in our health services, which will include a care pathway and guidance for healthcare practitioners.

Health and Care Standards

The Health and Care Standards set out the Welsh Government's common framework of standards to support the NHS and partner organisations in providing effective, timely and quality services across all healthcare settings.

A revised Health and Care Standards framework was published in April 2015, bringing together a number of formerly separate sets of standards. The revised standards are arranged according to the seven themes of the NHS Outcomes and Delivery Framework, which collectively describe how a service provides high quality, safe and reliable care

centred on the person. Person-centred care recognises that care should be holistic and so include a spiritual, pastoral and religious dimension. Therefore the standards for providing Dignified Care now expect that a person's experience of health care is one where everyone is treated with dignity, respect, compassion and kindness and which recognises and addresses individual physical, psychological, social, cultural, language and spiritual needs. The standards for Individual Care also recognise that people's rights should be respected and discrimination challenged.

The aim of the standards is to support a person's right to receive excellent, high quality care which recognises their individual needs.

Mental Health Crisis Care Concordat

The Mental Health Crisis Care Concordat was published in December 2015 and is a shared statement of commitment, endorsed by senior leaders from the organisations most heavily involved in responding to mental health crisis. The Concordat aims to improve the care and support for people experiencing or at risk of mental health crisis and who are likely to be detained under section 135 or section 136 of the Mental Health Act 1983.

It sets out how the Welsh Government and its partners, including the police and NHS, can work together to deliver a quality response when these people come into contact with the Police. Importantly it will help prevent the inappropriate detention of people within a police custody suite, and prevent them from being unnecessarily drawn into the criminal justice system.

Perinatal Mental Health Community Services

As part of the Welsh Government's mental health strategy, "Together for Mental Health" and the new three-year delivery plan, the Welsh Government and other key mental health partners have committed to improving perinatal mental health services across Wales.

In 2015-2016, £1.5m of recurrent funding was made available for the development of community-based specialist perinatal services, with the aim of providing better support for women and families with, or at risk of, perinatal mental health problems.

Each health board was required to submit proposals for collaborative and multi-disciplinary community based perinatal services, which will build on existing services. Health boards will ensure there is an accessible community perinatal service in each part of Wales by November 2016. To support the development of these services, a Community of Practice has been established, which will enable the sharing of training and best practice.

Syrian Resettlement Programme

In response to the humanitarian crisis in Syria, it was proposed that the UK should help to resettle up to 20,000 Syrian refugees via the Syrian Resettlement Programme. Following the announcement, the First Minister held a Summit in September 2015, which brought key agencies and service providers together to develop jointly the most effective and collective response to the crisis. The attendees agreed a joint communique at the summit which confirmed the commitment of Public Authorities and the Third Sector to participate in the

resettlement of Syrian refugees. The Summit resulted in the creation of a Syrian Refugee Taskforce, which met twice in 2015-2016 and oversaw preparations for the resettlement programme in Wales.

A 'Welcome to Wales' conference was held in November 2015. The conference allowed stakeholders to hear from experts across the UK and was an opportunity to discuss practical approaches to resettling Syrian refugees in Wales. The Welsh Government produced a 'Welcome to Wales' pack which gives key information on life in Wales. A children and young person's version was also published. The packs are available in English, Welsh and Arabic and will be useful to all refugees in Wales, not just those who are arriving via the Syrian Resettlement Programme.

In March 2016, the Welsh Government published a three year Refugee and Asylum Seeker Delivery Plan. It contains the collaborative actions which will enable asylum seekers and refugees to have the opportunities to learn, thrive and contribute to the economic, environmental, social and cultural life of Wales. It sets out the priorities for asylum seekers and refugees which have been agreed through an engagement and consultation process.

Funding

Equality and Inclusion Grant Programme

Our commitment to the principles of equality and fairness is reflected in our Equality and Inclusion Grant Programme. Set as a three year grant, commencing in April 2014, the programme provides funding to sixteen Third Sector organisations to assist them in reaching seldom heard groups, and providing benefit to individuals and communities in Wales, making tangible improvements to their lives.

The funding has a positive impact on equality because of its direct benefit to people who often face exclusion, disadvantage and discrimination, and because it supports the important work of the Third Sector in contributing to the Welsh Government's delivery of its Strategic Equality Plan and Objectives. The funding is balanced across the protected characteristics and Equality Objectives, and also provides a wide geographical spread.

In April to July 2015, a consultation on the future arrangements for the Equality and Inclusion Programme for 2017-2020 was completed. The purpose of this consultation was to seek views on the future Welsh Government funding framework for equality and inclusion, post March 2017. Key points raised in the consultation were in support of:

- ensuring coverage of all Equality Objectives;
- ensuring coverage of all protected characteristics;
- providing both core and project funding;
- funding specific priority area projects;
- encouraging partnership working; and
- splitting the funding available into several funding pots, including a funding pot to support small grants.

A summary of responses report was published on the Welsh Government website.

Case Study

Youth Cymru – Trans*Form Cymru Project

The Equality and Inclusion Grant Programme provides funding for Youth Cymru's Trans*Form Cymru project. The project is led by a Steering Group of trans young people and provides a safe space for them to meet, develop confidence and new skills.

Trans*Form Cymru has developed, piloted, and launched a toolkit containing guidance, information and resources. The toolkit was launched at Trans*Form Cymru's National Conference in November 2015 and has been disseminated to youth-facing organisations.

They have also produced the Trans*Form Charter which has been created in line with the United Nations' Convention on the Rights of the Child. It established a number of rights belonging to trans young people and their expectations of organisations to ensure these rights are met. The Charter was launched in December 2015 at an event which targeted senior decision makers.

The funding has also allowed the Steering Group to develop 'Humanequin', a project combining theatre and film to raise awareness of the challenges faced by young trans people in Wales. The project received media coverage from BBC and S4C.

Sêr Cymru II

The Science Division has worked with partners in higher education to design a series of fellowship schemes, collectively called Sêr Cymru II, to attract and retain talented researchers in Wales. The Welsh Government's Chief Scientific Adviser has actively used this to promote equality of opportunity, especially for female researchers who are notably under-represented in many areas of scientific research.

A key component of the Sêr Cymru II programme is the Recapturing Research Talent strand, which is designed to provide support for around 12 researchers returning to work following a career break. The aim is to address the number of researchers, many of them women, who leave science after having children or undertaking other caring responsibilities, and then find it difficult to restore their active research careers.

Working with partners, the Science Division applied to WEFO for Structural Funds to support the Recapturing Research Talent initiative and other strands of the Sêr Cymru II fellowship programme. Sêr Cymru II has now successfully secured some £23 million from the European Regional Development Fund, contributing towards a total programme value (with match funding) of £39 million.

Early Years Pupil Deprivation Grant

In 2015-2016, the Early Years Pupil Deprivation Grant became available for the first time to learners aged 3 to 4 in Foundation Phase settings. This was in recognition of well-established research that early years interventions are the most successful way to ensure that a child develops and reaches their full potential and breaks the cycle of underachievement at school and in adult life. The Early Years Pupil Deprivation Grant supports the 'Rewriting the future: raising ambition and attainment in Welsh schools' aim of ensuring that learners from all backgrounds have an equal chance to benefit from education.

Pupils living in Wales' most deprived communities are more likely to be eligible for Free School Meals. There has been significant progress in the closing of the educational attainment gap between pupils eligible for Free School Meals and those who are not. The gap closed at each key stage in 2015. The latest Pupil Deprivation Grant evaluation, published in December 2015 showed that teachers think the Pupil Deprivation Grant is making a real difference and suggests that the consistent improvement in attendance seen in recent years can be attributed to the grant.

The Gypsy and Traveller Sites Capital Grant

Wales has a shortfall in authorised Gypsy and Traveller pitches to enable members of these communities to access culturally-appropriate and legal places to live. In 2014, the Housing (Wales) Act was passed which includes a duty upon Welsh Local Authorities to ensure sufficient pitches are provided to accommodate the unmet need in their area.

To support the implementation of this duty, the Welsh Government committed to provide sufficient funding. The Gypsy and Traveller Sites Capital Grant funding supports the refurbishment of existing authorised sites or the development of new sites to ensure Gypsies and Travellers can exercise their right to follow their culture and benefit from a good standard of living on those sites.

During 2015-2016, the Welsh Government more than doubled its baseline budget for this grant to meet the demand expressed by local authorities. In total, approximately £3.7m was invested to create 25 new pitches and refurbish many more existing pitches. This investment into sites ensured 25 households are now able to access safe, stable and appropriate accommodation which they would otherwise be unable to access. These households were previously living on unauthorised encampments or in overcrowded conditions. Moving to authorised pitches will significantly reduce the potential for the development of health conditions, injuries from accidents, and social tension due to encampments occurring. Furthermore, new pitches have reduced homelessness and supported inclusion of children in schools.

The investment also led to the development of Conwy County Borough Council's first authorised Gypsy and Traveller site. Other investments ensured sites across Wales were made safer and more resource efficient, with road safety measures and solar panels and water harvesting measures installed.

Engagement

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

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

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

This engagement must take place in relation to:

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

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

Disability Equality Forum

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

The Forum meets twice a year and topics discussed in 2015-2016 included access to the Arts, availability of Mental Health services, employment barriers for people with sensory loss, and the implications of the Well-being of Future Generations (Wales) Act 2015. This provides Forum members with the opportunity to provide their views on Welsh Government policies and programmes, and often leads to further engagement with policy makers for example on issues around access to employment programmes. The Forum also has a role in highlighting barriers to progress on the Framework for Action on Independent Living for disabled people, which sets out what the Welsh Government is doing at a strategic level to promote an inclusive and enabling society.

The Faith Communities Forum

The Faith Communities Forum is made up of faith community leaders who consult with the Welsh Government on issues of policy and strategy. The First Minister is Chair of the Forum, which meets bi-annually. The Faith Communities Forum facilitates dialogue between the Welsh Government and the major faith communities on any matters affecting the economic, social and cultural life in Wales.

Some of the issues discussed at meetings during 2015-2016 included the Climate Change Policy and changes to the way religious education is delivered by schools in Wales, taking forward the vision set out in the Donaldson report. As a result members of the Forum now sit on the Curriculum Reform Strategic Stakeholder Group (SSG). The SSG plays an important role: providing external challenge, scrutiny and advice; engaging constructively with the Welsh Government and its delivery partners to advise on ways of working and approaches to the design, development and realisation of the new curriculum.

Wales Race Forum

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

In 2015-2016 the Forum was chaired by the then Minister for Communities and Tackling Poverty. During the reporting period, the Wales Race Forum continued to theme its meetings around its agreed priorities: tackling racism and race hate crime, and refugees and asylum seekers issues.

Budget Advisory Group for Equality

The Budget Advisory Group for Equality is made up of a number of external representatives from the Third and Voluntary Sector equality organisations. The role of this group is to provide advice to the Ministers and to share expertise and best practice on equality issues which in turn will support the continual improvement of the Impact Assessment undertaken of the Draft Budget.

A key focus of the group's discussions has been on understanding the Welsh Government's Budget process against the backdrop of the current financial environment and the constraints this places on our equality considerations. Discussions have had a strong focus on building a solid and robust evidence base and on engaging with people with protected characteristics, so the nature of the underlying equality issues can be identified and understood.

Meetings have provided the Group with the opportunity to look at specific policy and thematic areas, for example they have considered the impacts on equality of the Well-being of Future Generations (Wales) Act 2015, the Tackling Poverty Action Plan, the implications of welfare reform, the Wales Investment Infrastructure Plan, Housing and the Evaluation of the Foundation Phase.

Engagement Case Studies

(i) The Human Transplantation (Wales) Act 2013

The Human Transplantation (Wales) Act 2013 received Royal Assent on 10 September 2013. The Act created a new "deemed consent" system for organ donation in Wales. The majority of the Act's provisions did not come into force until 1 December 2015 to allow for a two year period to fully inform the public of the changes being made and increase awareness about transplantation generally.

Extensive engagement has taken place as part of the Act's implementation, including specific targeted engagement with Black and Minority Ethnic and faith communities in Wales. A specialist marketing agency, Cognition, was commissioned to deliver this work. In 2015 they directly engaged with over 3,000 people, in particular community leaders. They also attended approximately 45 events over a wide geographical area. Cognition also facilitated the distribution of leaflets in different languages to ensure people had access to information in their first language. In addition, leaflets were produced in several versions to ensure accessibility to all, including in British Sign Language, easy read, large print, audio and Braille. These were distributed to Mosques, Sikh Temples, Chinese cultural centres and Hindu Temples.

This engagement resulted in a better understanding of the legislation and organ donation generally, including amongst faith and Black and Minority Ethnic communities. Community leaders are also well informed and able to fully advise their communities on their choices under the new law.

(ii) Gypsy and Traveller Accommodation Assessments

To ensure robust Gypsy and Traveller Accommodation Assessments, the Welsh Government recognised the need to promote the engagement of Gypsies and Travellers. To support this, the statutory guidance produced to accompany the legislative duty to assess needs made several key references to interviewing Gypsies and Travellers directly. However, it was also important to encourage community members to take part.

The aim of the project was to develop a short film to encourage Gypsy and Traveller knowledge and engagement in the Accommodation Assessment process. The Welsh Government commissioned the community specialist publication Travellers' Times to produce a film to be communicated to Gypsies and Travellers. A film was chosen as the appropriate medium to use due to low literacy levels within the community and the desire to visually depict the advantages of taking part in the Assessment.

The film interviewed Gypsy and Traveller community members from across Wales to explain the purpose of the Assessment in their own words. The film urged Gypsies and Travellers to take part and used the title "Sites: Your Say, Your Future" to emphasise the fact that without participation additional sites would not be created.

Finally, the film needed to be communicated to the community. This was achieved by urging interviewees to show households prior to undertaking the survey, as well as being shown at community events, hosted online, and distributed through community support organisations. Increased participation in the Accommodation Assessments should produce a more accurate forecast of need, which should ensure all Gypsies and Travellers in need of a pitch can access one.

