



Llywodraeth Cymru
Welsh Government

Strategic Equality Plan

2020-2024

Equality Aims, Objectives & Actions

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Ministerial Foreword

Equality and Human Rights have always been central to the work of the Welsh Government and our vision for Wales. We believe in fair treatment of every person, especially those who are most marginalised. We work towards a more equal Wales, a country which ensures equity of access to services, tackling inequality and seeking fairer outcomes for all our citizens, now and for future generations.

These aims have never been more important than at present. The gap between the richest and the poorest in our society continues to widen, and there are many extremist voices exploiting social media to promote their agendas of intolerance and hatred for other people. Years of austerity, divisions over the UK leaving the European Union risk undermining our shared values and dividing our communities.

We must make every effort to show our commitment to equality and be vigilant to safeguard the laws and international treaties which protect every one of us. Our aim is equality for everyone, not just a few. We must support those groups and individuals with protected characteristics who remain at greatest risk of discrimination and unfair treatment which in turn, leads to very unequal life outcomes. The challenges can be all the greater where different forms of discrimination and disadvantage overlap so that, for example, individuals experience racism and sexism in combination (this is known as intersectionality).

It is not enough to stand still, so the Welsh Government is working actively to advance equality and human rights. Our **Gender Equality Review** has provided a roadmap to help us address the main issues and we have commissioned research on wider options to strengthen and advance equality and human rights in Wales. Whilst poverty in itself is not a protected characteristic, inequality arising as a result of being on low income is something we are taking action to address. This is why we intend to commence sections 1 and 3 of the Equality Act 2010, "**the socio-economic duty**," which will require many Welsh public bodies to have due regard for socio-economic impacts when making strategic decisions.

The promotion of equality and inclusion is integral to all characteristics of Fair Work set out in **Fair Work Wales**. An inclusive Welsh economy in which everyone can thrive and no-one is left behind is fundamental to our vision for Wales as a modern, compassionate, more equal nation. Simpler, stronger social partnership arrangements underpinned by legislation are key to our ambition for more equal outcomes; where workers across all sectors of the Welsh economy share in economic growth.

All of these important developments will have impacts during the lifetime of this Strategic Equality Plan and far beyond.



This document sets out our equality aims and objectives for the next four years, together with the main actions to achieve those objectives. This plan will enable the Welsh Government to work closely with other bodies to achieve those aims. In particular, we view the Equality and Human Rights Commission as a key partner in driving forward equality and human rights in Wales, acting as a critical friend as well as undertaking a regulatory role. Our approach is based in large part around its important report *Is Wales Fairer? 2018*.

A handwritten signature in black ink that reads "Jane Hutt".

Jane Hutt AM

Deputy Minister and Chief Whip, with portfolio responsibility for Equalities.

Introduction: Overview of the Plan

This is the Welsh Government's Strategic Equality Plan for 2020-2024. In the document you will find short chapters explaining:

- The legal basis which underpins the plan;
- The main evidence relating to equality and human rights in Wales which has influenced this plan. This chapter draws heavily on *Is Wales Fairer? 2018*, published by the Equality and Human Rights Commission; and
- How the plan was developed through engagement and consultation with key stakeholders and Welsh citizens.

At the heart of the plan there are three main elements: Aims, Objectives and Actions.

1 Long-term Aims. These aims are about strengthening and advancing equality and human rights in Wales. We expect them to remain relevant beyond the period covered by the plan. They may be shared by other organisations including Welsh public bodies, in order to support shared action to advance equality and human rights in Wales. Whilst we have set out objectives to meet our statutory requirement to do so under the Public Sector Equality Duties, we recognise the scale of the challenge in addressing deep-rooted and sometimes systemic issues which adversely impact on those with protected characteristics. Long term aims, extending beyond the life of this particular plan, allow connection between our plans which will be developed over time to address them.

2 For each of these long-term aims, we have set a single, Welsh Government **Equality Objective for 2020-2024**. These objectives relate more closely than the long-term aims to the role and powers of the Welsh Government. They are a statutory requirement and support the Welsh Government to meet their Public Sector Equality Duties. The focus of the objectives is on what we intend to achieve within the four-year lifetime of this plan.

3 Underpinning each of these Objectives are a number of measurable **Actions** which demonstrate how the Welsh Government will achieve its objectives. It is very important to recognise that the actions included in this plan are **not** a complete list of everything the Welsh Government will do over the next four years to achieve our equality objectives. They are examples which have been chosen to highlight key issues in relation to each objective and may be exemplar. Some of the actions will be completed during the lifetime of the plan, and other actions, not included here, will be developed during this period.

These three elements are set out together in Annex 1. Our actions will be specific to protected groups where the evidence tells us that targeted action is required. These lists of actions are not exhaustive and contain ones which are either exemplar or have the most significant potential impact in supporting delivery of the overarching objective and long term aim. More actions than the ones articulated here are being taken forward across the Welsh Government and may be reported on through the annual equality reporting process.

We recognise many people have experience of overlapping protected characteristics. Examples including disabled children; older LGBT people; Muslim women. A person is rarely defined by a single characteristic. We have therefore **developed Equality Objectives that are "intersectional", i.e. ones that seek to eliminate discrimination and which promote equality of opportunity and foster good relations in the most inclusive ways possible as well as aligning to specific domains of 'Is Wales Fairer'**. Similarly, the aims and objectives themselves are cross-cutting and interdependent

The Welsh Government's Equality Objectives

Long-term Aim 1: Elimination of inequality caused by poverty.

Equality Objective 1: We will take action to mitigate the risk of people falling into poverty, improving outcomes for those most at risk and who live in low income households.

Long-term Aim 2: Strong and progressive equality and human rights protections for everyone in Wales.

Equality Objective 2: We will take action to identify and utilise all levers possible to protect, strengthen and advance equality and human rights in Wales.

Long-term Aim 3: The needs and rights of people who share protected characteristics are at the forefront of the design and delivery of all devolved public services in Wales.

Equality Objective 3: We will adopt an approach based on improving outcomes and removing barriers which prevent people fulfilling their potential. We will embed the Social Model of Disability to create better policy and services.

Long-term Aim 4: Wales is a world leader for gender equality. A gender equal Wales means an equal sharing of power, resources and influence for all women, men and non-binary people.

Equality Objective 4: We will deliver the objectives set out in the first stage of the Advancing Gender Equality in Wales Plan and take action to address and reduce the gender pay gap encouraging other devolved public service organisations in Wales to do likewise.

Long-term Aim 5: Elimination of discrimination, victimisation, abuse, harassment, hate-crime and bullying based on protected characteristics.

Equality Objective 5: We will take action to prevent discrimination, victimisation, harassment, abuse, hate crime and/or bullying against people as a result of them having one or more protected characteristics. We will ensure victims have access to advice and support to help them live without fear and protect their wellbeing.

Long-term Aim 6: A Wales of cohesive communities that are resilient, fair and equal.

Equality Objective 6: We will build on our existing policies and interventions and develop a monitoring framework to measure progress towards community cohesion and the fostering of good relations.

Long-term Aim 7: Everyone in Wales is able to participate in political, public and everyday life.

Equality Objective 7: By 2024, we will have increased the diversity of decision-makers in public life and public appointments, identifying areas where further action is needed to ensure greater balance of diversity among decision-makers and identify and investigate mechanisms to redress inequality.

Long-term Aim 8: The Welsh public sector leads the way as exemplar inclusive and diverse organisations and employers.

Equality Objective 8: By 2024 the Welsh Government will be an exemplar employer, increasing diversity by: addressing in particular the under-representation of disabled people and people from minority ethnic communities at all levels of the organisation and the underrepresentation of women in senior roles; removing barriers; and supporting staff from all backgrounds to reach their potential, creating equality of opportunity for all.

Linking Objectives to Action

For each of the objectives above, a small number of key actions have been identified to demonstrate how the objective will be achieved in the period 2020-2024. These actions are arranged in relation to the 6 domains of *Is Wales Fairer? 2018*.

These domains are:

- Education
- Work
- Living standards
- Health
- Justice and Personal Security
- Participation

The actions under each objective may relate to more than one of these domains. For each action, an explanation is provided showing how it will contribute to fulfilling the respective objective, how it will be measured and when it will be delivered.

These actions were developed during and following the consultation, through engagement across the Welsh Government and with stakeholders. The actions supporting the objectives and long-term aims are at Annex 1.

The final Strategic Equality Plan does not include **all** of the Welsh Government's activity relevant to each objective; the focus will be on key exemplar activity linked to the *Is Wales Fairer?* domains. The expectation is that a wide range of other activity and wider policy development with the Welsh Government will also contribute to fulfilling the Strategic Equality Objectives during the lifetime of the plan. Some of which will be captured in the Welsh Government's Annual Equality Reports.