Equality Impact Assessments

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

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

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

A listed authority must make such arrangements as it considers appropriate for:

- assessing the likely impact of proposed policies and practices on its ability to comply with the general duty;
- assessing the impact of any:
 - policy or practice that the authority has decided to review
 - revision that the authority proposes to make a policy or practice,

on its ability to comply with the general duty

Regulation 8(3) provides that when carrying out an assessment referred to in paragraph (1)(a) or (b) the authority must:

- comply with the engagement provisions; and
- have due regard to relevant information that it holds.

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

Regulation 8(1)(c)

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

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

Improvement through Assessment

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

Monitoring the Impact of our Policies and Practices

Within our Welsh specific equality duties, listed bodies must also ensure they continue to monitor the impact of their policies following an Equality Impact Assessment. Equality Impact Assessments are live and continuous assessments which last the lifecycle of the decision or policy and, in some cases beyond.

In Welsh Government, on completion of Equality Impact Assessments, an action plan and review date is required. At this review date, the original assessment of impact on protected characteristics must be reconsidered and evaluated. Where new impacts are identified, or evidence has been gathered which supports our original assessment of impact, these are incorporated into the assessment.

Equality Impact Assessment of the Budget

Our approach to the Impact Assessment of the Budget was informed by recommendations from a range of stakeholders including the Assembly Committees, the Budget Advisory Group for Equality, and the Equality and Human Rights Commission.

The Strategic Integrated Impact Assessment is a more focused document with a strategic overview of the impacts of key budget changes. There is greater emphasis on assessing the differential impacts of proposals on the various groups in our society, where these are likely to be significant. This integrated approach has the key benefit of considering the impacts of spending decisions on all of the protected groups and, in doing so in an inclusive way, we have been able to develop a deeper understanding of the relationships between these key areas.

The Strategic Integrated Impact Assessment considers the impact of our spending decisions on the nine protected characteristics together with the impacts on the Welsh language, children's rights, tackling poverty and socio-economic disadvantage aligned under the umbrella of sustainable development and well-being. We have also taken account of the impacts of the UK Government's welfare reform and approach to austerity.

Procurement

Public service bodies in Wales spend around £5.5 billion each year on buying goods, services and works from suppliers. It is important every pound spent is done so wisely, achieving best value for the people of Wales.

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

Regulation 18

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

Our Procurement Policy

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

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

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

Fulfilling the Procurement Duty in Our Welsh Specific Equality Duties

The Wales Procurement Policy statement consists of ten key principles which all Welsh public sector organisations should adhere to when delivering their procurement activity. This has been widely adopted by major public bodies in Wales, with all 22 Local Authorities having confirmed adoption and uptake being monitored. For the first time in Wales, a formal definition of Value for Money is provided as “the optimum combination of whole-of-life costs in terms of not only generating efficiency savings and good quality outcomes for the organisation, but also benefit to society and the economy, whilst minimising damage to the environment.”

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

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

Mainstreaming and Embedding Equality within Procurement – Results

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

Community Benefits

As of March 2016, results from the first 201 public sector projects worth £1.1 billion show 83% has been re-invested in Wales, £232m directly on salaries to Welsh citizens, and some £706m with Wales-based businesses, 78% of which were Welsh small and medium sized enterprises. Some 1595 disadvantaged people were helped into employment, receiving over 35,335 weeks of training provided.

Community benefits are included as an option in the Welsh Government’s grants process as a standard condition of grant funding, and are used in key projects such as 21c Schools and Vibrant and Viable Places. The Wales Infrastructure Investment Plan is also committed to incorporating community benefits into the contracts in its scope.

The Evidence Base

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

Regulation 18

Regulation 7(1) of the Equality Act (Statutory Duties) (Wales) Regulations 2011 states that:

An authority must make such arrangements as it considers appropriate to ensure that, from time to time, it:

- identifies relevant information that it holds;
- identifies and collects relevant information that it does not hold; and
- publishes relevant information that it holds and which it considers appropriate to publish.

We are aware the evidence around particular protected characteristics is very limited, which makes it difficult to assess accurately the potential impact of our policies, strategies and spending decisions on those protected groups. Despite these gaps, we are seeking to make progress towards strengthening the evidence base. Our collation of equality information as part of the actions within the Strategic Equality Plan 2012-2016, and our continual Equality Impact Assessment of our policies and strategies, together with engagement with protected groups, aim to make best use of the existing evidence base. Knowledge and Analytical Services within the Welsh Government compiled a summary of evidence by protected characteristic: www.gov.wales/funding/budget/draft-budget-2014-2015/?lang=en

During 2015–2016 updates were published for the following relevant statistical outputs:

- Academic achievement by pupil characteristics, 2015
- Absenteeism by pupil characteristics
- School census results
- StatsWales tables on Further Education including Age, Gender and Disability
- StatsWales tables with data on equality strands (e.g. Annual Population Survey data)
- Assessments and social services for adults
- National Survey for Wales
- Affordable housing provision
- Welsh Health Survey
- Health Statistics Wales
- Young people not in education, employment or training
- StatsWales tables on Homelessness

- GP Access
- Welsh Government Flying Start
- Jobs Growth Wales
- Learner Outcome Measures for Further Education, Work-Based Learning and Adult Community Learning: 2014/15
- Higher Education Statistics

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

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

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

Our International Obligations

During 2015-2016, the Welsh Government continued to promote its distinctive approach to human rights through its international reporting commitments. The Welsh Government continued to work alongside the United Kingdom (UK) Government and other UK devolved administrations to ensure Wales was fully represented in the various reports and examinations throughout the year.

In July 2015, the UK was examined against the periodic report it had submitted to the United Nations in 2013 on the International Covenant on Civil and Political Rights. The Welsh Government was represented in the UK delegation which travelled to Geneva for the oral examination of the report.

In November 2015, the European Commission against Racism and Intolerance (ECRI) visited the UK to gather evidence for their fifth report. The ECRI is the Council of Europe's anti-racism body and the aim of their report was to capture and comment on the UK's performance in tackling racism, racial discrimination and other forms of intolerance. The Welsh Government took part in a series of roundtable meetings with the ECRI delegation, answering questions on a range of areas. Following the visit, the ECRI published a report and provided the United Kingdom with a list of recommendations based on their findings. The report welcomed the introduction of the Housing (Wales) Act 2014, which requires local authorities in Wales to undertake Gypsy and Traveller accommodation assessments.

In March 2016, the Council of Europe's Advisory Committee on the Framework Convention for the Protection of National Minorities visited the UK as part of their monitoring of the implementation of the Convention. The Framework Convention covers a wide range of issues, including discrimination, education, participation in public life, and the preservation and development of culture, religion and language. Welsh language and culture are covered by the Convention because, although Welsh people are not a minority in Wales, Welsh people and Welsh language speakers are a minority within the UK. The Welsh Government took part in a series of roundtable meetings with the Advisory Committee. A report of their findings is due to be published in early 2017.

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

This chapter fulfils regulation 16(1)(d) of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, which requires us to report on the progress we have made to fulfil our Equality Objectives. It is retrospective and covers the financial year 2015-2016.

The Welsh Government published its Strategic Equality Plan 2012-2016 following extensive public engagement. Detailed actions within the overarching Objectives were formulated, based on work across Government portfolios. The Welsh Government 2012-2016 Equality Objectives were:

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

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

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

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

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

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

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

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

Indicators – Overview

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

A number of the indicators are drawn from the National Survey for Wales. As there was no National Survey run in 2015-2016, there is no updated data available for these indicators. Where this is the case, the previous or most recent year's data are reported. The National Survey will restart in 2016-2017 covering a wider range of topics.

Effectiveness of the Welsh Government Actions to Fulfil the Equality Objectives

An evaluation of the Strategic Equality Plan and Equality Objectives 2012-2016 was published in late 2016 and is available on the Welsh Government website. The evaluation considers how far the Strategic Equality Plan and Equality Objectives 2012-2016 has better enabled Welsh Government to meet its general duty, of having due regard to the three goals set out within the public sector equality duty in exercising its functions. The evaluation also focuses on the extent to which there has been measurable progress on the Objectives, within the wider context of the factors contributing to inequalities.

Objective 1

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

Introduction

The Welsh Government supports many organisations to provide free and independent advice to people on their financial entitlements, debt and housing-related issues and discrimination. This includes high-level practical support for people to pursue claims and to challenge decisions.

In 2015-2016 these advice services helped people to take greater control and deal with a range of challenging situations. They were also a preventative measure, providing people with the quality advice needed to improve well-being. This Objective was part of the Welsh Government's wider efforts to tackle poverty and inequality and financial and social exclusion in Wales.

Our Actions

Front Line Advice Services

During 2015-2016, the Welsh Government provided around £2.2 million in funding to support front-line advice services on issues relating to welfare benefits, debt, housing, and discrimination. The organisations funded under this grant are Citizens Advice Cymru, SNAP Cymru, Shelter Cymru, Tenovus Cancer Care and Age Cymru. The allocations for 2015-2016 were:

- Citizens Advice Cymru and Shelter Cymru – £1.3 million to deliver specialist advice services on housing, welfare benefits and debt issues.
- Citizens Advice Cymru and SNAP Cymru – £390,000 for specialist discrimination advice, including education discrimination advice and the delivery of discrimination awareness training to front-line staff.
- Tenovus Cancer Care – £175,438 to provide welfare benefits advice services to patients suffering from cancer and their families.
- Age Cymru – £321,621 to provide anti-poverty advice services for older people and carers.

In March 2016, the Welsh Government agreed an extension to the grant agreements with Citizens Advice Cymru, Age Cymru and Tenovus Cancer Care to deliver the Front Line Advice Services project in 2016-2017. Organisations in receipt of the Front Line Advice Services grant are required to report to the Welsh Government on how their services are delivering against the purposes of the grant and what impact the services are having on the target client group. This enables the Welsh Government to demonstrate more clearly the positive impact which these services are having on service users.

Better Advice: Better Lives

The Welsh Government is providing £2.2 million per annum to support the Better Advice: Better Lives scheme. The project is delivered by Citizens Advice Bureaux and helps support and maximise income for families with disabled children, and reaches out to those living in deprived areas whose health is likely to be affected by poverty. The total number of benefits gained as a result of advice on children's disability benefits was £3.5 million in 2015-2016. During this time there were 1,865 clients advised on issues relating to children's disability benefits.

National Advice Network

The Welsh Government has established a National Advice Network which brings together key stakeholders including funders, advice providers, umbrella organisations and other partners to discuss the planning and delivery of national and local advice services to ensure individuals and families have access to good and accurate advice and support services. There have been five meetings of the National Advice Network to date. This has included mapping information and advice services with an online interactive map due to be published in summer 2016, advice needs analysis, contributing to the quality framework, and developing a draft advice services strategy.

Indicators for Objective 1

Front line advice services

With support through its front-line advice services grant, funding from the Welsh Government in 2015-2016 has contributed to Citizens Advice, Shelter Cymru, SNAP Cymru, Age Cymru and Tenovus:

- responding to over 50,000 requests for information and advice
- securing over £14 million in income gains for the people supported.

Better Advice Better Lives

During the period April 2015 to March 2016, the Better Advice, Better Lives (BABL) scheme assisted more than 18,600 people with a confirmed annualised benefits gain in excess of £20.7 million.

This data is sourced from departmental management information.

Objective 2

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

Introduction

It is vital everyone in Wales is given equal opportunity to achieve their full potential. For this to happen, the barriers which hinder an individual's development and prospects must be addressed. This includes giving all children the best possible start in life, providing them with a quality education, challenging gender stereotyping, and encouraging people with protected characteristics into roles where they are under-represented.

Our Actions

1. Early Years

Childcare

Local authorities have a statutory duty to provide sufficient childcare for parents in work or training. The duty requires local authorities to assess the demand for and supply of childcare, and to publish an action plan and annual progress report.

An analysis of local authorities' annual Childcare Sufficiency Assessments was undertaken in June 2015. This revealed few geographical gaps in provision with the exception of more rural areas away from cities and travel to work areas, where the low numbers can make the cost to profit ratio of running day care unviable. Gaps are more likely to be seen in wrap-around provision for school age children and holiday provision, although there has been an overall improvement in good quality provision in the right location and the right language across Wales. The review showed that a key barrier to childcare continues to be affordability and highlights the fact that, while wages have remained fairly static, childcare fees have risen. Vacancies in some areas may, therefore, be the result of parents using informal childcare to avoid high childcare costs.

The expansion of Flying Start has had a positive impact on the availability of free childcare in some of the most deprived areas in Wales. Furthermore, the Parents, Childcare and Employment (PaCE) programme, funded by the European Social Fund and initially piloted in Carmarthenshire, Ceredigion and Pembrokeshire, was rolled out across Wales from July 2015.

The Out of School Childcare Grant is made to local authorities to help them address unmet demand in their areas. The grant, which amounts to £2.3 million, has been used to offer out of school childcare, including holiday play schemes, to children from low income families, and to children with additional needs. Start-up and sustainability grants have also been provided through this grant to promote, encourage and sustain childcare provision, particularly in rural areas, and through the medium of Welsh.

Flying Start

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

- free quality childcare
- parenting support
- intensive health visitor support
- support for speech, language and communication development.

33,252 children benefited from Flying Start services in Wales between 1 April 2015 and 31 December 2015. To date a total of £32.2 million of capital funding has been awarded over a four year period (2012-2016) to 263 projects across Wales. The funding is being used to develop new childcare settings, create office accommodation for the multi-agency Flying Start Teams, and venues for parenting courses and speech, language and communication development sessions.

The funding has primarily been used to develop the childcare settings as more than 4,000 full time equivalent places are needed to meet the commitment to provide all two to three year olds living in a Flying Start area with a part time childcare place in a high quality setting. The capital programme is also funding work to ensure childcare settings are easily accessible. Funding has been used to develop and equip sensory rooms and a sensory garden for children with additional learning needs.