This Strategic Equality Plan does not stand alone. While it is the Welsh Government's main, overarching plan for driving greater equality in Wales, it is supported by, and supports, a range of other important plans which also capture and guide our work in this area. These are designed to tackle particular aspects of inequality and to support groups of people who frequently experience discrimination, for example:

- Advancing Gender Equality in Wales Plan;
- The Nation of Sanctuary Plan for Refugees and Asylum Seekers;
- Action on Disability – The Right to Independent Living; and
- Enabling Gypsies, Roma and Travellers.

In addition, very many other Welsh Government strategies and funding streams are crucial in our work to achieve equality for all our citizens. The Employability Plan, Housing First principles, Pupil Development Grants, Welsh Language Strategy, Discretionary Assistance Fund, and Transport Strategy are just a few examples. The list could be very much longer.

This Strategic Equality Plan is designed to complement and reinforce the whole range and variety of work being led by the Welsh Government to drive equality and remove barriers to achieving it as well as to safeguard the rights of Welsh people. It does not duplicate the details which can be found in other places – for example there is much more information in *Action on Disability* about how we are working with and supporting disabled people than will be found here. This plan should therefore be read alongside these other plans to provide a more complete and detailed picture.

Our long-term equality aims cover similar areas to those in the Welsh Government's previous Strategic Equality Plans. Stakeholder engagement and consultation, together with the evidence highlighted by the Equality and Human Rights Commission in *'Is Wales Fairer? 2018'*, has made clear the scale of the challenges we are facing. Many of the forms of inequality we want to tackle are deeply rooted and inter-generational.

In response, the approach set out in this plan represents significant change in how we intend to address these issues. Strategic Equality Objectives, underpinned by measurable and targeted actions, will enable us to make real progress towards longer-term aims, breaking down entrenched inequality and making Wales more equal.

Chapter 1: Equality and the Law in Wales

This chapter sets out the main parts of the legal framework which underpins our Strategic Equality Plan.

(i) The Equality Act 2010

The Welsh Government Strategic Equality Plan aims to bring together issues relating to both equality and human rights in Wales.

However the statutory basis for the Strategic Equality Plan and its associated objectives is contained within the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Section 149 of the Equality Act 2010 sets out the Public Sector Equality Duty (PSED) which, in summary, places a duty on public bodies to have due regard in exercising their functions to the need to:

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

The nine protected characteristics are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership

Building on the Act itself, distinctive Welsh Regulations¹ laid a further foundation for taking equality forward in Wales with the aim of enabling the better performance of the Public Sector Equality Duty (PSED). Under these Regulations listed devolved public sector bodies, including the Welsh Ministers, were initially obliged to prepare and publish equality objectives no later than 2 April 2012. Those bodies must review each of its equality objectives no later than the end of the period of four years beginning on the date that the objective was first published. They may revise or remake an equality objective at any time.

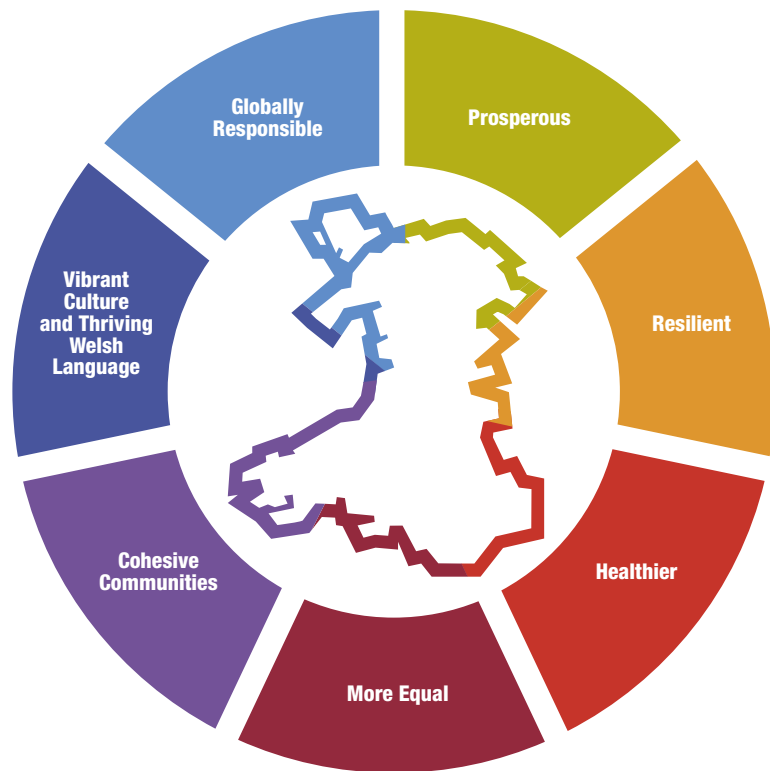
In developing their equality objectives, these bodies must involve people who represent the interests of people who share one or more of the protected characteristics and have an interest in the way the public sector body carries out its functions.

Under the Welsh Regulations therefore, the Welsh Ministers must publish Equality Objectives that are designed to enable them to better perform their public sector equality duties. The Equality Objectives set out in this plan will also help us to prioritise areas of inequality requiring urgent action.

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

Creating a more equal Wales, where everyone has the opportunity to participate, reach their full potential and is able to contribute fully to the economy, will enable Wales to be more prosperous and innovative.

The Well-being of Future Generations (Wales) Act 2015 **sets out a duty to carry out sustainable development with a view to improving** the economic, social, environmental and cultural well-being of Wales. It contains seven well-being goals to make Wales a prosperous, resilient, healthier, more equal and globally responsible country with cohesive communities, a vibrant culture and a thriving Welsh language. These well-being goals are indivisible from each other and explain what is meant by the well-being of Wales. The seven well-being goals are:



While our Equality Objectives will cut across all of the well-being goals, they will in particular support progress towards the following:

A more equal Wales

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).

A Wales of cohesive communities

Attractive, viable, safe and well-connected communities.

The Act also requires public bodies to reflect the diversity of the population in applying the Sustainable Development principle. The principle is made up of five key ways of working. We must:

- look to the **long term** so that we do not compromise the ability of future generations to meet their own needs;
- take an **integrated approach** so that public bodies look at all the well-being goals in deciding on their priorities;
- **involve** a diversity of the population in the decisions that affect them;
- work with others in a **collaborative** way to find shared sustainable solutions; and
- understand the root causes of issues to **prevent** them from occurring and examining whether how we currently deploy our resources should change.

These five ways of working will guide our work in developing our Equality Objectives and the actions that will help ensure we fulfil them.

Together, the seven well-being goals and five ways of working provided by the Act are designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Our approach to maximising our contribution to the well-being goals has been to identify those areas where the use of our powers and levers can make a real improvement over this government term and where concerted action across government and with our delivery partners can have the most impact.

With a focus on the long-term, taking into account the evidence and consultation, we have developed a set of longer term aims towards which the Welsh Government can make progress through our quality Objectives. We hope that these may also assist the Welsh public sector to make progress, the wider sector may choose to adopt the same aims if they choose to do so. This will provide opportunities to advance equality together in an integrated and strategic way.

(iii) The wider picture

Many other Welsh and UK laws, as well as international treaties and conventions, underpin equality and human rights in Wales. This includes laws relating to particular aspects of life and work, such as employment, education, health or justice, as well as those relating to particular groups of people such as refugees, disabled people or children. It is not possible to provide a complete list, but it is important to remember that the Equality and Well-being of Future Generations Acts are not the only relevant pieces of legislation.

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law.

The ECHR derives from the Council of Europe (not the European Union) and is based on the Universal Declaration of Human Rights which was the first international agreement on the basic principles of human rights, accepted by nearly every state in the world. The UK remains a signatory to both the ECHR and the Universal Declaration.

Chapter 2: What the equality evidence shows us

Equality Impact Assessment

Under the Welsh specific equality duties, the Welsh Government must assess the likely impact of our policies and practices. This may be achieved by a thorough analysis of equality evidence and engagement with communities, individuals and experts. This helps us understand how our policies and practices might affect people with protected characteristics, and whether appropriate action is required to eliminate or minimise any negative impacts where possible.

Our Integrated Impact Assessment for the refreshed Equality Objectives includes the feedback from both our early engagement and the consultation exercise, as well as the valuable equality evidence available from recent research, inquiries and statistical releases.

Some of the overarching sources of equality evidence that we refer to as part of our analysis for the Equality Impact Assessment includes:

- *Is Wales Fairer?*² (EHRC, 2018);
- *Rapid Review of Gender Equality Phase One*³, and the Phase Two report 'Deeds not Words' and the 'Roadmap' (Chwarae Teg, 2018 and 2019);
- *Well-being of Wales 2018-19*⁴ (Welsh Government, 2019).