Families First

Through our significant investment in the Families First programme, we continue to develop effective, multi-agency support for families in order to reduce the inequalities which exist for those families who come from lower socio-economic background or who are affected by disability. The programme has a clear emphasis on early intervention and prevention, and on bringing organisations together to work with the whole family to help stop problems from escalating towards crisis.

During 2015-2016 Families First received £43.6million in funding; a total of over £170 million has been invested in the programme to date. The Evaluation of Families First Year 3 Report was published in September 2015 and found the concept of providing bespoke family-centred support is now firmly embedded in service provision. The family-focused approach to assessing and tailoring family support is making a real difference to family outcomes and life chances are being improved as a result.

Between 1 April 2013 and 31 December 2015, there were consistently around 200 Families First projects in place at any one time. It is widely agreed the strategic projects commissioned through Families First reflect the needs of local areas and are delivering high quality services. Whilst the scale and scope of the projects varies across local authorities, core themes of support are being delivered across Wales which include support for parents and parenting skills, youth engagement and play provision. Over the same period these projects were accessed 663,316 times by individuals. Although this figure may include individuals who

access more than one project, and/or who access a project more than once, it illustrates the significant reach of Families First across Wales.

2. Education

The Education Improvement Grant

The Education Improvement Grant, introduced in April 2015, provides financial assistance to schools, local authorities and regional education consortia to improve educational outcomes for all learners. The grant supports the four strategic objectives in Qualified for Life, the long-term vision for the education of 3-19 year old learners in Wales. The impact of the new grant is to improve educational outcomes for all learners and reduce the impact of deprivation on learner outcomes by:

- improving the quality of teaching and learning;
- addressing learners' barriers to learning and improving inclusion;
- improving the leadership of educational settings; and
- improving the provision for learners and the engagement of learners.

We recognise that schools, local authorities and regional consortia are best placed to understand the needs of their learners and determine the most effective method of delivering improvements. Therefore, we review the Education Improvement Grant based on the outcomes and they have the flexibility to provide resources at areas of greatest need.

Under the terms and conditions of the grant, local authorities and their regional consortia are accountable for a series of outcomes and outcome measures to evidence how improvements are being delivered for all learners. These include initiatives to improve the performance of learners belonging to recognised groups where attainment is a significant concern, such as minority ethnic groups and Gypsy and Traveller learners. Consortia business plans, which outline how improvements will be delivered, will reflect this requirement.

We continue to liaise with key stakeholders who lead on the delivery of Ethnic Minority Achievement Services and Gypsy and Traveller Education Services through the Association of Directors of Education in Wales (ADEW) and its Inclusion sub-group, and we recognise the excellent work going on around Wales to support these vulnerable groups.

3. Workplace

Science, Technology, Engineering, and Mathematics (STEM)

The Welsh Government's Chief Scientific Adviser commissioned an independent task and finish group to review all of the evidence on the participation of girls and women in science, technology, engineering, and mathematics (STEM) education and careers. The aim of the review was to make pragmatic recommendations on what could be done to remove any barriers preventing women from participating in these fields.

The group published its findings on International Women's Day 2015. The report, 'Talented Women for a Successful Wales', cites evidence that increasing the number of women in science across the UK could be worth £2bn to the national economy. The report contains a series of recommendations to address the underrepresentation and poor retention of women in STEM, across four major themes of education, recruitment, retention and promotion.

The launch of the report attracted media attention, highlighting publicly the case for women in STEM. The report's analysis and recommendations have been well received, and the Chief Scientific Adviser will work with Ministers on a formal Welsh Government response.

European Social Fund Programmes

The 2014-2020 European Social Fund programmes continues to fund proposals which support people with protected characteristics in Wales, and in particular aim to improve the position of women in the workforce.

The Women Adding Value to the Economy (WAVE) project was funded by the European Social Fund between 2012 and 2015. The aim of the project was to tackle the underlying issues that contribute to gender pay inequalities in Wales in employment and self employment. The WAVE team at Cardiff University worked directly with willing and committed large employers to analyse gender pay gaps and offer advice on action; this enabled them to produce a Gender Employment and Pay Analysis Method. Based on detailed workforce and pay analysis, three large employers embarked on extensive change management programmes covering over 23,000 employees.

Indicators for Objective 2

(i) Childcare

Percentage of children on health visitor caseloads:

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

Overall 25% of children aged under 4 in Wales received Flying Start services during 2015-2016, 1 in 4 Welsh children. This is an increase from 23% in 2014-2015.

Across Flying Start areas in Wales, the percentages on the Health Visitor caseloads in 2015-2016 were disaggregated as follows:

- children from ethnic minority families: 12%;
- children from families where Welsh is the first language: 3%;
- children from families where English or Welsh is not the first language: 6%;
- children of teenage parents: 8%;

- children of first time parents: 26%;
- children with a disabled parent/carer: 2%;
- disabled children: 2%;

Children can, of course, be in more than one of these groups.

Number of children benefiting from Flying Start nursery provision:

In 2015-2016, 7,772 children received nursery care under Flying Start (an increase from 7,658 in 2014-2015).

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

52% of children in Flying Start areas reached or exceeded the targeted developmental milestones by age 3.

(ii) Education

School attendance rates:

The data for school absenteeism is complex, and further complicated by the distorting effect of persistent absenteeism. The percentage of pupils who were persistent absentees continued to fall for maintained secondary schools. In 2014-2015, 4.5% of pupils were persistent absentees (i.e. they missed at least 62 half day sessions), a 0.5% decrease from 2013-2014. However, this group accounted for 23.7% of overall absences, and 48.4% of unauthorised absences.

In 2014-2015, the average percentage of half-day sessions missed in all maintained secondary schools was 6.2%, continuing a steady decrease since 2009-2010 (8.9%).

Maintained secondary schools with a higher proportion of students eligible for free school meals recorded higher levels of absences. For example, in 2014-2015 schools with more than 30% of eligible students indicated 8.6% of half day sessions were missed, compared to 4.9% for schools where 10% or less of students were eligible. The figure for all maintained secondary schools is 6.1%.

There were no notable gender differences for unauthorised absences in secondary schools in 2014-2015. For overall absences, boys missed 6% of half-day sessions, while girls missed 6.3%.

Students with a statement of Special Educational Needs missed a greater percentage of sessions (7.5%), as did school action plus (9.5%) and school action (7.6%) students.

Asian/Asian British (4.5%), Black/Black British (3.3%), and Chinese/Chinese British (1.9%) pupils missed a smaller percentage of half-day sessions than average.

For primary schools, the average percentage of half-day sessions missed in 2014-2015 was 5.1%. 1.4% of pupils were persistent absentees (missing at least 76 half day sessions) in 2014-2015.

Maintained primary schools with a higher proportion of students eligible for free school meals recorded higher levels of absences. For example, schools with more than 32% of eligible students indicated 6.2% of half day sessions were missed in 2014-2015, compared to 3.9% for schools where 8% or less of students were eligible. The figure for all maintained primary schools is 5%.

There were no notable gender differences for unauthorised or overall absences for girls and boys in primary schools in 2014-2015.

Students with a statement of Special Educational Needs missed a greater percentage of sessions in 2014-2015 (7.2%), as did school action plus (6.4%) and school action (6%) students.

In primary schools Asian/Asian British students missed a slightly larger than average percentage of sessions (5.3%). However, Black/Black British (3.8%) and Chinese/Chinese British (3.5%) missed a smaller percentage than average of half-day sessions.

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

57.9% of students achieved a level 2 threshold, including a GCSE grade A*-C in English or Welsh first language and mathematics) in 2015.

A smaller percentage of boys achieved this standard (54.3%) than girls (61.8%). Both of these percentages have increased by nearly 8 percentage points since 2011.

A breakdown of ethnicity continues to reveal inequalities in achievement of this standard. Aggregated data over three years (2013-2015) indicates that Chinese/Chinese British students are the highest achievers on this measure (79.8%). The average for students from other Asian/Asian British backgrounds was 60.8%, while the average for mixed ethnicities was 58.2%. Black/Black British students are less likely to achieve the standard (47.1%), as are Gypsy/Gypsy Roma students (15.5%).

The percentage of students learning English as an additional language that achieved this threshold in 2015 has increased for most groups in this category since last year. From 2014 to 2015, the percentage of those achieving the standard in 'early acquisition' has increased from 12.8% to 16.4%. Those with a 'developing competence' have increased from 31.6% to 43.7%. The same can be said for those who are fluent (74.7% to 77.9%). There was a slight decrease for those who are competent (67.3% to 65.2%).

Students with Special Educational Needs are less likely to achieve this standard (average of 23.3%). Within this category, 12.5% of those who are statemented, 21% under School Action Plus and 27.2% under School Action achieved the standard in 2015.

Students eligible for free school meals have considerably lower levels of achievement on this measure. 31.6% of those eligible for free school meals achieved the level 2 inclusive standard, against 64.1% of those not eligible in 2015. Both of these percentages have increased since 2014 (where 27.8% and 61.6% achieved the standard respectively), and the gap between them has slightly narrowed.

Finally, absenteeism data reveals a predictable effect on achievement. 72.2% of those who missed 0-4% of sessions in 2015 achieved the standard, compared with only 6.6% of those who missed more than 50% of sessions.

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

For 2015, the general pattern for working adults is as follows:

- 10% have no qualifications
- 76% have a level 2 qualification or above
- 57% have a level 3 qualification or above
- 36% have a level 4 qualification or above.

There are some notable exceptions to these averages, as detailed in the publication 'Levels of Highest Qualification held by Working Age Adults, 2015':

- 21% of disabled individuals (on basis of Equality Act 2010 legal definition) have no qualifications, and are less likely to hold qualifications at level 2 or above than non-disabled persons.
- 20% of 60-64 year olds have no qualifications, compared with 6% of 18-24 year olds.
- 14% of people from an ethnic minority have no qualifications, but are more likely to hold a level 4 qualification or above than white people (48% compared with 36% respectively).

Reduced inequality in education and skills outcomes:

The percentage of pupils who attain the Level 2 inclusive threshold at Key Stage 4 has improved in the last five years from 49.4% in 2010 to 57.9% in 2015. The percentage of Special Educational Needs pupils achieving the Level 2 threshold at Key Stage 4 has also increased from 12.9% in 2010 to 23.3% in 2014.

At Key Stage 2, the gap between the percentage of girls and boys achieving the core subject indicator (achieving the expected level in teacher assessments of English/Welsh, Science and Maths) narrowed slightly in 2015 to 5.8 percentage points (from 6.3 in 2014). A higher percentage of girls achieved this standard than boys (90.7% and 84.9% respectively). At Key Stage 4, the gender gap in attainment is wider than at Key Stage 2, at 7.5 percentage points difference in attainment of the Level 2 inclusive threshold (61.8% for girls, 54.3% for boys). This gap has also narrowed slightly since 2014 (8.4 percentage points).

(iii) Workplace

Pay differences for gender/disability/ethnicity:

The gap between the average hourly earnings for men and women in Wales has been narrowing over the past decade, although the gap has grown slightly from last year's figure with women's pay standing at 92.2% of men's in 2015, compared with 93.3% in 2014.

When it comes to pay differences for disabled people, we are constrained by the availability of Wales-specific data. The same is also the case for the earnings of different ethnic minority groups.

As reported last year, research conducted by the Equality and Human Rights Commission suggests that the impact of disability on hourly earnings is much less than for other disadvantaged groups, yet a persistent gap does exist when compared to the Welsh average. Similarly, there is considerable variation in terms of average hourly earnings for people from different minority ethnic backgrounds. Indian, Black African and Black Caribbean ethnic groups appear to have the highest earnings, a reflection of their relatively high concentration in well paid occupations. However, those from Pakistani and Bangladeshi origins have average hourly earnings significantly below the Welsh average.

Employment rates by gender/disability/ethnicity:

Large differences in employment rates continue to exist in Wales, as indicated in data for the year ending December 2015. In terms of the working age population, 74.1% of men were employed, compared to 66.5% of women. 70.9% of white adults were employed, compared with 57.9% of non-white adults. 42.6% of disabled people were employed, whilst 77.9% of non-disabled people were employed.

Further education learning activity success rates:

In 2014-2015, the success rate for further education learning activities was 86%. There was no difference in the rate for gender, but the success rate for disabled learners and learners from ethnic minorities were slightly higher than average (both 87%).

Objective 3

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

Introduction

During 2015-2016, the Welsh Government continued to address this Objective through the provision of support and guidance, and the creation of opportunities for young people. The Welsh Government took a cross cutting approach to this Objective, dovetailing efforts wherever possible.

Our Actions

Jobs Growth Wales

Jobs Growth Wales, with the support of the European Social Fund, offers unemployed job ready young people aged 16-24 a job opportunity for a 6-month period. This is paid at or above the National Minimum Wage for a minimum of 25 hours per week, with the intention that the young person is sustained by the employer.

Jobs Growth Wales 2 started in September 2015 and as of 29 March 2016, successfully created 2,066 job vacancies for young people. The destination data for young people completing the 6 month job opportunities remains positive, with over 70% of participants progressing into sustained employment including an apprenticeship or further learning.

The Youth Engagement and Progression Framework

The Youth Engagement and Progression Framework requires an integrated approach from all organisations involved in delivering activity for young people. Local authorities are charged with providing the support individuals need to aid their progression through education and training into employment.

Positive progress has been made since the launch of the Framework and key to its success is the early identification and tracking of progress of young people at risk of becoming NEET. Local authorities are rolling out lead worker support for those young people identified as at the greatest risk of disengagement. Lead workers – including youth workers, learning coaches, careers advisers and voluntary youth workers – provide ongoing support to those young people at the greatest risk of disengagement.

We continued to hold Regional Working Groups which include local authorities and representation from Careers Wales, Further Education, Work Based Learning, National Training Federation for Wales, Regional Education Consortia, schools and the Third Sector. This year we have explored the issues that looked after children/young people and young people in the Youth Justice system face and their transition from compulsory education into further education, training or employment.