The evidence available provides us with information on a wide range of issues affecting people who share protected characteristics that we need to consider when developing our refreshed Equality Objectives. We have highlighted some of them below:

Sex

Women encounter inequality in many areas, which only intensifies if they are also have another protected characteristic. Women from BAME communities, LGBT, and those who are elderly or disabled often face multiple inequality which makes it more difficult to reach their full potential. Different forms of inequality overlapping like this and creating even greater problems and disadvantage for people with more than one protected characteristic is known as intersectionality. Phase Two of the Gender Equality Review has provided us with a suite of recommendations for achieving gender equality in Wales and our Equality Objectives will be key drivers in accomplishing equality.

Disability

Disabled people have been disproportionately affected by welfare reform and austerity. This was highlighted by the UN's examination of the UK's implementation of the Convention on the Rights of Disabled People (UNCRCDP) in 2016/17 and the issues have been reinforced by the process of developing our new framework: *Action on Disability, the Right to Independent Living*.

A report on the cumulative impact of tax and welfare reforms was published by the Equality and Human Rights Commission in March 2018⁵. This analysis summarised findings on the potential impact of UK Government tax and welfare reforms, including at a Wales level. It also reported there is a disproportionately negative impact on the incomes of several protected groups, including disabled people.

Race

Recent spikes in hate crime have affected Black Asian and Minority Ethnic (BAME) people, since 73% (2018/19 figures) of recorded hate crimes and incidents are motivated by racial or religious prejudice. Recent meetings of the Wales Race Forum and our All Wales BAME Engagement Programme have starkly highlighted racism in our communities, including schools and workplaces, and the need for concerted action to promote racial equality.

Refugees and Asylum Seekers

In 2017, the National Assembly for Wales Equality, Local Government and Communities (ELGC) committee published its inquiry on refugees and asylum seekers⁶ during the world's largest refugee crisis since the Second World War. Refugees and asylum seekers often arrive in Wales following traumatic experiences in their countries of origin and on their journeys to the UK. We want to ensure that these individuals are supported to rebuild their lives and make a full contribution to Welsh society. In January 2019 the Welsh Government launched the Nation of Sanctuary Plan⁷, which captures a range of actions to address the recommendations of the ELGC committee and additional issues identified through consultation to improve the lives of people seeking sanctuary in Wales.

2 Equality and Human Rights Committee (2018). *Is Wales Fairer?* www.equalityhumanrights.com/en/publication-download/wales-fairer-2018

3 Chwarae Teg (2018). *Rapid Review of Gender Equality Phase One*. <https://chwaraeteg.com/wp-content/uploads/2019/06/Rapid-Review-of-Gender-Equality-Phase-One-full-report.pdf>

4 Welsh Government (2019). *Well-being of Wales Report 2018-19*. www.gov.wales/sites/default/files/statistics-and-research/2019-11/well-being-of-wales-2019.pdf

5 Equality and Human Rights Commission (2018). *The Cumulative Impact of Tax and Welfare Reforms* www.equalityhumanrights.com/en/publication-download/cumulative-impact-tax-and-welfare-reforms

6 ELGC Committee (2017) *I used to be someone*. www.assembly.wales/laid%20documents/cr-ld11012/cr-ld11012-e.pdf

7 Welsh Government *Nation of Sanctuary Plan*. <https://gov.wales/refugee-and-asylum-seeker-plan-nation-sanctuary>

Sexual orientation/gender reassignment (Lesbian, Gay, Bisexual, Transgender – LGBT)

The Stonewall Cymru 2018 *Work Report*⁸ has revealed troubling discrimination in Wales's workplaces, with a third of LGBT respondents who were employed in Wales (34%) reporting that they hid or disguised that they are LGBT at work in the last year because they were afraid of discrimination. Its 2017 *School Report*⁹ showed that while some LGBT young people in Wales are accepted, for many bullying, discrimination and exclusion are part of their day-to-day lives.

Age (Older People)

We are an ageing society, with just over 800,000 people aged over 60 estimated to live in Wales in 2018, equating to just over 25% of the total population. This figure is expected to increase and the number of people over the age of 85 is expected to grow significantly in the years ahead. There are increasing levels of poverty amongst older people and the gap in healthy life expectancy at birth between the least and most deprived areas of Wales vary by as much as 18 years for women and men (applicable to the period 2015 to 2017)¹⁰. In response to this changing demographic, we are working with partners to co-produce a Strategy for an Ageing Society. The Older People's Commissioner for Wales is also working to address these inequalities experienced by individuals and communities throughout Wales.

Children and Young People

In 2019, the Children's Commissioner for Wales published *A Charter for Change: Protecting Welsh children from the impact of poverty*¹¹. It found that children and young people living in poverty in Wales miss out on their most basic human rights of having their food, shelter and health needs met. The costs of attending and participating in school leads to an inequality of opportunity for children and young people living in poverty. These children and young people also feel socially isolated because of a lack of opportunities available to them in their local communities.

Pregnancy and maternity

The EHRC has undertaken research into pregnancy and maternity in the work place¹². It found the majority of employers felt it was in their interests to support pregnant women and those on maternity leave and they agreed that statutory rights relating to pregnancy and maternity are reasonable and easy to implement. Around one in nine mothers (11%), reported they were either dismissed or made compulsorily redundant in comparison to others in their workplace who were not treated in this way. It was reported some were treated so poorly they felt they had to leave their job. One in five mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and/or colleagues and 10% of mothers said their employer discouraged them from attending antenatal appointments.

Religion/belief

In 2016, the EHRC published *Religion or Belief: Is the Law Working?*¹³ The research found the Equality Act and the Human Rights Act provide sufficient protection for individuals with and without a religion or belief, religion or belief organisations and other groups protected by the Equality Act. Nevertheless, there were opportunities identified for improvement. For example, to address concerns that employers, employees, service providers and service users are often unclear about their rights and obligations. They are unsure how to request or respond to a request related to an individual's religion or belief, or how to manage diverse workplaces or diverse service user groups.

8 Stonewall Cymru (2018) Work Report. www.stonewallcymru.org.uk/our-work/stonewall-research/lgbt-wales-%E2%80%93-work-report

9 Stonewall Cymru (2017) School Report. www.stonewallcymru.org.uk/school-report-cymru-2017

10 ONS (2019) Health state life expectancies by national deprivation deciles, England and Wales: 2015 to 2017 www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthinequalities/bulletins/healthstatelifeexpectanciesbyindexofmultipledeprivationimd/2015to2017#life-expectancy-and-healthy-life-expectancy-in-wales-by-the-welsh-index-of-multiple-deprivation-2014-wimd14-2015-to-2017

11 Children's Commissioner for Wales (2019) A Charter for Change: Protecting Welsh children from the impact of poverty www.childcomwales.org.uk/wp-content/uploads/2019/04/A-Charter-for-Change-Protecting-Welsh-Children-from-the-Impact-of-Poverty.pdf

12 EHRC (2018) Pregnancy and maternity discrimination research findings. www.equalityhumanrights.com/en/managing-pregnancy-and-maternity-workplace/pregnancy-and-maternity-discrimination-research-findings

13 EHRC (2016) Religion or Belief: Is the Law Working? www.equalityhumanrights.com/sites/default/files/religion-or-belief-report-december-2016.pdf

Chapter 3: How This Plan Has Been Developed

This Strategic Equality Plan has been developed through engagement and partnership working, in several stages beginning in late 2018.

(i) Early Engagement

Initially, informal discussions took place with equality stakeholders across Wales. These discussions in turn informed engagement events held in March 2019 in Cardiff, Newtown, and Colwyn Bay. The events were open to all and attended by around 60 stakeholders in total, mainly from the public and third sectors. We provided attendees with an overview of the current political landscape and undertook round table discussions on a series of questions, covering both the approach to the refreshed Equality Objectives and arrangements to follow the Welsh Government's Equality and Inclusion funding programme 2017-20.

We asked whether there were any areas of inequality that were not addressed by the previous (2016-2020) Equality Objectives. The responses in general confirmed the issues covered by those objectives were still pertinent, but that they needed updating to reflect changes to society since they were developed in 2015-16.

The following key points were made:

- Stakeholders asked why human rights did not feature in the current Strategic Equality Objectives and suggested that this should be addressed when they were refreshed.
- The provision of accessible services, including health, mental health, social care, education and transport needed to feature more strongly. Transport in particular was felt to be a significant omission from the previous Strategic Equality Plan.

Stakeholders also provided feedback on what they considered should be addressed as a priority based on the emerging trends, issues and evidence available.