ICF Consulting and Arad Research published an independent evaluation of the Youth Engagement and Progression Framework in August 2015. The overall finding was that all local authorities have made progress with implementing the framework since it was launched in 2013. Many of those interviewed praised the framework as the best guidance/strategy related to young people produced by the Welsh Government. Most interviewees believe that the framework has made a difference to the collaboration between all partners as well as the engagement of the key organisations' leaders.

Careers Wales

The priority client groups of young people are identified in the annual remit letter issued by Welsh Ministers. Priority clients receive a more tailored service from Careers Wales advisers, with one of its key aims being to help individuals develop their own "career management competencies". The priority groups identified in the remit letter for 2015-2016 were:

- young people with statements of Special Educational Needs or equivalent;
- young people 11-18 who are in greatest need of careers information, advice and guidance;
- young people educated otherwise than at school;
- young people aged 16-17 who are unemployed; and
- young people in the youth justice system.

Young people at risk of disengagement are entitled to enhanced careers information, advice and guidance, including face-to-face guidance interviews and a range of resources. During 2015-2016, Careers Wales also launched a careers app for use on smartphones.

Careers Wales continues to provide 'lead worker' support to help unemployed 16-18 year olds re-engage in education, employment or training as part of their role within the implementation of the Youth Engagement and Progression Framework. It also provides a vacancy and placement service to young people aged 16-17, who leave school, college or work based learning and want to access employment or return to education and learning.

Traineeships

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

The programme seeks to improve skills levels through the delivery of entry level qualifications up to NVQ Level 1 in their chosen occupational area, and elements of NVQ Level 2 delivery. This includes the delivery of essential skills qualifications to enhance their learning experience. They also receive valuable work experience and the support and help they need to learn at a pace suitable to them. This can sometimes be with a dedicated employer or through a simulated work environment, depending on the level of support the young person requires.

European Social Fund

The 2014-2020 European Social Fund programmes align closely with the Welsh Government Youth Engagement and Progression Framework. This alignment creates a consistent approach in supporting young people and ensuring European Social Fund investment truly adds value to an integrated approach to achieving the programme's aim.

In line with this approach, the definition of 'young people' has been extended to 0-24 years of age (previously 11-19), ensuring European Social Fund investment can support individuals as they move through mainstream education into sustainable employment, ensuring interventions can begin early and tackle the key transition points.

Significant progress has already been made in developing projects through the 2014-2020 European Social Fund programmes, supporting the reduction of young people who are, or may become, NEET. To date eight projects have been approved in the West Wales and the Valleys area with a total investment of over £136million (£75m European Social Fund). Five projects have been approved in East Wales with a total investment of over £77m (£22.5m European Social Fund). These projects are seeking to support over 53,000 young people up to the age of 24.

Interventions are targeted around the needs of the individual and include for example work experience, employability skills support, training and qualifications, development of STEM skills, and health and wellbeing support, including substance misuse and mental health issues.

Indicators for Objective 3

Percentage of 16-18 year olds who are NEET:

This indicator measures (on an annual basis) the percentage of 16-18 year olds who are not in education, employment or training (NEET). In 2015, 10.5% of 16-18 year olds were NEET compared with 10.8% at the end of 2014. The data for 2015 indicate that males (11.5%) remain more likely to be NEET than females (9.6%) for this age group. Note the figures from 2014 are revised.

Percentage of 19-24 year olds who are NEET:

In 2015, 19.0% of 19-24 year olds were NEET compared with 20.4% at the end of 2014 (revised figure). Unlike the 16-18 year old group, the 2015 data show females in the 19-24 group remain more likely to be NEET (21.9%) than males (16.3%).

Attainment of 19 year olds:

Data from 2012-2013 (published in 'Educational attainment of young people by age 19', March 2016) show that by the age of 19, 82% had attained the level 2 threshold (85% for females, 80% for males) and 53% had level 3 (59% for females, 48% for males). As set out in the publication, the proportion of females achieving each level was higher than for males at all ages between 15 and 19, although the size of this gap decreased as age increased.

Number of people benefitting from Job Growth Wales:

Jobs Growth Wales 2 commenced in September 2015. The number of job opportunities created and approved from this point to June 2016 was 2,790. The number of job opportunities filled in this period was 1,311.

Number of apprenticeship opportunities available through Young Recruits Programme:

The number of apprentices that were supported under the Young Recruits programme was considerably lower in 2015-2016 than in 2014-2015. This decline was a direct result of changes to the programme's eligibility criteria. Data on the programme in 2015-2016 will be available in the autumn.

Apprenticeship framework success rates:

The rates of leavers attaining the full framework are recorded by the Lifelong Learning for Wales Record. The rate of successful leavers was 82% for 2014-2015, a slight decrease from 84% in 2013-2014. There were no differences observed for gender, and slight differences observed for ethnicity (BME 80%, White 82%). There was a slightly larger difference observable between the rate of successful leavers for disabled apprentices (78%) compared to those who are non-disabled (82%).

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

There are no data available on this indicator for the year 2014-2015 due to changes in the way the data are collected part way through the year.

Data from Lifelong Learning for Wales for the previous year (2013-2014) indicated 71% of those leaving traineeships progressed to further learning or employment. Disaggregation by protected characteristics did not indicate the presence of any strong effects for gender, ethnicity or disability.

Objective 4

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

Introduction

There have been a number of significant achievements under this Objective, including the introduction of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and launch of the Tackling Hate Crime and Incidents: A Framework for Action. Here are some of the actions from the 2015-2016 reporting period, which build on previous work to make Wales a safe and vibrant place to live, and a nation where individuality is valued and celebrated.

Tackling Hate Crime

The Welsh Government published an update of progress across 2015-2016 to evidence cross departmental actions to deliver against the Tackling Hate Crimes and Incidents Framework for Action. This approach has also included evaluating progress with an Independent Advisory Group to assess current progress and to identify further areas for action. An outcomes and evidence report was published and is available on the Welsh Government website.

The Welsh Government continued funding Victim Support Cymru to run the National Hate Crime Report and Support Centre. This included the provision of advocacy and support for victims. In 2015-2016, there were 2309 referrals to the service. The centre also undertakes free training where 89 Hate Crime Awareness Sessions which saw 1388 people trained across Wales.

Hate Crime Awareness Week (HCAW) is an annual campaign which takes place in October each year. It aims to increase awareness with victims and to promote messages with the general population around tackling hate. In 2015 the Welsh Government allocated funding to Police and Crime Commissioners to support awareness activities. This included running a national campaign jointly between the four Welsh Police Forces and the Welsh Government. During the period September to November 2015 the National Hate Crime Report and Support Centre evidenced a spike in reporting of over 20%. The hashtag #HCAWCymru15 achieved a potential reach of 2.9million people during the week and the hashtag #MakeHateHistory a potential reach of over 900,000 during the campaign.

A National Conference on Hate Crime and Bullying in the Age of Social Media was organised during Hate Crime Awareness Week with over 170 people in attendance at Margam Park in partnership with Cardiff University. This included a number of workshops across practitioners and a number of high profile speakers. The event generated a report on current evidence, which included a number of recommendations.

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 received Royal Assent on 29 April 2015. The overarching purpose of the Act is to improve the public sector response in Wales to gender-based violence, domestic abuse and sexual violence. It is intended to provide a strategic focus on these issues and ensure consistent consideration of preventative, protective and support mechanisms in the delivery of services.

Under the Act, there is a duty on Welsh Ministers to appoint a National Adviser for violence against women, and other forms of gender-based violence, domestic abuse and sexual violence. Rhian Bowen-Davies was appointed the first National Adviser in September 2015 and will provide expert, independent advice to the Welsh Government and improve joint working amongst public bodies. The Adviser will play a key role in the development of a National Strategy aimed at ending gender-based violence, domestic abuse and sexual violence.

An Implementation Plan has been developed setting out the work which is to be delivered under the Act during the first year. This includes a wide and far reaching programme and implementation is underway. We have published statutory guidance on the National Training Framework. Its aim is to improve the understanding of the public service workforce of violence against women, domestic abuse and sexual violence as well as improving the consistency of training provision for specialists.

In addition several guidance documents have been consulted on during 2015-2016 including:

- Multi Agency Collaboration – this looks at the ways relevant authorities, as defined within the Act, can work together on violence against women, domestic abuse and sexual violence.
- Safeguarding Older People in Wales – this guidance, developed in conjunction with the Older Peoples' Commissioner for Wales, offers practical advice on how to deliver effective services to older people to prevent violence and abuse, and protect and support victims and survivors.

Female Genital Mutilation

The Welsh Government funded Bawso (Black Association of Women Step Out) and NSPCC Wales to work collaboratively on an innovative youth participation project over a six month period between September 2015 and January 2016. The aim of the project was to raise awareness and fight for cultural change on female genital mutilation in Wales. The project captured the voices and views of young people on this issue to support intergenerational conversations within a range of different communities and contexts. The outcome of the project has included the development of a leaflet and an accompanying film highlighting the need to break the silence around these issues.

The project and the accompanying resources were launched at the Welsh Government's Youth Event on the 8 March 2016 to mark International Women's Day. The wider legacy is this group are now skilled, confident and aware ambassadors for gender equality within their communities, capable of supporting and contributing to wider cultural change across generations on honour based violence issues such as female genital mutilation and forced marriage.

Indicators for Objective 4

Incidence of hate crime

2,259 hate crimes were recorded in Wales 2014-2015. This is a continued increase in the number recorded since 2012-2013 (1,810). The figure in 2013-2014 was 1,955. It is possible that these statistics underestimate the prevalence of hate crime due to under-reporting.

Number of hate crime referrals to the Hate Crime Report and Support Centre through Victim Support Cymru

In 2015-2016, the number of hate crime referrals to the Hate Crime Report and Support Centre through Victim Support Cymru was 2,309. Of these 1,574 were race related, 319 were related to sexuality, 240 to disability, 90 to religion and 25 to gender identity. This data is sourced from departmental management information.

Number of people undertaking Hate Crime training sessions

The number of people undertaking hate crime training sessions in 2015-2016 was 1,388, delivered through 89 training sessions. This data is sourced from departmental management information.

Violence against women, domestic abuse, and sexual violence

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

74.5% of prosecutions in cases of violence against women and girls in Wales were successful in 2014-2015. This was slightly lower than the previous year (76.7% in 2013-2014).

Incidence of domestic abuse/sexual crime:

46,431 incidents of domestic abuse were recorded in 2014-2015. This was a decrease from the previous year (47,345 in 2013-2014).

For the year ending December 2015, 5,016 sexual offences were recorded in Wales.

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

Multi Agency Risk Assessment Conferences (MARACs) are designed to support and protect adults and children who are at high risk of being seriously harmed. In 2015, 5,494 cases were referred. This data is sourced from departmental management information.

Number of callers supported by All Wales Domestic Abuse Helpline:

The number of calls to the All Wales Domestic Abuse Helpline by callers experiencing domestic abuse and sexual violence in 2015-2016 was 5,044.

The total number of calls to the All Wales Domestic Abuse and Sexual Violence Helpline in 2015-2016 was 28,392 (28,183 calls & 209 email enquiries).

Objective 5

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

Introduction

The Welsh Government is committed to supporting disabled people by promoting greater access to services and providing opportunities which will enable them to participate in, and contribute fully to, society. The Framework for Action on Independent Living provides a detailed programme of action in relation to Objective 5. The Framework promotes the rights of disabled people in Wales to live independently and exercise the same choices as other people.

Our Actions

Framework for Action on Independent Living

The Framework for Action on Independent Living focuses on delivery and sets out the actions we are undertaking across Welsh Government departments and with our external partners to promote independent living. It takes a positive approach, based on the social model of disability, and is focused on removing the barriers to equality and inclusion in seven key priority areas:

- Information, Advice, Advocacy and Peer Support
- Accessible and supported housing
- Personalised care and support
- Person-centred technology
- A barrier-free transport system
- Accessible and inclusive places
- Employment, including self-employment

The Disability Equality Forum is made up of stakeholders from disability organisations and provides an opportunity for them to identify issues and barriers to progress. Progress on the Welsh Government actions in the Framework is also monitored by an Internal Programme Board of officials from relevant departments.

The key priorities identified in the Framework were identified by disabled people as the most important to them. The following actions demonstrate the progress on these priorities during the reporting period.

Information, Advice, Advocacy and Peer Support

Digital Communities Wales, the successor programme to Communities 2.0, commenced on 1 April 2015. The Programme supports partner organisations which can reach the most digitally excluded groups in society. The programme tackles digital exclusion across all adults with a particular focus on disabled people.

Regulations and a Code of Practice associated with part 2 of the Social Services and Wellbeing (Wales) Act 2014 were passed by the National Assembly for Wales during 2015-2016. Part 2 of the Act covers the wellbeing outcomes; population needs assessments, preventative services and information, advice and assistance. The information, advice and assistance service will enable everyone, including those who chose to self fund their own care, to access high quality reliable information and advice about the care and support options that will be best suited to them as individuals or for those they care for.

Accessible and supported housing

The Welsh Government implemented a review of aids and adaptations programmes to explore the options for a consistent, good quality and accessible system for adaptations to support disabled people to continue to live in their own homes. Following the review, a working-group was established to look at ways in which an enhanced adaptations service could be delivered. In March 2016, the group gave its recommendations and the enhanced service will be rolled out over the course of 2016-2017.

The Renting Homes (Wales) Act 2016 includes a requirement to provide a supported standard contract for people who occupy supported accommodation. This will clarify and strengthen the tenancy rights of people with learning disabilities living in supported housing.

Personalised care and support

The Social Services and Well-being (Wales) Act 2014 provides the statutory framework to deliver the Welsh Government's commitment to transform social services in Wales, to improve the well-being of people who need care and support, and carers who need support.