Discussion points included:

- Growing levels of poverty as a result of welfare reform and austerity measures were seen as having had a particularly disproportionate effect on those least able to bear it, including a detrimental impact on their human rights. There was general consensus that a commitment to address the causes of poverty and mitigate the impacts of poverty should be prioritised in the refreshed Equality Objectives.
- The effects of withdrawal from the European Union were mentioned as a priority, notably the fear that equality and human rights legislation could be undermined as a consequence. Many attendees agreed work is needed to protect the rights of people in Wales. Spikes in hate crimes since the referendum reflected the need for reinforced emphasis on community cohesion and more preventative work on harassment and abuse.
- The current work of the Welsh Government to strengthen and advance equality and human rights in Wales was widely welcomed, as long as effective approaches are found, be that enhanced application of existing legislation or new equality and human rights legislation. The planned commencement in Wales of Part one of the Equality Act – the socio-economic duty – was seen as a very positive lever for change.
- Feedback suggested the Regional Community Cohesion Coordinators could provide more consistent support across all of the Equality Objectives in future. Closer alignment with other support structures for equality and inclusion was encouraged.
- Stakeholders reflected on the lack of representation of diverse groups of people participating in public life and engaging politically. The Welsh Government should lead the way for Welsh public services as a whole, and its aim to be an exemplar employer should be expanded to becoming an exemplar equality organisation more broadly.

(ii) Consultation

The first phase of engagement informed the development of a consultation document which set out the Welsh Government's draft equality aims and objectives for 2020-2024. Formal consultation began on 24 September 2019 and closed on 19 November. During the consultation period, engagement workshops were held across Wales, led by Welsh Government officials in partnership with the Equality and Human Rights Commission, using the Commission's existing Exchange Network events. A consultation workshop was also held with members of the various Welsh Government Equality fora during this period to capture further comments, perspectives and suggestions.

A total of 63 individual/organisational responses to the consultation were submitted and considered together with responses and insights provided through the workshops. The responses have been analysed and a summary report has been published at Annex 2.

While the responses were diverse and detailed, there were some common themes and comments shared by a significant number of respondents. This included support for some parts of our proposals, including:

- Linking the Strategic Equality Plan closely to the Well-being of Future Generations (Wales) Act;
- Having strategic objectives linked to long-term aims and with measurable actions;
- Commissioning research on options to strengthen equality and human rights in Wales;
- Aligning future equality funding to the strategic objectives;
- Commencing the socio-economic duty;
- Giving greater recognition to the impact of socio-economic disadvantage as a cause of inequality; and

- Using the recommendations of the Gender Equality Review as the basis for a more intersectional approach – recognising that some people are affected by more than one form of disadvantage or discrimination.

Some criticisms of the approach set out in the consultation document were shared by a significant number of respondents. These included:

- Calls for the plan as a whole and the Strategic Objectives in particular to be made SMART (Specific; Measureable; Achievable; Realistic and Time bound);
- Concern that actions relating to each objective were not included in the consultation document. Some called for further consultation on the actions;
- The links to the issues identified in *Is Wales Fairer? 2018* were felt by some to be not strong enough;
- While some respondents called for the Gender Equality Review to be implemented, others were concerned that gender might be prioritised to the detriment of other protected characteristics;
- Many respondents called for one or more aspects of inequality to have a higher profile in the plan. Many different issues were mentioned, including disability, race, age, Welsh language, carers, abuse, employment, religion, education, homelessness, mental health, hate crime, older people;
- The importance of effective monitoring of progress over the lifetime of the plan was highlighted. Some respondents called for fixed targets;
- Respondents stressed the importance of action across the Welsh Government departments to support the equality objectives; and
- Concerns were expressed about funding cuts and shortages which might hinder progress or prevent the objectives from being met.

(iii) What has changed as result of the consultation?

The call was clear in response to engagement and consultation on the review of the Strategic Equality Objectives. The Welsh Government was asked to take action to advance and strengthen not only equality but also human rights in Wales, ensuring there is no regression in these areas when the United Kingdom exits the European Union.

This Strategic Equality Plan has a statutory purpose to meet the requirement set out at regulations 14 & 15 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The Welsh Government will however go further than is required to ensure the advancement, strengthening and protection of both Equality and Human Rights in Wales.

As a result of the consultation, all of the Objectives have been reviewed. In many cases the wording has been strengthened to make them more focused and specific with all the underpinning actions clear, measurable and with clear alignment to the domains in the 'Is Wales Fairer' report. In all cases, exemplar actions have been added against each objective, to show how the Welsh Government will work to achieve the objectives.

The consultation has affirmed the overall approach of linking long term aims to a manageable number of Objectives, each one underpinned by specific, measurable actions. The inclusion of the actions is the main change from the consultation document to this plan. In many cases the actions have already been the subject of separate consultation and/or co-production with stakeholders. For this reason we do not intend to consult again on these.

The actions included in this plan have been developed jointly with relevant Welsh Government departments and they all have the support of the respective Welsh Ministers. The actions included in this plan are not a complete list of everything Welsh Government will do over the next four years to achieve our equality aims and objectives. They are examples which have been chosen to highlight key issues in relation to each objective and what is being done to address them. Some of the actions will be completed during the lifetime of the plan, and other actions will be developed during this period.

Other chapters in this plan have been developed from the consultation document, updated to reflect recent changes including the UK leaving the European Union. The completion of Phase 2 of the Gender Equality Review has been followed by the start of the implementation phase, now closely linked to other work on strengthening and advancing equality and human rights.

It is recognised that more work needs to be undertaken to identify further actions to advance equality and address barriers in relation to inequality in relation to race, sexual orientation and gender identity. This work will begin in 2020.

During the course of the consultation, many public bodies noted the Welsh Government was undertaking their review of equality objectives in the same timeframe as them. It was suggested that the Welsh Government could consider reviewing and publishing its objectives in advance of the four year cycle demonstrating leadership and providing a vision which devolved public bodies could follow.

Annex 1

Table of Equality Aims, Objectives and Key Actions

Long Term Aim 1: Elimination of inequality caused by poverty					
Equality Objective 1: We will take action to mitigate the risk of people falling into poverty, improving outcomes for those most at risk and who live in low-income households.					
	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
Action 1.1: Commence the socio-economic duty in Part one of the Equality Act 2010, to require certain Welsh public bodies to consider the socio-economic impact of their strategic decisions.	Any or all of the 6 domains (dependent on the strategic decision being taken)	Strategic decisions mitigate equality of outcome caused by socio-economic disadvantage.	2020	Reporting arrangements to be put in place are being considered as part of the implementation plan.	
Action 1.2: We will support those furthest from the labour market, who face complex barriers to employment increased as a result of having a protected characteristic, in our most deprived communities through our Community Employability programmes. Offering intensive mentoring and support, training and work experience opportunities will enable people to secure sustainable employment as a route out of poverty.	Work	National well-being indicator 16: % of people in employment, who are on permanent contracts (or on temporary contracts and not seeking permanent employment) and who earn more than 2/3 of the UK median wage.	31/03/2023	Number of individuals assisted and supported into employment is captured through monthly output for the Community Employability programmes.	
Action 1.3: Run five, two-year pilot projects to promote entrepreneurship to underrepresented groups, in particular those not in work, in deprived areas. Use the results of the projects to inform future planning of service delivery.	Work	Increased engagement with disadvantaged individuals taking part in development activities. Numbers moving towards becoming self-employed or employed.	01/03/2022	Quarterly review of projects.	
Action 1.4: We will work with groups of people with protected characteristics to develop criteria for local transport grant funding to local authorities. This will enable the prioritisation of schemes that improve opportunities and reduce inequalities for those living in poverty.	Work Participation	Improved accessibility for low-income households, particularly those with protected characteristics. Increased local transport funding targeted at mitigating the impact of poverty on mobility and accessibility.	2020–2024	User surveys, feedback and local authority annual progress reports.	

Long Term Aim 1: Elimination of inequality caused by poverty Equality Objective 1: We will take action to mitigate the risk of people falling into poverty, improving outcomes for those most at risk and who live in low-income households.				
	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 1.5: Expand and review the four pillars of the Economic Action Plan (EAP) Economic Contract to increase impact and expedite greater inclusion of marginal and excluded groups, especially access of disabled people into businesses and the workforce. Ensure this work is also included in grant offer letters where applicable and reflected in the Regional Economic Frameworks.</p>	<p>Work</p>	<p>1. Widen engagement with key stakeholders to map, examine best practice and learn lessons from these. This will inform the development of a more detailed plan of action and also widen Government engagement (particularly Health, Education and International). It will enable delivery based on cross-Government agreement to a wide-ranging understanding and application of the systemic value of the concept of public good.</p> <p>2. Raise awareness and visibility of the EAP Economic Contract and the successes of the Wellbeing of Future Generations Act so that people living and working in Wales better understand how it is making a difference to their lives. Bring more organisations and businesses in line with the principles of the Wellbeing of Future Generations Act and the Economic Contract.</p> <p>3. Raise awareness of the impact to citizens and benefits to business of the Economic Contract and other levers through the identification of champions. Counter the public perception that business and governments do not do anything for them.</p> <p>4. Demonstrate how a pervasive approach to delivering systemic public goods is good for business as well as citizens.</p> <p>5. Through influencing government an business groups, focus on making a difference in order to inspire others to try something new and brigade and integrate private and public engagement across Wales to do so.</p> <p>6. Monitor and evaluating, finding best practice and sharing, scaling and developing models of successful interventions arising from the work.</p>	<p>01/03/2022</p>	<p>Review twice per year.</p>

Long Term Aim 1: Elimination of inequality caused by poverty

Equality Objective 1: We will take action to mitigate the risk of people falling into poverty, improving outcomes for those most at risk and who live in low-income households.

	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 1.6: Deliver European Structural Fund (ESF) investments in actions to reduce the number of 16–24 year olds who are not in education, employment, or training (NEET) and to reduce the number of 11–24 year olds in education who are at risk of becoming NEET.</p> <p>Deliver ESF investments to increase the take up and attainment levels in science, technology, engineering and mathematics (STEM) subjects amongst 11–18 year olds in West Wales and the Valleys. (Actions will focus primarily on 11–19 year old girls to help reduce the attainment gap in STEM subjects, particularly in non-social science areas).</p> <p>Deliver ESF investments to support individuals with work limiting health conditions, or impairment and disabled people to remain in work or to increase employment.</p> <p>Invest ESF funding to increase the number of employed or self-employed females with an improved labour market situation (moving into more stable or full employment; moving towards a more flexible working pattern or have increased working hours; moving to a job requiring higher competences/ skills/qualifications, entailing more responsibilities; received a promotion).</p>	<p>Work</p>	<p>We expect to see (1) an increase in the numbers of NEET 16–24 year olds entering education, employment or training (2) an increase in the take up and attainment levels of STEM subjects amongst 11–18 year olds in West Wales and the Valleys (3) increase in numbers of individuals with work limiting health conditions or an impairment and disabled people remaining and obtaining work and (4) increase the number of employed or self-employed females with an improved labour market situation.</p>	<p>August 2023</p>	<p>Through a variety of equality monitoring information including:</p> <p>Individuals not in education, employment, or training (NEET) 16–24 who are:</p> <ul style="list-style-type: none"> receiving support gaining qualifications returning to education/training gaining employment. <p>Young people 11–24 who are most at risk of becoming NEET</p> <ul style="list-style-type: none"> receiving support with a reduced risk of becoming NEET. <p>Young people 11–19:</p> <ul style="list-style-type: none"> receiving support continuing to study STEM subjects post 16. <p>Employed individuals with a work limited health condition or an impairment and disabled people who:</p> <ul style="list-style-type: none"> receive support return to work after a period of absence.

Long Term Aim 1. Elimination of inequality caused by poverty				
Equality Objective 1. We will take action to mitigate the risk of people falling into poverty, improving outcomes for those most at risk and who live in low-income households.				
	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 1.7: Deliver European Structural Fund (ESF) investment to increase the employability of economically inactive and long term unemployed individuals who have complex barriers to employment.</p> <p>Deliver ESF funding to help low skilled workers, including Black Asian and Minority Ethnic (BAME) and disabled individuals, to gain essential skills, and technical or job-specific qualifications.</p>	Work	We expect to see (1) an increase in the employability of economically inactive and long term unemployed individuals who have complex barriers to employment and (2) an increase in the numbers of low skilled workers, including Black Asian and Minority Ethnic (BAME) and disabled individuals, receiving training.	August 2023	<p>Through a variety of equality monitoring information including:</p> <p>Economically inactive and long term unemployed individuals receiving support with the following barriers to employment:</p> <ul style="list-style-type: none"> • care and childcare responsibilities • from a jobless household • have a work limiting health condition or an impairment and disabled people • from a BAME group • have low or no skills. <p>Economically inactive and long term underemployed individuals entering employment</p> <p>Number of workers who hold no qualifications or only 1 or 2 qualifications, receiving training and the number gaining a qualification and the number of those who are BAME or disabled.</p>
<p>Action 1.8: We will establish a network of Disabled People Employment Champions to engage with different employers across Wales to ensure they are able to access the assets, skills and entrepreneurship of disabled people; adopt an inclusive approach in their recruitment processes; and to help employers understand the barriers faced by disabled people.</p>	Work	We expect to see an increase in the employment rate of disabled people in Wales.	April 2021	Through national employment data
<p>Action 1.9: We will support social landlords to improve the quality of tenants' homes to ensure they achieve and maintain the Welsh Housing Quality Standard (WHQS).</p>	Health Living standards	WHQS ensures that some of the most vulnerable people and families live in good quality homes in safe and secure communities.	By December 2020 and annually thereafter.	Publication of annual WHQS statistics via Stats Wales.

Long Term Aim 1: Elimination of inequality caused by poverty

Equality Objective 1: We will take action to mitigate the risk of people falling into poverty, improving outcomes for those most at risk and who live in low-income households.

	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 1.10: We are supporting the development of innovative housing solutions that are zero carbon and hence will eliminate fuel poverty for the tenants. Therefore, tenants can live in a house that provides the appropriate level of heating comfort to live a healthier life and not have to decide between heating or eating.</p>	<p>Health Living standards</p>	<p>Innovative Housing Programme (IHP) has provided grant funding for 48 developments in the first three years. And once built, these houses will be monitored to see how well they perform in real life circumstances.</p>	<p>Monitoring, evaluation and improvements on the IHP will be made on a rolling annual basis from April/May 2020.</p>	<p>Monitoring and Evaluation reports will be published for each year of the IHP, the first being published by May 2020.</p>
<p>Action 1.11: We aim to provide 20,000 additional affordable homes in this term of Government, with the largest proportion of this being social homes. We will provide grant funding for affordable housing through the Social Housing Grant (SHG) Programme. All social housing schemes are required to meet Development Quality Requirements (DQR) Standards, including Lifetime Homes, in order to receive grant funding.</p>	<p>Living standards</p>	<p>20,000 additional affordable homes</p>	<p>By March 2021</p>	<p>Through official statistics - affordable housing statistics will be published November 2021</p>
<p>Action 1.12: Target early years support to more families where it will have the greatest impact, helping to improve longer term outcomes for children.</p>	<p>Health Education</p>	<p>Shape a more preventative system</p> <ul style="list-style-type: none"> • that helps to tackle the rising tide of poor health • contributes to helping safely stem the flow of children going into care • and helps to tackle inequality in children's outcomes. 	<p>2029</p>	<p>Key measure will include numbers of children under 4 reached through support for:</p> <ul style="list-style-type: none"> • speech language and communication • enhanced health visiting • additional parenting support. <p>We will also consider data on the numbers of families in deprived areas accessing services</p>
<p>Action 1.13: Increase opportunities for children to benefit from high quality Early Childhood Education and Care experiences, supporting child development and reducing the attainment gap.</p>	<p>Education</p>	<p>Develop and start delivery of an integrated approach to Early Childhood Education and Care in line with our 10 year vision, which:</p> <ul style="list-style-type: none"> • provides high quality learning and care experiences for all pre-school children • increases the training and skills of the childcare workforce • delivers a provider-neutral approach to the delivery of education and care in the early years. 	<p>2029</p>	<p>Key measures will include:</p> <ul style="list-style-type: none"> • the delivery and roll out of a Quality Framework setting expectations for ECEC • numbers of settings across Wales delivering ECEC • numbers of children accessing ECEC provision • inspection markings allocated to ECEC settings.