A code of practice in relation to Part 2 of the Act was issued in December 2015 to provide local authorities with statutory guidance on their duties in this regard. The code sets the national direction for care and support services and requires local authorities to work in partnership with people to understand what matters to them and to co-produce the solutions required to meet their personal well-being outcomes.

Person-centred technology

Through Digital Communities Wales, disability organisations and groups have received an information and communications technology kit to support their members and clients in the use of digital technologies.

Our Digital Health and Social Care strategy was published in December 2015. Its vision is to equip the NHS and social care workforce with the digital tools they need to work effectively and deliver the best quality of care to patients and service users.

NHS Wales and local authorities have worked in partnership to procure a Welsh Community Care Information System designed to enable greater integration between health and social care teams, providing a shared record of care to ensure that the needs of the citizen remain an absolute priority.

A barrier-free transport system

In March 2016, the Welsh Government published a series of voluntary bus quality outcomes that bus operators will need to achieve in order to receive Bus Services Support Grant from 1 April 2017. In South East Wales, this requirement has already been introduced. Local authorities were allocated £25m under the new Bus Services Support Grant in 2015-2016. These allocations include an expectation that local authorities will spend a minimum of 5% of their allocations in support of community transport, but advises that 10% may be appropriate, depending on local circumstances.

The 'Getting There Together' toolkit was published in February 2016. This toolkit supports local authorities to ensure inclusivity and accessibility of the consultation process on changes to transport services in Wales.

Accessible and inclusive places

Changes to design and access statement requirements came into force in March 2016. We have worked with the Design Commission for Wales to produce a guide on site analysis for developers and local planning authorities. In addition a series of workshops was developed by RSAW/CEW and the Design Commission for Wales. As part of this, training in relation to inclusive design for independent living was delivered in four locations across Wales during Spring 2016.

Employment, including self-employment

We have carried out a study into how Special Educational Needs transition arrangements currently work in practice in Wales and where improvements can be made. The findings have been shared with local authorities and post-16 providers to consider in respect of their local transition arrangements and their own areas for improvement.

Training providers who have secured a contract to deliver our work based learning programmes, such as Jobs Growth Wales, Traineeships, Work Ready and Apprenticeships, are monitored to ensure that they have formal policies and procedures in place to secure equality of opportunity for current and prospective learners, including disabled learners.

The Remploy Employer Support Grant supported over 250 disabled former Remploy workers into employment, across approximately 90 employers. The scheme will continue to offer a wage subsidy to the employers of these workers over the four year period of the scheme on a reducing tapering basis until 2018-2019.

Supporting Disabled People's Organisations

During 2015-2016, the Welsh Government's Equality and Inclusion Grant continued to support two projects to support independent living:

Enabling Wales Project: Disability Wales, working with the Wales Co-operative Centre and DEWIS Centre for Independent Living, aims to increase the number of organisations led by and for disabled people so they are more actively involved in the design and delivery of public services. During the second year of the project, training courses for disabled people have been held across Wales to inform them of their rights and encourage them to become actively involved.

Sensory Inclusion Project: Action on Hearing Loss Cymru is working with the Royal National Institute of Blind People Cymru to train and support people with sensory loss to share their personal experiences with service providers. The focus for year two was Social Services. Service users' stories are being captured to feed into a toolkit which will be published at the end of the project.

Training for Local Authorities: During 2015-2016 the Welsh Government provided funding for training Local Authority members and officials on disability equality and awareness. The training covered the responsibilities of public bodies under the Equality Act 2010, the Human Rights Act 1998, and the UN Convention on the Rights of Disabled People. Resources from the training sessions have been made available online.

Indicators for Objective 5

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

The following represents a sample of these indicators on which we have previously reported.

Percentage of disabled people in households with internet access:

No data are available for 2015-2016 (see note on page 24).

2014-2015 data showed that 70% of adults (aged 16+), who have a limiting long-term illness, live in households with internet access. However, 89% of those without a limiting long-term illness live in households with internet access. Age (which is highly correlated with limiting long-term illness) is likely to be responsible for some of the difference between those with and without limiting long-term illness.

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

There are no recent data available on satisfaction with the public transport system.

The latest data available are from the National Survey for Wales in 2013-2014, as reported last year. This indicated some difference in levels of satisfaction between adults with and without a limiting long-term illness. 39% of adults (aged 16+), who have a limiting long-term

illness, gave a high rating (7 to 10, with 10 being the most satisfied) for the transport system compared with 46% for those without a limiting long-term illness.

Take-up of Direct Payments:

This indicator measures the number of adult service users receiving direct payments.

The number of adults receiving direct payments has continued to increase. In 2014-2015, 4,463 service users received direct payments, up from 4,148 the previous year. This data is sourced from 'Assessments and Social Services for Adults in Wales'.

Employment rates of disabled people:

This indicator compares the headline employment rates for working age (16-64) disabled individuals in Wales and the rest of the working age adult population. Data from the Annual Population Survey indicates the employment rate for disabled people (according to the Equality Act definition) for the year ending March 2016 was 43.3%, lower than the 78.7% for the non-disabled working-aged population.

Economic activity rates of disabled people:

Data from the Annual Population Survey for the year ending March 2016 indicates the economic activity rate (ages 16-64) for disabled people (48.4%) is lower than for non-disabled people (82.7%).

Percentage of disabled people with no formal qualifications:

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

As at December 2015, 21% of disabled people had no qualifications (7% for non-disabled), while in 2014 the percentages were 18.3% and 6.2%, respectively.

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

In 2014-2015, there were 12,115 Welsh disabled students enrolled in universities in the UK. This represents 12.2% of the total number of Welsh students. In the previous year (2013-14), 11.4% of Welsh students enrolled in UK universities were disabled (11,385 students).

Percentage of new public appointees who are disabled:

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

In 2015-2016, 4.3% of new appointees to regulated public positions self identified as disabled, similar to the proportion in 2014-2015 (4%). 1% of new appointees to unregulated public positions self-identified as disabled.

Objective 6

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

Introduction

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

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

Our Actions

Health

Add to Your Life

'Add to Your Life', is the health and well-being check for people aged 50 or over in Wales. It is a confidential and easy to use self-assessment, which can be undertaken on-line or, with support, over the telephone by NHS Direct Wales. The service provides an opportunity for people who are 50 or over to get an overall picture of their health, and will support them to improve their health and well-being in small achievable steps, as well as improving access to the most effective prevention services.

A formative evaluation of the early implementation of 'Add to Your Life' were utilised to develop the latest version of 'Add to Your Life', which went live in April 2015. Public Health Wales continue to deliver and develop 'Add to Your Life' in response to user feedback.

Travelling to a Better Health

'Travelling to Better Health' was published in July 2015 following a three month consultation period. This guidance is designed to assist healthcare practitioners in working effectively with Gypsies and Travellers and was produced in liaison with Gypsies and Travellers throughout all stages.

'Travelling to Better Health' provides advice on professional practice which could encourage greater participation in health and health services. The information in the document assists in providing a better awareness of the health status and health needs of Gypsies and Travellers and an increased confidence among Gypsies and Travellers in understanding and communicating their own health needs and in using health services.

The Travelling to Better Health guidance is supported by a number of outcome measures for health boards to assist with its effective implementation. The Welsh Government also recognises the importance of collecting ethnicity data so as to properly identify inequalities. Therefore we will also be working with health boards to assist with standardising existing ethnicity monitoring arrangements.

Refugee and Asylum Seeker Delivery Plan

The Welsh Government's updated Refugee and Asylum Seeker Delivery Plan was published in March 2016. The plan recognises that fair and equal access to health and social care services is fundamental to the quality of life for refugees and asylum seekers and their ability to be part of their communities.

It includes a number of commitments in relation to healthcare, including ensuring that initial health assessments for asylum seekers and access to general medical services for new refugees and asylum seekers are adequately resourced and that access to mental health services for asylum seekers and refugees is improved.

Public Health Wales has also issued recent guidance in 2015 for NHS Wales and partner organisations on meeting the healthcare needs of asylum seekers and refugees arriving in Wales.

Housing

The Supporting People Programme

The Supporting People Programme helps some of Wales' most disadvantaged people to live independently in their own home or accommodation. It is an early intervention and preventative funding scheme, which helps homeless people to find and keep accommodation and helps others to avoid becoming homeless in the first place.

The outcomes received from Local Authorities reflect 11 different types of needs including feeling safe, managing money and accommodation, entering education or work and feeling physically or mentally healthy. Support workers work with service users to decide which of these outcomes are relevant for the individual.

From the first six month period in 2015-2016, the Welsh Government received 54,305 outcome records from local authorities. Note that at the point of collection, some service users will not have reached the end of their support package and thus achieved the final outcome(s). By way of illustrating the support provided by the Programme to help people:

- 2,993 women were supported with services related to domestic violence. 58% felt safer as a result of support received. 51% were better able to manage their accommodation and 38% were better able to manage their relationships.

- 9,444 outcomes were received for people over 55 years of age. Of these, 47% felt safer as a result of support, 33% felt physically healthier and 32% felt better able to lead a healthy and active lifestyle.
- 3,247 people under 25, including care leavers, were supported during this period. 34% felt safer as result of support, 50% were better able to manage their accommodation and 29% were able to engage in education and learning.
- 9,376 people were supported for services where there were learning disabilities, or mental or physical disabilities. 37% felt safer during this period, 46% were better able to manage their own accommodation and 30% were felt better able to lead a healthy and active lifestyle. These client categories often have a longer period of support than others and successful outcomes will be achieved over a longer period of time.
- 119 men were supported with services related to domestic violence. 69% of those felt safer due to the support received, 63% were better able to manage their accommodation and 58% felt better able to contribute to their own and others safety.

Social Services

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

The Social Services and Well-being (Wales) Act 2014 provides the legal framework to deliver the Welsh Government's commitment to transform social services in Wales, to improve the well-being outcomes of people who need care and support, and carers who need support.

Throughout 2015-2016, the regulations, codes of practice and statutory guidance which make up the legal framework of the Act were laid before the National Assembly for Wales and formally issued by the Welsh Government ahead of the commencement of the Act on 6 April 2016. The Act embeds an approach to social services which has the principles of the Equality Act 2010 and the Welsh Government's Strategic Equality Plan at its core. Duties on any person exercising functions under the Act to have regard to the UN Convention on the Rights of a Child and the UN Principles for Older Persons have been placed on the face of the Act.

In addition, when exercising functions in relation to disabled people who need care and support and disabled carers who need support, local authorities must also, under the Part 2 Code, have due regard to the UN Convention on the Rights of Disabled People.

The Part 10 Code encourages the use of advocates for all those who need it and requires local authorities to provide independent advocates for those who otherwise would not be able to fully participate in the assessment, care planning or other processes through which decisions about meeting their needs for care and support are met. An overriding principle of the Act is earlier intervention and increasing preventative services in the community to promote independent living. This operates alongside giving those with needs voice and control by, for example, requiring local authorities to identify and take into account the well-being outcomes which people wish to achieve in their everyday lives when assessing their needs for care and support.

Indicators for Objective 6

Health

Public health services satisfaction rates:

No data are available for 2015-2016 (see note on page 23).

National Survey data were previously reported for 2014-2015. Respondents were asked to rate health services on a scale of 0 to 10, with 10 being 'extremely good'. For this report, respondents who gave a score of 7 or more were classed as being 'highly satisfied'. Survey results showed that over 50% of respondents were scoring services at 7/10 or higher indicating they are highly satisfied with health services in Wales. 16 to 24 year olds and the over 75s were most likely to report high satisfaction (57% and 68%, respectively). Less than 50% of both 25 to 44 year olds and 45 to 64 year olds reported slightly lower ratings.

There was no significant difference in satisfaction with the health service in Wales between genders, or between those who had a limiting long-standing illness, disability or infirmity and those who did not.

GP Access:

These indicators monitor patient access to GP surgeries and services.

In 2015, 82% of GP practices were open for daily core hours, (08:00 to 18:30) or within one hour of the daily core hours, Monday to Friday. This is an increase from 80% in 2014.

In 2015, 97% of practices offered appointments at any time between 17:00 and 18:30 at least 2 week days, the same percentage as in 2014.

In 2015, 4% of practices were closed for half a day on one or more week days, a decrease compared to 6% in 2014.

Gap in life expectancy between most and least deprived areas:

Using aggregated data from ONS (2012-2014), the gap in life expectancy between the most and least deprived areas in Wales was 8.6 years for males and 6.9 years for females. Deprivation is judged based on the Welsh Index of Multiple Deprivation (WIMD).

Housing

Number of additional affordable housing units delivered:

2,218 affordable housing units were delivered in 2014-2015. This is around the average number delivered over the previous seven years (2007-08 to 2013-14), which is 2,283.

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

3,089 houses which had been vacant for more than six months at the beginning of the financial year were returned to occupation during the year (2014-2015) through direct action by the Local Authority. The number of houses brought back into use continues to rise each year, from 596 in 2009-2010.

Number of homeless acceptances per 1,000 households:

Of the 7,128 households assessed as threatened with homelessness within 56 days (under Section 66) in 2015-16:

- 58% of applicants were female (2% unknown)
- 28% of applicants were aged 16 to 24 (2% unknown)
- 6% of applicants were from a black or minority ethnic background (12% unknown).

Of the 6,891 households that were assessed as homeless (under Section 73) in 2015-16:

- 41% of applicants were female (1% unknown)
- 29% of applicants were aged 16 to 24 (1% unknown)
- 7% of applicants were from a black or minority ethnic background (9% unknown).

And, of the 1,563 households assessed as eligible, unintentionally homeless and in priority need (under Section 75) in 2015-16:

- 63% of applicants were female (0% unknown)
- 35% of applicants were aged 16 to 24 (0% unknown)
- 15% of applicants were from a black or minority ethnic background (7% unknown)
- 49% were single person households, of which 56% were male applicants and 44% were female
- 34% were single parent households with dependent children. For 93% of these single parent households with dependant children, the applicant was female.

Social Services

Indicators in the Social Services National Outcomes Framework:

Percentage of social services users who felt involved in any decisions made about how care or support was provided:

No data are available for 2015-2016 (see note on page 24).

Data reported previously from the National Survey for Wales in 2014-2015 indicated that 80% of those who received help from care and support services in Wales agreed that they had been involved in any decisions made about the care or support that was provided.

Percentage of social services users who rated care and support services as excellent or good:

No data are available for 2015-2016 (see note on page 24).

Data reported previously for 2014-2015 indicated that 71% of those who received help from care and support services in Wales in the previous 12 months rated the people who directly helped, cared or supported them as excellent or good.

Percentage of people who felt that they were treated with respect:

No data are available for 2015-2016 (see note on page 24).

Data reported previously for 2014-2015 indicated that 96% of people who had visited their GP Surgery in the previous 12 months and 96% of those who had a hospital appointment in the previous 12 months agreed that they had been treated with dignity and respect.

Percentage of adult service users helped to live in the community:

This indicator measures the percentage of adult social service users who are helped to live in the community. It has remained constant between 81-83% since 2006-07. In 2014-2015 the percentage was 82%. The data for this indicator was sourced from 'Assessments and social services for adults in Wales, 2014-2015'.

Objective 7

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

Introduction

It is important the governing boards of our public bodies are made up of members who reflect Welsh society. When people from all walks of life are represented on public boards, it ensures diverse perspectives and more informed decision making on public services in Wales, both locally and nationally.

Our Actions

Call for Evidence

On 5 October 2015, the Welsh Government launched a Call for Evidence on increasing the representation of women and other under-represented groups on Public Sector Boards. The aim of the Call for Evidence was to increase our understanding of the challenges and barriers underlying the under-representation of certain groups on Public Sector Boards, and the measures to address this which have been successful in Wales and other countries.

As part of this Call for Evidence, expert women-focused organisations and organisations focused on other under-represented groups attended two round-table discussions to share views and evidence. The Call for Evidence exercise closed on 27 November 2015. The summary report was published to the Welsh Government website in January 2016. This sound evidential basis will support Welsh Government to develop our response to the under-representation of women and other groups in public appointments.

Pilot programme for under-represented groups in public appointments

A pilot development programme for under-represented groups in public appointments was made available to up to 20 people from under-represented groups across Wales. The pilot programme included training, provision of a local mentor and/or coach, and opportunities for participants to shadow a Health Board or Trust.

A graduation event took place in March 2016. The programme is being evaluated and lessons learned and good practice will be shared with Chairs and Public Sector Boards in Wales.

Girls Make a Difference Conference

Following the first successful event held in Cardiff in 2014, a second Girls Make a Difference Conference took place on 2 October 2015 in Wrexham. The conference was designed to help raise aspirations and demonstrate that careers for girls in less traditional roles – such as science, engineering and as decision-makers in public service – are accessible to all.

The event also encouraged young women to aspire to senior roles by providing advice, guidance and role models at all levels to illustrate how successful women have made it to the top. Over a hundred girls from North Wales attended the event and heard from inspirational speakers such as Dr Olwen Williams, Betsi Cadwaldr University Health Board and Pippa Britton, Paralympian.

Indicators for Objective 7

The following indicators are sourced from departmental management information:

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

In 2015-2016, 48.9% of those appointed to regulated public positions were women, a similar proportion to the previous year (48.5%). A slightly smaller proportion of those identifying as disabled were appointed (4.3%, compared with 7% in 2014-2015). A slightly higher proportion of people from ethnic minorities were appointed (6.4%, compared with 4.2% in 2014-2015). The percentages for female and disabled appointments are lower than these groups' share of the total working-age population, as determined from the Annual Population Survey for the year ending March 2016 (50.3% for females and 21.1% for people with a disability (defined under the Equality Act)).

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

In 2015-2016 there were 47 new regulated public appointments. Of these, 23 were female, three were from an ethnic minority group and two identified as disabled.

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

Of 65 public reappointments in 2015-2016, 40.0% were female; two did not declare their gender. 1.5% were from an ethnic minority group and 4.6% identified as disabled. The percentages for all three groups are lower than those for 2014-2015.

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

In 2015-2016, 955 people applied for public appointments. 352 of these were female (36.9%), 82 were disabled (8.6%) and 75 were from ethnic minority backgrounds (7.9%). Thus females (50.3% of the working age population) and disabled people (21.1% of the working age population under Equality Act definition) continue to be under-represented in applications to public appointments.

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

Of the 955 people who applied for public appointments in 2015-2016, 256 were shortlisted (26.8%) and 70 were appointed (7.3%). Out of the 352 female applicants, 33.2% were shortlisted and 9.9% were appointed. By comparison, 23.6% of males were shortlisted, and 6.1% were appointed.

Out of the 75 applicants from ethnic minority backgrounds, 18.7% were shortlisted and 5.3% were appointed. Similarly, from the 82 disabled applicants, 17.0% were shortlisted and 2.4% were appointed.

Of the 70 candidates appointed, 35 were female (50%), 35 were male (50%), two were disabled (2.9%) and four were from ethnic minority backgrounds (5.7%).

Objective 8

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

Introduction

As an employer, the Welsh Government is committed to promoting equality of opportunity and values individualism and diversity. All Welsh Government staff are expected to understand their responsibilities with respect to equality, diversity and inclusion.

Our Actions

Diversity and Inclusion Steering Group

A Diversity and Inclusion Steering Group was established, comprising members of senior management from each business area, the Staff Diversity Network Chairs and the Trade Union. The Group developed an Action Plan and is responsible for ensuring those actions are delivered, and ensuring equality, diversity and inclusion are embedded throughout the organisation.

A clear consultation process is in place with our Diversity Networks on all policy changes. In addition, key policy issues are set before our Operations Committee, and where further engagement is required, Operations Committee members nominate relevant staff from within their business areas to feed into the consultation process. We have also launched a new involvement group. This new group will widen our reach with the pilot initially consulting staff on HR Policies. Following the pilot, the group will broaden its scope to include other corporate initiatives. This will help to ensure we meet our statutory duty under the Public Sector Equality Duties, to involve staff across all nine protected characteristics when developing policy.

Equality and Diversity Week

During June 2015 a range of activities took place as part of Equality and Diversity Week, including a series of presentations, an exhibition, and a "rapid solutions" event. This event gave a number of staff the opportunity to consider solutions on improving the Performance Management process, developing a system for more inclusive policy making and identifying a more efficient process for acquiring workplace adjustments.

Diversity Networks

The Welsh Government supports and encourages four Staff Diversity Networks. They offer networking opportunities to provide a different sort of support to colleagues than is normally available. They also act as an advisory body to internal policy makers, and offer opportunities for staff to gain or develop new skills.

During 2015, the Staff Diversity Networks improved their visibility and activity by hosting a range of events which were open for all staff to attend, such as a British Sign Language Day event and attending Pride events across Wales. Each network was allocated a budget of £1000 and 10 hours facility time to use on network activity.

Our four staff networks are:

Disability Awareness and Support

The Disability Awareness and Support group acts as a support network for disabled staff, carers and those with an interest in disability issues, as well as providing support to Welsh Government policy makers.

The network has a collective responsibility for raising awareness of disability issues and promoting good practice. The network also acts as a consultation group for staff policies and corporate initiatives, influencing change within the Welsh Government. The network runs events to inform and raise awareness, British Sign Language sessions for example. The network comprises three regional groups and an all-Wales group to ensure representation for staff working across Wales.

The Minority Ethnic Staff Network

The Minority Ethnic Staff Network actively seeks to support its members to achieve their full potential and to contribute to making their experience of working for the Welsh Government one which positively benefits our communities as well as helping to develop individual learning.

The network assists the organisation in compliance with benchmarking exercises and provides equality assurance to Welsh Government policies. The network also builds positive relationships with minority ethnic colleagues across the public sector in Wales and the UK, including holding joint events during Black History Month. The network is establishing a mentoring and coaching programme for its members and offers associate membership to non-minority ethnic staff.

Women's Network (Women Together)

Women Together is the network in Welsh Government for women and those with an interest in issues affecting women. Through a range of events and activities, the network aims to provide opportunities to help individuals to fulfil their potential through connecting, learning and sharing with others. The network plays a key role in identifying and promoting good practice in the workplace as well as acting as a consultation group for internal policies and initiatives.

PRISM

PRISM is the Welsh Government's sexual orientation and gender identity staff network which supports staff who identify as lesbian, gay, bisexual, trans or who experience atypical gender identity. PRISM works in partnership with the organisation to create a safe, inclusive and diverse working environment which encourages a culture of respect and equality for all so everyone can reach their full potential without fear of discrimination.

The PRISM network worked in close partnership with the organisation to improve the Welsh Government's score in Stonewall's Workplace Equality Index. The Welsh Government rose to seventeenth place out of over 400 entrants from the previous year's score of thirty fourth. The PRISM Diversity network was also awarded Welsh Network of the Year, recognising the outstanding effort the network has undertaken to improve visibility and offer support to colleagues who are LGBT+ or have friends and family who are LGBT+. PRISM held a series of educational talks aimed at increasing awareness of LGBT+ issues in the workplace and wider society.

Equality Training

This year, we developed bespoke personal development programmes for members of our diversity networks.

Women as Leaders Programme

In April 2015, the Women as Leaders Programme was launched. This new, centrally funded programme aims to support the 50:50 equal gender balance within the Senior Civil Service by 2020 pledge, by providing the opportunity to further develop women into senior leadership roles. The first cohort of 16 delegates finished the programme in February 2015. Building on the initial positive feedback from these delegates, a second cohort started in October 2015, with 19 delegates.

The Programme is designed to give delegates a deeper understanding of themselves as leaders and the challenges that a Senior Civil Service role may bring. The programme will also provide delegates with the confidence and breadth of skills, knowledge and practical application to support them with future applications for a Senior Civil Service role within the Welsh Government.

PRISM Programme

The PRISM/LGBT+ Personal Development Programme was a 3 month pilot programme which ended in February 2016. The programme was open to colleagues at all levels and consisted of a diagnostic tool, a series of workshops and guest speakers with the aim of giving delegates a deeper understanding of themselves as individuals and the challenges that LGBT+ colleagues may face in the workplace.

The programme was aimed at LGBT+ colleagues who were able to learn together in a safe environment, discuss and share experiences and form a network of support for one another.

E-learning

An e-learning course on Unconscious Bias was launched in 2015 which is mandatory for all staff involved in the recruitment process. Other online courses are available which focus on Disability Awareness, Equality and Diversity Essentials, Mental Health Awareness, LGBT Awareness and Race Awareness.

Work Placements

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

Windsor Fellowship

This is an 8 week and 50 week placements for Black and minority ethnic undergraduates. They complete 8 weeks in their second year at university and a 50 week placement when they graduate.

Cabinet Office Summer Diversity Internships

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

Employer Equality Annual Report 2014-2015

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

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

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

The Employer Equality Annual Report for 2015-2016 will be published in March 2017.

Indicators for Objective 8

The following indicators are sourced from departmental management information:

Workforce representation rate by protected group:

Women make up 58% of the workforce at Welsh Government, and are thus over represented relative to the population. Of those who responded to questions on other characteristics, 2% are non-white; 5% are disabled; and 3% are not heterosexual.

63% of those who responded are married or in a civil partnership. However, the figure is only 43% if we take it as a proportion of all staff (roughly 32% of respondents failed to answer this question). Christianity accounts for the largest number of staff (44%). 'Other religion' accounts for 4% of staff, while those who preferred not to declare account for 31%. The remainder are those without a religion (19%) and non-responses (2%).

Finally, the age of members of the workforce is normally distributed, with a peak in the range of 40-54 years (45% of staff), and reducing numbers at the younger and older ends of the scale.

People Survey engagement index by protected group:

The results of Welsh Government People Survey 2016 were analysed to explore differences in the attitudinal responses and experiences of the following equality groups – Gender, Disability, Ethnicity, Religion and Sexual orientation.

The analysis compares differences using the employee engagement score, which is calculated from responses to the following questions:

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

The mean engagement score for the Welsh Government was 62%. In terms of gender, female staff had the highest engagement score of 66%, with the score for male staff just below average (61%).

Staff who reported a long-standing physical or mental health condition, illness, impairment or disability had slightly below average engagement (61%). Within this group, engagement was lower amongst staff who reported that a condition, illness, impairment or disability impacted on daily activity or work 'a lot' (55%), compared to those who reported 'a little' (61%) or 'no' impact (63%).

Those who identified as BME had higher than average engagement scores (67%), with 'Asian or Asian British' staff having the highest engagement score of 71%.

Engagement scores were average, or slightly higher than average, for staff identifying as 'Christian' (65%), 'Buddhist' (63%) and 'no religion' (62%). Engagement was lower than average for staff identifying as 'any other religion' (55%) and 'Muslim' (49%).

Average or above average engagement was reported by staff identifying as 'heterosexual/straight' (64%) and 'Gay or Lesbian' (63%). Staff identifying as 'bisexual' had slightly lower than average engagement (59%). Those who selected 'other' had the lowest engagement score (43%).

In all groups, those who selected 'prefer not to say' had lower than average engagement scores.

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

Participation in training and talent management programmes by protected group:

In 2015-2016, 60% of attendees on training courses were female. Excluding non-replies and 'prefer not to say', staff from ethnic minorities accounted 2.2% of attendees, 5.4% were disabled, and 3.1% were not heterosexual.

43.2% of attendees were married or in a civil partnership, 26.3% were single or another status, and 30.5% no reply or unknown. 44.5% of attendees were Christian, 3.9% had another religion, and 20.4% had no religion. 29.2% selected 'prefer not to say' with the remaining 2% who did not reply.