Long Term Aim 2: Strong and progressive equality and human rights protections for everyone in Wales					
Equality Objective 2: We will take action to identify and utilise all levers possible to protect, strengthen and advance equality and human rights in Wales.					
	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
Action 2.1: Commission research on wider options to strengthen and advance equality and human rights in Wales.	All 6 domains	Recommendations to strengthen equality legislation and human rights in Wales, taking into account existing legislation and opportunities to align these better.	This research will report by the end of 2020. Any recommendations for legislative changes to be taken forward in the next term of the Welsh Parliament.	Oversight by the Strengthening and Advancing Equality and Human Rights Steering Group. Research to be published at end of 2020.	
Action 2.2: Review the Welsh Regulations (currently set out under the 2011 Regulations) under the Public Sector Equality Duty (PSED), to ensure they are up to date, proportionate and effective.	All 6 domains	Recommendations to be made where there is opportunity for revision and improvement to the current regulations.	Review to begin in 2020, reporting by end of the calendar year. Any legislative changes will need to be brought forward in the next term of the Welsh Parliament.	Oversight by the Strengthening and Advancing Equality and Human Rights Steering Group.	
Action 2.3: Further review PSED monitoring and reporting arrangements, so that equality data and reports from Welsh public bodies are easy to find and understand with comparable data.	All 6 domains	Further improved compliance, consistency and transparency in the publication of equality data (including gender, race and disability pay gap data).	Completed by December 2020	Oversight by the Strengthening and Advancing Equality and Human Rights Steering Group. Improvements in the consistency and quality of published data.	
Action 2.4: Lay revised Additional Learning Needs (ALN) statutory code and regulations before the Welsh Parliament in Autumn 2020 to support Additional Learning Needs reform and transformation in readiness for the Additional Learning Needs and Education Tribunal Act 2018 to go live in September 2021.	Education	Strengthened provision across Wales for all learners with Additional Learning Needs, in all language settings and the needs of all Learners with Additional Learning needs are addressed in keeping with the requirements of new legislation.	Additional Learning Needs Code laid 2020. Statutory roles commence January 2021. Phased implementation of new Additional Learning Needs system begins September 2021.	Delivery milestones met. Future evidence from Estyn on the extent to which the legislative and wider policy changes are being embedded and making an impact on outcomes for learners.	
Action 2.5: Review statutory school counselling provision during 2020-2021, exploring new models of delivery, including for those younger children not yet covered by the counselling scheme to ensure all those who require emotional and mental health support have their wellbeing needs met.	Education Health	Equity and consistency of access for young people covered by the existing statutory scheme and ensuring that the emotional wellbeing needs of all learners (irrespective of age) are met in an appropriate and timely fashion.	31/03/2021	Delivery milestones met. Through reporting by local authorities against the existing statutory responsibilities. Evidence from independent research. Estyn thematic reports.	
Action 2.6: Establish a new model for people with additional learning needs have an annual health check in primary care.	Health	NHS Wales organisations should meet or exceed the performance target of 75% of the identified population. Long term outcome is to see a reduction in premature preventable deaths in this population.	31/03/2022	Through performance monitoring meetings with NHS organisations.	

<p>Long Term Aim 3: The needs and rights of people who share protected characteristics are at the forefront of the design and delivery of all public services in Wales.</p> <p>Equality Objective 3: We will adopt an approach based on improving outcomes and removing barriers which prevent people fulfilling their potential. We will embed the Social Model of Disability in order to create better policy and services.</p>					
	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
<p>Action 3.1: Recognising barriers experienced by disabled people in travelling by public transport, we will:</p> <ol style="list-style-type: none"> 1. Implement audio-visual service on all Traws Cymru services. 2. Incentivise local authorities through terms and conditions of subsidy to introduce audio-visual information. 3. Develop technological solutions for audio-visual information at bus stops. 4. We will work with partners to deliver a programme of equality and human rights training for public transport operators. 	<p>Participation</p>	<p>Improved accessibility for disabled people to public transport.</p>	<p>2020–2024</p>	<p>User surveys and feedback.</p>	
<p>Actions 3.2: We will drive a culture that supports the Welsh Government to shape a more integrated and citizen-centred approach to policy making which is focused on better understanding and assessment of the impact those policies may have on people, including those with protected characteristics, communities, and their environments.</p>	<p>Any or all of the domains dependent on the policy decision being taken.</p>	<p>Welsh Government's policies build in longer-term and preventative thinking, collaboration, involvement and integration and have a focus on better understanding the impact our policies have on the needs of people who share protected characteristics.</p>	<p>A comprehensive review will conclude by end 2020, at which point the findings will be considered and a refreshed approach will begin development, testing and implementation phases. We aim to have this fully embedded in policy making by 31/03/2023.</p>	<p>Reporting arrangements will be considered as part of the implementation plan.</p>	

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	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
<p>Action 3.3: Will take action to improve accessibility of, and safety when using, transport for those with protected characteristics, with a particular focus on removing barriers for disabled people.</p> <p>1. We will work with groups representing people with protected characteristics in the development of the Wales Transport Strategy to ensure that it includes outcomes and policies that enable their needs and requirements to be met.</p> <p>2. We will work with groups representing protected characteristics in the development of the National Transport Plan to ensure that transport interventions in Wales are planned, designed and delivered to meet their needs and requirements.</p>	Participation	Improved accessibility for people with protected characteristics, with a particular focus on disabled people.	1. Wales Transport Strategy – early 2021 2. National Transport Plan – early 2022.	Feedback through focus groups.	
<p>Action 3.4: We will support the delivery of innovative housing and support projects for LGBTQ+ young people and evaluate their impact to inform wider service development.</p>	Living Standards	Improved evidence base of effective housing and support solutions for LGBTQ+ young people, to support and inform the commissioning of local services.	April 2021	Published Evaluation	
<p>Action 3.5: Rent Smart Wales will develop an online equalities training package for landlords and managing agents which will contain a module on mental health awareness. This contains a module about mental health which will raise awareness and knowledge of how to access support for tenants experiencing mental health issues.</p> <p>They will include an element of mental health awareness in the mandatory training that is undertaken by landlords and managing agents. They will undertake a consultation to seek views from landlords and agents about their training needs. This information will support the development of further bespoke mental health training.</p>	Health Living Standards	Re-licencing through Rent Smart Wales should require all private sector landlords to complete a module on mental health to improve their knowledge of how to access support for tenants with mental health problems.	December 2020	Rent Smart Wales will advise us on development of training materials and regularly update us on training uptake once it is live.	

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Equality Objective 3: We will adopt an approach based on improving outcomes and removing barriers which prevent people fulfilling their potential. We will embed the Social Model of Disability in order to create better policy and services.

"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>All</p> <p>Action 3.6: Age Friendly Wales: Our Strategy for an Ageing Society, sets out the action we will take to prepare for the future. To reflect the multidimensional nature of ageing, we have worked across government departments to address the range of factors that influence how we age – from our health and transport systems to the way we socialise, work and care for others.</p> <p>The strategy aims to change the way we think about ageing. By acknowledging and valuing the contributions of all older people in Wales, we aim to reject ageism and work across generations to create an age friendly Wales.</p>	<p>Our Vision is an age friendly Wales that supports people of all ages to live and age well.</p> <p>We want to create a Wales where everyone looks forward to growing older.</p> <p>A Wales where individuals can take responsibility for their own health and well-being whilst feeling confident that support will be available and easily accessible if needed.</p> <p>A Wales where ageism does not limit potential or affect the quality of services older people receive.</p> <p>Ultimately, we want to be a nation that celebrates age and, in line with the UN Principles for Older Persons, a nation that upholds the independence, participation, care, self-fulfilment and dignity of older people at all times.</p>	<p>Autumn 2020</p>	<p>UK Age Watch Index</p>
<p>Justice and Security</p>	<p>A better understanding of diversity within CAFCASS and relating to its service user population.</p> <p>Practitioners will be able to make more effective use of this information in their casework, enabling them to provide better, more specific services to children and families based on their specific needs and circumstances.</p> <p>This data can be used to identify service improvements, such as making our services more accessible and improving our communications with service users.</p>	<p>Pilot during Quarter 1, 2020 Roll out during Quarter 2, 2020 Review during Quarter 1&2, 2021CA</p>	<p>Management information produced on data collection effectiveness and quality.</p> <p>Analysis of D&I data provided to CAFCASS's Senior Leadership Team for review and use within teams, service improvements and staff development</p> <p>Increasing evidence of diversity and inclusion considerations within casework</p>
<p>Participation Health Education</p>	<p>There is improved physical and intellectual access provision at Cadw monuments.</p>	<p>Immediate effect and to the completion of the current capital investment programme due for completion in 2023.</p>	<p>The number and nature of interventions that improve access to those with protected characteristics that have been completed.</p>
<p>Action 3.8: We will engage with people with protected characteristics in order to improve physical and intellectual access to Cadw sites. This will include engaging with and holding focus group sessions at project design stage in order to gain a better understanding of what access improvements people really want to see happening at out sites.</p>			