Feedback from the implementation of reasonable adjustments:

- The Corporate Health, Safety and Wellbeing team are responsible for the provision of the majority of reasonable adjustments, ranging from keyboards and mice to assistive software such as Dragon Dictate. With a workforce that is increasing in age, the amount of adjustments that are provided continues to increase, year on year.
- Following the compatibility issues encountered in 2015 when the ICT infrastructure was updated, a rapid solutions event was held and our reasonable adjustments policy and processes reviewed. The review engaged with external organisations and incorporated that learning into the process re-engineering. The project worked closely with the DAAS network, ICT, Facilities and HR to ensure that the final process is focused on the individual needing the adjustment. The initial round of stakeholder workshops is now complete and the design of the new process is underway with many incremental improvements already made.
- In addition, a Complex Case Manager role is now in place to review and expedite requests for reasonable adjustments that have proved difficult to implement and to produce meaningful Management Information to baseline and measure performance.

Take up rate of equality and diversity courses:

More women than men take up equality and diversity courses (62%), while white people account for 95% (of declared respondents) on these courses. Similarly, 93% (of declared respondents) are non-disabled, and 85% are heterosexual. 61% of respondents are married or in a civil partnership (44% excluding non-responders).

Christians account for 45% of attendees. Those with another religion account for 4%, while those who preferred not to say account for 30%. Those with no religion account for 21% of attendees.

Age of attendees ranges from 16 to 65+. There is lower attendance at equality and diversity training for those within the age range of 60 to 65+ (with 65+ at 1.7%) while higher attendance falls within the age range of 40 to 54 (peaking at ages 50 to 54 – 16.3%).

Chapter 4 – Looking Ahead

In April 2015, the Welsh Government began consulting on the review and refresh of its Equality Objectives within the future Strategic Equality Plan 2016-2020 with the launch of a 12 week consultation. The Welsh Government held workshops across Wales and invited Third Sector stakeholders to hold their own focus groups. The engagement provided stakeholders with the opportunity to influence the development of the Equality Objectives.

The responses from the consultation and engagement were supplemented by the publication of the Equality and Human Rights Commission's report 'Is Wales Fairer?' The report, based on clear research and evidence, provided details of the extent of progress on equality and human rights covering the period 2010-2015.

Based on the engagement and evidence we developed eight Equality Objectives for 2016-2020 comprising of six refreshed Objectives and two new Objectives. We published our Strategic Equality Plan 2016-2020 in December 2016, complete with our actions to take forward the Equality Objectives. The new Objectives build on the work we have already undertaken over the last four years and help us to continue to mainstream equality and diversity into all of our work, tackling the areas of inequality which matter most to the people of Wales.

Equality Objectives 2016-2020

Objective 1

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

Objective 2

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

Objective 3

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

Objective 4

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

Objective 5

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

Objective 6

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

Objective 7

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

Objective 8 – Internal WG HR objective

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

Chapter 5 – The Welsh Ministers’ Interim Report on Equality 2016

Introduction

Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, Welsh Ministers have a specific duty to publish a report giving an overview of the progress made by public authorities in Wales towards compliance by those authorities with the public sector equality duty ('the PSED').

Our first report was published on 19 December 2014 and is available on the Welsh Government's website.

This report covers the period January 2015 to December 2016.

Purpose of this report/chapter

This is the interim report and will focus on providing a progress update on the actions in Chapter 4 of the first report in 2014, following the format and order of the actions in the 2014 report.

Chapter 4 of the 2014 report set out a number of actions to bring about further progress towards compliance with the Public Sector Equality Duty. These actions were split into two categories, strategic actions and specific common challenges identified across the public sector. The actions are set out below.

Strengthening the Implementation of the Public Sector Equality Duty – Update on the Actions

Strategic Actions

The Well-being of Future Generations (Wales) Act 2015

The development of the Well-being of Future Generations (Wales) Act 2015 ('the 2015 Act') during this reporting period recognises the role specified public bodies in Wales can play in strengthening the implementation of the PSED. The 2015 Act, is about improving the social, economic, environmental and cultural well-being of Wales in a sustainable way.

The 2015 Act received royal assent in April 2015, with the majority of the provisions coming into force on 1 April 2016.

The 2015 Act requires specified public bodies listed in the Act to think more about the long-term, work better with people and communities and each other, looking to prevent problems and taking a more joined-up approach. The 2015 Act puts in place seven well-being goals and requires the specified public bodies to set and publish well-being objectives that are designed to maximise contribution to achieving each of the well-being goals.

The 2015 Act requires specified public bodies to:

- work together better and collaborate to find shared sustainable solutions;
- involve people reflecting the diversity of our communities;
- look to the long term as well as focusing on now;
- take action to try and stop problems getting worse – or even stop them happening in the first place;
- take an integrated approach by looking at the well-being goals when deciding on their priorities.

Provision for a more equal Wales is provided within the 2015 Act through one of the seven well-being goals, which also includes reference to socio-economic inequalities. As detailed above, each specified public body listed under the 2015 Act must set their own well-being objectives to maximise their contribution to all of the well-being goals.

The 2015 Act requires specified public bodies to reflect the diversity of the population in applying the involvement part of the Sustainable Development principle. This helps to ensure the interests of groups with protected characteristics are actively considered in the setting and achieving of well-being objectives.

Statutory guidance for those public bodies subject to the 2015 Act was published in February 2016. The development of guidance was shaped by an 'involvement period' between February and May 2015 and a formal Welsh Government consultation on the draft guidance which ended in November 2015.

The package of statutory guidance consists of four documents covering the Core Guidance on the 2015 Act; guidance for all public bodies covered by the 2015 Act to help them set well-being objectives, publish a well-being statement, review objectives and report on progress; guidance on the collective role of organisations participating in Public Service Boards ('PSBs'); and guidance for community councils on taking reasonable steps to contribute to the local well-being plan.

Non-statutory guidance has also been published on PSBs' use of evidence and analysis.

How to measure a nation's progress?

If we are to collectively achieve the seven well-being goals we need a way of measuring progress so that we can all see if, for Wales as a whole, things are getting better. That is why the 2015 Act placed a legal requirement on the Welsh Ministers to set national indicators. During 2015/16 work progressed on developing on, and consulting on a set of national indicators to measure progress towards the achievement of the well-being goals. On 16 March the then Minister – Carl Sargeant laid before the National Assembly for Wales a set of 46 national indicators. These were indicators that measure the whole of Wales, and are not designed to measure the performance of specific public bodies.

The development of the national indicators started in December 2014 with a commission to Public Policy Institute for Wales to advise on the development of the indicators.

In October 2015 we published a draft set of forty national indicators to gather views on whether these would help us understand, over time, what progress was being made in achieving the seven well-being goals. We established four essential criteria to guide the development of the indicators. These were (i) keep the number short and manageable, (ii) make sure they are measures for the whole of Wales, (iii) they should be coherent and fit together, and (iv) the indicators must resonate with the public.

The laying of the national indicators represents a significant milestone in Wales' application of the ground-breaking 2015 Act. The consultation has shown the challenge of finding a set of indicators that will tell us a story of life in Wales that can track our progress towards the Wales We Want described in the seven well-being goals. One of the key themes that emerged through the consultation concerned equality. In response to this national indicators were identified which would benefit from disaggregation by protected groups, as well as a new indicator in gender pay difference.

Ministers published 46 National Indicators for the purpose of measuring progress towards the achievement of the well-being goals of the Well-being of Future Generations (Wales) Act 2015. As set out in the National indicators for Wales: Technical document (2016), 25 of the 46 indicators will be disaggregated by protected characteristic. The document notes, however, that where this is the case 'not all data will be available for each of the protected characteristics. The indicators will be analysed where data are robust and appropriate to be used in that context.'

Providing evidence on outcomes that are disaggregated, where possible, by protected characteristic will support public bodies progressing, and identify where there are key differences.

The full detail of the national indicators can be found here: www.gov.wales/topics/people-and-communities/people/future-generations-act/national-indicators/?lang=en

Programme for Government – Taking Wales Forward

On 20th September 2016 Taking Wales Forward was published, setting out the programme for Government for the next five years.

As a Government, we want a stronger, fairer economy, improved and reformed public services, and a united, connected, and sustainable Wales.

These key priorities are aimed at making a positive difference for everyone, at every stage in their lives and supporting them when help is needed most. It is a Programme for Government that responds to the opportunities laid out in the Well-being of Future Generations Act.

We have set out where the Welsh Government has the levers to maximise its impact and how our key commitments will contribute to our shared goals. These areas are in relation to:

- Prosperous and Secure;
- Healthy and Active;
- Ambitious and Learning; and
- United and Connected

The four areas set out in Taking Wales Forward will form the basis for the development of four cross cutting and intertwined strategies which will allow us to consider how we can use the levers available to us to have the greatest impact.

Taking Wales Forward reflects our commitment to working collaboratively with a wide range of interested partners and embedding preventative thinking and long term approaches in our policy making. We want to work creatively with all partners across Wales to find solutions to the challenges that we all acknowledge face us and help us to maximise our impact in these uncertain times.

Future Generations Commissioner for Wales

The appointment process took place during autumn 2015 and was subject to the equality requirements for all public appointments in Wales. Advertisements were placed on a wide range of as well as making use of social media. Details of the appointment were also circulated to a wide range of equality and other interested organisations and to individuals who expressed an interest in a public appointment.

Sophie Howe was appointed and took up her post on 1 February 2016. Section 26 of the Well Being and Future Generations (Wales) Act 2015 (the Act) provides for an advisory panel to the Future Generations Commissioner for the purpose of providing advice to the Commissioner. The members of the advisory panel are the Children's Commissioner for Wales, the Welsh Language Commissioner, the Commissioner for Older People in Wales, the member of staff of the Welsh Government designated by the Welsh Ministers as the Chief Medical Officer for Wales, the chairperson of the Natural Resources body for Wales or another non-executive member of that body selected by the chairperson, an officer of the body representing trade unions in Wales known as Wales TUC Cymru nominated by that body, the chairperson or director or similar officer as the Welsh Ministers may appoint of a body representing persons carrying on business in Wales, such other person as the Welsh Ministers may appoint. Section 27 gives Welsh Ministers the power to pay remuneration to appointed members.

Creation of statutory Public Service Boards

Part 4 of the 2015 Act establishing statutory Public Service Boards (PSBs) came into force in April 2016.

PSBs are required to prepare and publish assessments of local well-being, and local well-being plans, functions which are tied to the local government electoral cycle. The first local well-being plans will therefore be published in 2018.

In analysing the state of well-being of the people in its area, PSBs are prompted to consider including analyses of particular categories of persons, including vulnerable or disadvantaged people, those possessing a protected characteristic, and children or young people who are being looked after. Boards may also wish to identify other categories of person to analyse, working to understand better the needs and barriers to participation in their areas.

Whilst PSBs are not under a specific duty to carry out formal impact assessments, statutory guidance supports the use of impact assessments as a means to meaningfully assess the well-being of an area. It is recognised that individual devolved public bodies are required to carry out Equality Impact Assessments, which it may be helpful to draw on at a PSB level.

PSBs have also been encouraged to seek the advice and support of the Equality and Human Rights Commission (EHRC) Wales in undertaking their work.

A PSB's Terms of Reference must include proposals for involving people in its community in the work of the board. The people the board engage should reflect the diversity of the people of the area. Statutory guidance stresses that a large number of the population, particularly those who are under-represented and hard to reach, do not naturally belong to groups and feel their voices are not heard. Citizen voice is a powerful tool, and to assess well-being effectively PSBs should seek those views and continued engagement.

Public Service Governance and Delivery

Welsh Government set out its response to the Commission on Public Service Governance and Delivery's report in 'Devolution, Democracy and Delivery: Improving public services for people in Wales'. The response outlined the Welsh Government's framework for related work prior to the Assembly Election and we continue to take forward this overall agenda. This articulates our continued commitment to equality and diversity within public service reform.

Improve the democratic leadership, diversity and governance of local authorities

The Expert Group on Local Government Diversity was chaired by Laura McAllister, Professor of Politics at Liverpool University. The Group's report "On Balance" published in March 2014, contained various recommendations aimed at increasing the representation of women, young people and minority groups who choose to stand in the 2017 local government elections.

The Welsh Government is committed to improving the diversity of decision makers in Wales and in response to the Expert Group recommendations, established the Diversity in Democracy project to address the barriers that people from under-represented groups face when entering into public life, and to inspire those individuals who had perhaps not considered it before.

A Project Lead was appointed to collaborate with a network of diversity champions from the 22 principal councils across Wales, a steering group consisting of representatives from each of the main political parties, the EHRC, the Electoral Reform Society, the Welsh Local Government Association, charities, equality networks and political parties to take forward to Expert report recommendations.

1) The Local Government mentoring programme

The mentoring programme, a key element of the Diversity in Democracy project, was launched in October 2014, with the aim of twinning potential candidates from under-represented groups with existing councillors.

The 1-1 mentoring programme ended in July 2016 and the 46 mentees and 61 mentors were asked to complete surveys to indicate whether they felt the programme had been beneficial and in the mentees case if they intend to stand for election. 20 of the mentees indicated that they intend to seek candidacy in either town/community councils or the local government elections 2017. Mentee demographics are: 35 female, 20 young people (under 45), 7 people with disabilities, 8 BME, 5 LGBT and 1 Traveller.

Training courses were offered to councillors to prepare them for the role of a mentor. In addition training in leadership and social media has been offered to mentors and mentees in order to equip them with the necessary skills for public life. Disabled mentees have been supported by the Welsh Government to access British Sign Language interpreters, Palantypists and accessible transport when attending council meetings with their mentors and project training. To date, £2,895.45 has been spent on supporting disabled mentees.

An event was held at the Pierhead in October 2016 – Democracy Week, sponsored by the Cabinet Secretary for Finance and Local Government and celebrated the project so far and the launch of the extended mentoring programme.

The mentoring programme has been extended until March 2017 to ensure that the 20+ mentees who wish to stand for election are continually supported. The programme no longer offers a structured 1-1 shadowing programme, but a peer mentoring programme and ongoing training. For example, the Leader of Newport Council and 2 member Diversity Champions in the North met with groups of people from under-represented groups to talk about the intricacies of being a councillor.

Further workshops are planned for November/December 2016 and will focus on presentation and chairing skills.

2) Diversity in Democracy Publicity Campaign

An ongoing publicity campaign has been underway, using a dedicated project web page www.gov.wales/diversityindemocracy, Twitter #DiDCymru and closed Facebook groups for mentors and mentees to network. Other methods of publicity have included video clips and attendance at various events around the country such as the Eisteddfod, the Royal Welsh, equality events and diversity roadshows aiming to increase the profile of the role of a local government councillor. The publicity programme has supported the development of the mentoring programme, by bringing awareness to pockets of society that may otherwise have been difficult to reach and encouraged employers, equality networks, and political parties to sit up and take notice of the need for diversity in democracy.

3) Diversity in Democracy Employer Scheme

Employers from the public, private and Third Sectors have been recruited by Welsh Government as 'supportive employers' to the Diversity in Democracy project and have committed to provide opportunities for councillors to talk to their staff about 'being a councillor', reviewing flexible and special leave policies and to promote the benefits of being a councillor. The purpose of the employer programme is to make it easier for young people who are in full time employment to take part in public life.

4) Exit Interview Scheme

The Diversity in Democracy team and the Welsh Local Government Association have reviewed the 2012 exit interview scheme for local authority councillors. The aim is for every councillor standing down between, and at the time of, elections to complete the survey, and the data to be used to establish the reasons why councillors stand down, enabling Welsh Government to address any barriers. Consultation has been carried out with local authorities and an electronic survey developed, to be analysed by the Data unit.

5) Door to Democracy Fund

The Diversity in Democracy project has provided £2,895.45 of financial support for disabled mentees to access British Sign Language interpreters, Palantypists and accessible transport, enabling them to participate in council meetings, training and meet with their mentors.

A phase 2 work plan for the Diversity in Democracy project was agreed by the Cabinet Secretary and the launch took place on 13 October 2016.

Phase 2 will continue to build on the projects success to raise awareness of local government through the publicity campaign, work with more employers to encourage employees to become councillors, facilitate peer mentee networking events throughout Wales for mentees committed to running an election campaign, establish the exit interview scheme in collaboration with the WLGA and provide financial support for disabled mentees.

Strengthen leadership across public services through refocusing and strengthening collective governance of the Academi Wales Leadership Centre, ensuring its programmes are used by all devolved public service organisations

The Academi Wales Leadership function has been strengthened through a number of informal and formal mechanisms at both Ministerial and Government level.

The work programme of Academi Wales is officially signed off by the Cabinet Secretary for Finance and Local Government and regular bi-lateral meetings are held to determine the priorities, impact and success of the programme.

The Academi Wales Advisory Board remains as an essential mechanism for ensuring the engagement of all public sector bodies in both the development, design and focus of the two way work programme offered to all public service staff across Wales.

There is no mandatory requirement for public sector organisations to engage with Academi Wales however Ministers across all portfolios have been clear to point out at the Public Service Summit in November 2015 and the continued work towards 'One Welsh Public Service' that it is deemed best practice for organisations to engage with Academi Wales.

There is ongoing recognition and commitment for the continued need of a strong centre for leadership excellence offered a national level and that Academi Wales provides value added, value for money and significant return on contribution.

Explore options for strengthening the process for senior public sector appointments, including developing a common framework of principles and considering the potential role of a Public Sector Appointments Commission

Welsh Ministerial public appointments are regulated by the Public Appointments Commissioner for England and Wales. The UK Government commissioned Sir Gerry Grimstone to undertake a review of public appointments called 'Better Public Appointments'. His report was published in March 2016. One of the recommendations is for the assessment and selection processes to be proportionate to the appointment in question and may vary between roles and bodies. The Welsh Government is currently waiting for the Code of Governance, which will replace the Code of Practice on Ministerial Appointments to Public Bodies to be published. The Code will be a broad framework within which the Welsh Government will have flexibility to consider how 'significant' appointments should be managed and run.

Develop a set of values shared at all levels across all devolved public services

The Welsh Public Service Values were launched in November 2015 at the Public Service Summit.

Developed throughout 2014-2015, Academi Wales worked with its entire community of learners to develop the values alongside the Well-being of Future Generations (Wales) Act 2015 and the Social Services and Well-being (Wales) Act 2014. The Welsh Public Service Values are: Working for the Long Term: Always Growing and Improving: Working Together: Treating Everyone with Respect: and Putting Citizens First. These are now fully integrated into the supporting guidance for delivering public services through the legislative and policy programmes and Academi Wales has a rolling programme of communication, delivery and engagement to embed the values across the public sector in Wales.

Develop a new relationship between people and public services including supporting co-production, recognising shared responsibility and establishing more preventative public services focused on outcomes and people's needs

This formed a key part of the First Minister's speech to the November 2015 Public Services Summit and remains at the heart of the approach of the administration for the current term. This is consistent with the principles of the Wellbeing of Future Generations (Wales) Act 2015 which will serve to mainstream the approach.

Specific Challenges Identified by the Public Sector

Call for Further Support

The EHRC in Wales monitors the effectiveness of the Public Sector Equality Duty (PSED). The PSED specific duties in Wales require listed public bodies to monitor progress towards meeting the equality objectives they have set. They must publish annual reports setting out the effectiveness of their work towards fulfilling each objective.

The EHRC has monitored activity in respect of the PSED since 2012. The EHRC Wales continued their monitoring activity in 2015 focusing on the engagement duty for local government, fire and rescue and police services and for the health service, and improving access for older people. The individual reports are all available on the EHRC website.

The EHRC published their quinquennial review titled 'Is Wales Fairer?' in December 2015 which supported public authorities including Welsh Government, in their respective review of their Equality Objectives. Prior to its publication, the EHRC held an event in July 2015 focusing on the early findings of 'Is Wales Fairer?' for the public sector. The event supported the public sector in learning about the key equality and human rights challenges facing Wales, identifying next steps in tackling the challenges and discussing how the challenges could help to identify the new strategic objectives of public bodies.

The report provided a valuable updated evidence base and highlighted the extent to which improvements have been made in equality and human rights over the last five years as well as setting out seven key challenges to be addressed in Wales over the next five years. The evidence in the report has supported the public sector to achieve a shared agenda for 2016-2020.

Welsh Government in supporting public bodies to align their Equality Objectives with the Well-being of Future Generations (Wales) Act 2015, met respectively, with the EHRC and equality representatives from public sector bodies such as the NHS Equality Network. Discussions included producing a 'factsheet' on the links between the Well-being of Future Generations (Wales) Act 2015 and the Equality Act 2010. The then Minister for Natural Resources met with the EHRC in July 2015 to discuss alignment of the duties and the role of the EHRC.

The Well-being of Future Generations (Wales) Act 2015 statutory guidance for public sector bodies includes narrative on taking an integrated approach to other duties including those under the Equality Act 2010. The guidance includes aligning duties on engagement and reporting arrangements and the value of Equality Impact Assessments.

Employment Data

An update will be provided as part of the full report in 2018. The UK Government undertook to review the public sector equality duty (PSED) in 2016. Welsh Government will ensure it fully participates in this review including the requirements on employee data collection.

Population and Service User Data

Welsh Government has recently updated the Review of the Evidence on Inequality in Wales. This report compiles the latest available population and service user data across multiple domains, broken down according to the protected characteristics (where available). It provides up-to-date evidence on a range of outcomes for different groups to support budgeting and decision making in departments.

Equality Impact Assessments (EIA)

Within Welsh Government, the use of Equality Impact Assessments ('EIAs') is central to assessing the impact of its decisions and policies on the people of Wales, as demonstrated by its commitment to assess the impact of its spending decisions. The Welsh Government has been progressively moving toward publishing an integrated impact assessment of its Draft Budget. The Strategic Integrated Impact Assessment considers the impact of spending decisions on equality, socio-economic disadvantage, children's rights and Welsh language, which contribute to the wider understanding of the sustainability of decisions making. This integrated approach is in line with the principles set out in the Well-being of Future Generations (Wales) Act 2015.

In order to improve the impact assessment processes within the Welsh Government, the First Minister commissioned the Public Policy Institute for Wales ('PPIW') to carry out a review of its processes for evaluating the impact of policy decisions. The purpose of the review was to improve the advice provided to Ministers, and ensure that impact assessments add real value to policymaking. If we can improve impact assessments there might be opportunities for wider application to public services, at a time when more cost-effective use of resources has never been more important.

The NHS Centre for Equality and Human Rights has developed, in partnership with the Welsh Government, Welsh Local Government Association and Public Health Wales, the Equality Impact Assessment in Wales Practice Hub.

The EIA Hub is a collective source for information and practices from organisations throughout the UK. It provides the public sector with resources promoting and supporting the development of good quality, robust EIAs that meet the legal duties of the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The Hub will help make EIA an integral part of public practice, and promote equality and fair policy throughout Wales.

To further develop the quality of Equality Impact Assessments the EHRC annual conference 2015 **Shaping the Future** focused on ensuring we make the most of the opportunities provided by the PSED and impact assessments to shape the future, narrow inequalities and address human rights abuses. It emphasised that a robust evidence base is essential and including people's personal stories can communicate the importance of the decisions that are being taken.

Engagement

The Welsh Government funds Third Sector Support Wales (TSSW) (comprising 19 County Voluntary Councils and Wales Council for Voluntary Action) to provide support to the wider Third Sector. In particular, the funding ensures support for all community and voluntary organisations around: help for volunteers and volunteer involving organisations, advice on fundraising, training on good governance for Trustees, and help to ensure healthy relationships between local Third Sector and public service.

The Partnership Agreement between Welsh Government and TSSW which underpins this funding is presently being reviewed. The refreshed Partnership Agreement to be submitted to Welsh Government in November 2016 is expected to address how the aims of TSSW align with the broad aims of Welsh Government.

As part of this grant the Wales Centre for Voluntary Action (WCVA) also administer the Third Sector Partnership Council (TSPC) and the Partnership Capacity Fund. The Fund supports Third Sector organisations to engage with Welsh Government on developing policies and programmes. In 2016, a Programme for Action was produced to focus the engagement through TSPC around key issues which both Welsh Government and Third Sector wished to address. The Programme for Actions four themes for 2016 included: Tackling Poverty; Promoting Equality and Diversity; Preventing Homelessness; and Supporting individuals, families and communities. The actions under the Promoting Equality and Diversity theme included consideration of issues such as a better understanding of intersectionality through to promoting the themes of equality and diversity throughout all of the discussions of TSPC.

A refreshed Programme for Action will now be developed to support the Programme for Government and to provide a forum for Third Sector organisations to engage with Welsh Government on the development of future policies.

Diversity in Decision Making

Welsh Government worked with the NHS Centre for Equality and Human Rights and health boards and trusts to develop a pilot programme of training, development and support for people from under-represented groups to acquire the skills, experience and insights which would enable them to compete more effectively for future public appointment opportunities.

This programme was made available to 18 people from under-represented groups across Wales. The pilot programme included training, provision of a local mentor and/or coach, and opportunities for participants to shadow a health board or trust.

A graduation event took place in March 2016. The programme has been evaluated and lessons learned and good practice were disseminated to Chairs and Public Sector Boards in November 2016.

A Call for Evidence on increasing the representation of women and other under-represented groups on Public Sector Boards took place in autumn 2015. The aim of the Call for Evidence was to increase our understanding of the challenges and barriers underlying the under-representation of certain groups on Public Sector Boards, and the measures to address this which have been successful in Wales and other countries. The Call for Evidence exercise closed on 27 November 2015 and the Summary Report was published on the Welsh Government website in January 2016.

This sound evidential basis has supported Welsh Government to develop our response to the under-representation of women and other groups in public appointments.

Equal Pay

The Women Adding Value to the Economy ('WAVE') Project was funded by the European Social Fund through the Welsh Government; the total cost of the project was £4.9 million over 3 years. The project ran from July 2012 and completed in June 2015. The aim of the project was to understand and 'interrupt' the ways in which gender pay inequalities are consistently reproduced through occupational segregation in employment and self employment, through the ways in which 'women's work is contracted' and through the operation of pay systems.

One important outcome of this work has been the development of the Gender Employment and Pay Analysis ('GEPA') method. This method will help employers to gather evidence and create action plans to fulfil their statutory requirement to report against the Welsh Equal Pay Duty.

In September 2015, the Minister for Communities and Tackling Poverty and the Minister for Finance and Government Business wrote to all Ministers highlighting the achievements of the WAVE programme and asking them to alert their stakeholders to the GEPA method which will help to identify where gender pay gaps exists and also look at ways in which gendered patterns, and ways of working, could be addressed.

In March 2016, the Minister for Communities and Tackling Poverty wrote again to Chief Executives of all local authorities in Wales reminding them of their duties in tackling gender pay inequality in Wales. The Minister also encouraged them to make use of the GEPA method for reporting against the equal pay duty and in assisting you to address gendered patterns of working.

The refreshed Strategic Equality Objectives for 2016-2020 were published on 10 March 2016 and build on progress made in the previous four years. Tackling pay inequality, included within Objective 3, continues to be a priority.

Conclusion

The Well-being of Future Generations (Wales) Act 2015 helps to ensure that specified public authorities work in a sustainable way towards achieving the well-being goals.

The combination of the Well-being of Future Generations (Wales) Act 2015 and the Equality Act 2010 now provides the public sector with an opportunity to advance equality in a more cohesive and strategic way. The well-being goals are an integrated set and therefore equality and inclusion should not be seen to solely connect with 'A more equal Wales' goal but also form a vital component working with the other well-being goals.

As we go forward, there is an opportunity for the public sector to utilise their refreshed Equality Objectives and Strategic Equality Plans to demonstrate how these Objectives contribute to achieving the well-being goals. This report provides an overview the clear progress made over the last two years and work will continue to drive these actions further forward.