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Equality Objective 3: We will adopt an approach based on improving outcomes and removing barriers which prevent people fulfilling their potential. We will embed the Social Model of Disability in order to create better policy and services.					
"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?		
Work	Strategy published and delivered with associated guidance and toolkits.	Strategy agreed by Wales Public Sector stakeholders – 2021	Delivery milestones met. Insight from engagement with key stakeholders in relation to the agreed recommendations of the strategy.		
Health Living Standards Participation	People with protected characteristics to feel welcome and comfortable; investment will be targeted at access arrangements, changing places, disabled toilets and improve other facilities across the sector. This commitment dovetails with the new Tourism priorities document "Welcome to Wales 2020-2025".	Throughout life of the Plan with results available annually	The success of these measures will be tracked by our regular visitor and resident satisfaction; with tourism and business confidence mechanisms; through the administration of Visit Wales "Brilliant Basics" grant scheme; and other Visit Wales funding schemes.		
Education Living standards Work Participation	A year on year increase in the number and percentage of disabled learners on apprenticeships. The latest data available for 2017-18 shows 5.6% of apprentices declared themselves as disabled in comparison to 3.4% in 2013-14. Through the actions in our Disability Plan we have challenged our providers to improve participation from disabled people on a year on year percentage basis.	2020-2024	We will monitor the participation of disabled people in apprenticeships and review the effectiveness of the actions we are taking.		
	<p>Action 3.9: A new procurement strategy for Wales will be delivered which will prioritise outcome-focused public procurement in Wales that covers social values as a key priority area.</p> <p>As part of the strategy, we will publish a suite of guidance and toolkits, which will extend the commitment to social values outlined in the strategy and provide a clear approach on addressing inequalities (including for those with protected characteristics).</p> <p>Action 3.10: Deliver more inclusive tourism in Wales by funding better access to holiday accommodation and visitor attractions.</p> <p>Action 3.11: Driving inclusivity, equality and equity of opportunity is a key priority of apprenticeships policy.</p> <p>We have identified under-representation for some protected groups and will be taking action to address this.</p> <p>Action will be taken to address the under representation of disabled people in apprenticeships.</p> <p>We have published our Inclusive Apprenticeships Disability Action Plan. This plan, which is co-designed and endorsed by specialist disability organisations, details our actions to remove barriers for disabled people. We will enact the many practical actions contained in this plan to remove barriers and increase participation of disabled people.</p>				

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Equality Objective 3: We will adopt an approach based on improving outcomes and removing barriers which prevent people fulfilling their potential. We will embed the Social Model of Disability in order to create better policy and services.

	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 3.12: We will support everyone to gain the motivation, confidence and skills in order to make informed decisions and choose how they participate in, and make the most of, our increasingly digital world</p>	<p>Participation Work</p>	<p>Through our 'Digital Communities Wales: Digital Confidence, Health and Well-being' procured programme, with an annual budget of £2 million (funded jointly by digital inclusion and health), we will work with organisations from all sectors that can help reach digitally excluded people. The programme focusses on improving the digital capabilities (skills) of citizens and health and care staff, allowing more people to become active participants in their use of digital.</p>	<p>Current programme runs from 1 July 2019 to 30 June 2022 with an option to extend by a further 3 years dependent on funding.</p>	<p>Through the National Survey for Wales.</p>
<p>Action 3.13: The Welsh Government (Health and Social Services) along with Public Health Wales and the World Health Organisation (WHO) European Regional Office to develop a Health Equity Status Report for Wales, including data and policy analysis with related options for policy action supported by relevant investment to reduce health inequities.</p>	<p>Health</p>	<p>The Welsh Government will publish a Health Equity Status Report and consider findings in order to identify further actions to address health inequalities.</p>	<p>Delivery milestones met and report published by October 2020.</p>	<p>Delivery milestones met and report published by Oct 2020.</p>

<p>Long Term Aim 4: Wales is a world leader for gender equality. A gender equal Wales means an equal sharing of power, resources and influence for all women, men and non-binary people.</p> <p>Equality Objective 4: We will deliver the first stages of the Advancing Gender Equality in Wales Plan and continue to take action to improve gender pay gap reporting, taking into consideration what that information tells us, encouraging other devolved public service organisations in Wales to do likewise.</p>					
"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?		
<p>All 6 Domains</p> <p>Action 4.1: Development of an implementation plan for the Gender Equality Review (GER) by April 2020. A programme of work to manage the activity of identified work streams, work in policy areas across the Welsh Government (WG) and work to embed recommendations within WG employer practice.</p> <p>Adopting a mainstreaming approach to policy will ensure that development of policy shifts to a more participative engagement model to develop policy in a more collaborative way and with those who can bring lived experience.</p>	<p>Delivery of the recommendations within the GER and the actions agreed as priority areas in the implementation plan. The GER is a long term plan for change to advance gender equality in Wales and to move to an equality of outcome model.</p>	<p>There will need to be annual assessments of progress each year until 2041.</p>	<p>Advancement of gender equality will be measured within the implementation plan but also objectively via statistics, research and other mechanisms used to scrutinise gender equality in Wales such as the Strengthening and Advancing Equality and Human Rights Steering Group.</p>		
<p>Work</p> <p>Action 4.2: Actions to make improvements to Gender, Race and Disability Pay Gap reporting will be considered within the review of the Welsh Regulations (currently set out under the 2011 Regulations) under the Public Sector Equality Duty (PSED) and its reporting mechanisms.</p>	<p>Recommendations to be made where there is opportunity for revision and improvement to the current regulations.</p>	<p>Review to begin in 2020, reporting by end of the calendar year. Any legislative changes will need to be brought forward in the next term of the Welsh Parliament.</p>	<p>Oversight by the Strengthening and Advancing Equality and Human Rights Steering group.</p>		

<p>Long Term Aim 4: Wales is a world leader for gender equality. A gender equal Wales means an equal sharing of power, resources and influence for all women, men and non-binary people.</p> <p>Equality Objective 4: We will deliver the first stages of the Advancing Gender Equality in Wales Plan and continue to take action to improve gender pay gap reporting, taking into consideration what that information tells us, encouraging other devolved public service organisations in Wales to do likewise.</p>				
"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
<p>All 6 domains</p> <p>Action 4.3: Our published Budget Improvement Plan sets our ongoing actions to develop a Welsh gender budgeting approach and its application to policy development and budgeting activities across Departments.</p> <p>Planned actions include taking forward a gender budgeting approach as part of the two-year Personal Learning Accounts (PLA) pilot, to assess how a gender budgeting approach might help identify and understand potential different impacts, including unintended impacts, to improve how we prioritise and allocate resources.</p> <p>Evaluating the gender approach to inform our consideration of wider implementation, and review the findings from the PLA pilot's evaluation to inform extending the gender budgeting approach to other policy areas, aiming to integrate the chosen approach into the wider budget impact assessment considerations.</p> <p>Subject to findings of earlier actions, extending gender budgeting piloting further across portfolios in a way that best aligns with the ambitions identified in response to the 2019 Gender Equality Review recommendations.</p>	<p>We expect to develop a Welsh approach to gender budgeting as part of our assessment of impacts of budget decisions.</p> <p>This will provide a critical review of how budgetary allocations affect the economic and social opportunities of women and men, enabling Ministers to better understand the potential impact of different choices on different genders allowing them to make more informed decisions and deliver more equal outcomes.</p>	<p>2024</p>	<p>The outcome is dependent on the findings from the gender budgeting pilot and evaluation activities set out in the Budget Improvement Plan.</p>	
<p>Education Work</p> <p>Action 4.4: Through the Welsh Government Wales Commercial and Procurement Skills Capability Programme, we will explore how to address the gender imbalance within the procurement profession.</p>	<p>An increase in the number of women being trained as procurement professionals in Wales, with the long-term aim of gender equalisation within the profession.</p>	<p>Review completed by Dec 2022. Ongoing delivery of accepted recommendations.</p>	<p>Monitor the gender balance through the uptake of qualifications and measure against the baseline.</p>	

<p>Long Term Aim 4: Wales is a world leader for gender equality. A gender equal Wales means an equal sharing of power, resources and influence for all women, men and non-binary people.</p> <p>Equality Objective 4: We will deliver the first stages of the Advancing Gender Equality in Wales Plan and continue to take action to improve gender pay gap reporting, taking into consideration what that information tells us, encouraging other devolved public service organisations in Wales to do likewise.</p>				
"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
<p>Action 4.5: As part of the Women in STEM (WiSTEM) work, we will undertake research to inform our understanding of employment gender balance. As part of this work, two subgroups will be created which will explore issues of gender equality specifically in education and industry. A final report will be expected by 31/03/2020. We will analyse this report, and will make recommendations to the WiSTEM Board. In doing so we will take account of other protected characteristics including intersectionality.</p>	<p>The final report will produce recommendations which will be presented to the WiSTEM Board for consideration.</p>	<p>31/03/2020 for receipt of the final report. The meeting to discuss the report has not yet been scheduled.</p>	<p>The recommendations which are accepted and their individual target completion dates will be addressed when they are known. These will then form further equality commitments for inclusion in the Strategic Equality Plan.</p>	
<p>Action 4.6: Increase equality of opportunities for part time workers to gain the recognised childcare and play qualifications required for employment in the childcare sector via the Apprenticeship programme.</p>	<p>This will:</p> <ul style="list-style-type: none"> increase individuals' employment opportunities, and particularly women, given the higher proportion of women who work part time hours provide part-time workers in the sector opportunities to increase their skills and capability increase access to training beyond those previously available under the mainstream Apprenticeship Programme. 	<p>2024</p>	<p>Key measures will include:</p> <ul style="list-style-type: none"> the number of part-time workers enrolled on childcare and play qualifications the number of part-time workers who complete qualifications under the Apprenticeship Programme the number of trainees who go on to take up employment in the childcare sector the number of families accessing the Childcare Offer for Wales, looking specifically at the number of single parent families and the number of mothers the % of parents accessing the Childcare Offer for Wales who cite the funded childcare as a factor in either returning to work or increasing the number of hours they work. 	

Long Term Aim 5: Elimination of discrimination, victimisation, abuse, harassment, hate-crime and bullying based on protected characteristics

Equality Objective 5: We will take action to prevent discrimination, victimisation, harassment, abuse, hate crime and/or bullying against people as a result of them having protected characteristics. We will ensure victims have access to advice and support to help them live without fear and protect their wellbeing.

	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 5.1: We will fund the National Hate Crime Report and Support Centre to ensure all victims of hate crime have access to advice and support.</p>	<p>Justice and security Living Standards</p>	<p>All hate crime victims referred to the National Hate Crime Report and Support Centre are offered dedicated support.</p>	<p>Funded at present until 2021</p>	<p>Quarterly contract monitoring.</p>
<p>Action 5.2: Convene the Hate Crime Criminal Justice Board Cymru to bring together all key partners working to reduce and mitigate hate crime across Wales.</p>	<p>Justice and security Living Standards</p>	<p>Hate crime recording will continue to increase as victims understand how to report hate crime and Police forces get better at identifying and recording it. Victim satisfaction rates will improve as they value the support they receive.</p>	<p>2020–2024</p>	<p>Quarterly Hate Crime Criminal Justice Board Cymru meetings will monitor progress. Home Office annual hate crime statistics will show increases in recorded hate crime across protected characteristics. National crime survey will suggest the shortfall between those who experience crime and those who report it. Partners will monitor victim satisfaction rates to ensure their service is delivering effectively.</p>
<p>Action 5.3: Develop and clearly signpost advice and guidance to sports clubs and community groups on keeping children and young people safe.</p>	<p>Justice and security Participation Health</p>	<p>Ensure safeguarding of children and young people in sport.</p>	<p>2020–2021</p>	<p>Work with Sport Wales to monitor and evaluate the guidance.</p>
<p>Action 5.4: Aim to reduce the incidence of hate crime through investment in a hate crime communications campaign, the Hate Crime Minority Communities Grant and the Hate Crime in Schools project.</p>	<p>Justice and security Living standards</p>	<p>Development of a Wales-wide communications campaign which seeks to prevent hate crime. 8 third sector organisations are funded under the Hate Crime Minority Communities Grant to raise awareness of hate crime and seek to reduce it over time. The Hate Crime in Schools project will provide critical thinking skills training in over 100 schools across Wales, as a means of ensuring misinformation or hate speech can be identified and challenged.</p>	<p>2020–2021</p>	<p>Hate crime projects will gather feedback from participants to explore whether understanding of hate crime has increased. The success of the communications campaign will be assessed through its reach, as well as monitoring calls to the National Hate Crime Report and Support Centre to explore whether it leads to an increase in referrals.</p>

Long Term Aim 5: Elimination of discrimination, victimisation, abuse, harassment, hate-crime and bullying based on protected characteristics					
Equality Objective 5: We will take action to prevent discrimination, victimisation, harassment, abuse, hate crime and/or bullying against people as a result of them having protected characteristics. We will ensure victims have access to advice and support to help them live without fear and protect their wellbeing.					
"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?		
Justice and security Living Standards	By demonstrating strategic leadership and an ongoing commitment to challenging VAWDASV we will continue to demonstrate that Wales won't stand by to VAWDASV and that Wales will be a place that everyone can live fear free in safe, equal and violence free communities.	2021	We will be drafting the cross-government delivery plan with milestones and timescales which will be monitored quarterly. The National Strategy will also have National Indicators that will also measure progress across Wales.		
Education Justice and Security Participation	All schools will have an anti-bullying policy and strategy in place by September 2020 and incidents will be recorded and monitored. This will provide a safer environment for learners.	The Guidance will be implemented in schools by September 2020.	The Welsh Government will review progress of implementation of the new guidance following the first full academic year of implementation.		
Living Standards	Reductions in occurrence of letting agents/landlords putting the phone down on potential tenants when a mental health condition and/or presence of a support worker is mentioned (as is currently reported by support workers).	01/12/2020	Commissioning research in April 2020. We will evaluate and establish next steps once research is completed. Actions will address any issues identified by the research.		
	Action 5.5: We will review and publish a refreshed violence against women, domestic abuse and sexual violence (VAWDASV) National strategy, outlining how we will take action to prevent, protect and support anyone experienced by VAWDASV.				
	Action 5.6: We will continue to provide guidance and resources to schools on how they can challenge bullying and provide a safer environment for their learners, particularly those with protected characteristics. The statutory guidance sets out the Welsh Government's expectation that schools record all incidents of bullying outlining specific types of bullying. There is an expectation that schools and local authorities use the data to inform their anti-bullying strategy and policy.				
	Action 5.7: We will explore and address instances of discrimination against people with mental health problems trying to access and sustain private rented sector housing.				

Long Term Aim 6: A Wales of cohesive communities that are resilient, fair and equal.

Equality Objective 6: We will build on our existing policies and interventions and develop a monitoring framework to measure progress towards community cohesion and the fostering of good relations between all groups.

"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Education</p> <p>Action 6.1: Make Relationships and Sex Education (RSE) and Religious Education (RE) mandatory elements of the new Curriculum from 2022 onwards. Develop, through co-construction, guidance to support delivery of RSE, ensuring communities are involved.</p> <p>To take this work forward we have set up a Faith and Black, Asian, Minority Ethnic (BAME) Community Involvement Group. This group will ensure those people/organisations who are most affected by the change are able to help shape the delivery of RSE and RE in the new curriculum.</p> <p>The group will work with the Welsh Government over the next 2 years as we move towards delivery of the new curriculum.</p> <p>This group will also interact with the RSE Working Group which will be set up to develop RSE Guidance.</p>	<p>All learners have access to the full curriculum and are enabled to progress in relation to the four purposes. These four purposes are designed to develop children and young people as:</p> <ul style="list-style-type: none"> • ambitious, capable learners, ready to learn throughout their lives • enterprising, creative contributors, ready to play a full part in life and work • ethical, informed citizens of Wales and the world • healthy, confident individuals, ready to lead fulfilling lives as valued members of society. <p>The content of these mandatory areas of the curriculum are understood and supported by communities.</p>	<p>Guidance prepared by early 2021. Curriculum rolled out for year 7 and below from September 2022 and for Year 8 the year after and so on.</p>	<p>Delivery milestones met. Insight from community engagement about public acceptability. Future evidence from Estyn about how well the new curriculum is enabling learners to progress towards the purposes.</p>
<p>Living Standards Participation</p>	<p>We will require the successful organisation to work with the private rented sector to develop new approaches to tenant participation. Work closely with this organisation when developing Private Rented Sector policy</p>	<p>December 2020</p>	<p>Quarterly meetings with Tenant Participation Advisory Service (TPAS), who are required to provide reports on progress made against agreed actions.</p>

Long Term Aim 6: A Wales of cohesive communities that are resilient, fair and equal.					
Equality Objective 6: We will build on our existing policies and interventions and develop a monitoring framework to measure progress towards community cohesion and the fostering of good relations between all groups.					
	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
Action 6.3: Develop a new community cohesion set of principles. These will improve understanding of community cohesion as well as developing consistency in the approach taken towards the building and strengthening of it.	Participation	Increased understanding of community cohesion. Increased consistency in the approach which partners take in building a Wales of cohesive communities. Fostering of good relations between different groups in our communities.	Principles to be produced in 2020. Increases in understanding and cohesion between 2020-2024.	National Survey for Wales community safety questions will be monitored. A new monitoring approach for cohesion will be explored, utilising the Wellbeing of Future Generations National Indicators and the Home Office's Indicators of Integration.	
Action 6.4: Maintain our network of Regional Community Cohesion Coordinators across Wales. We will create opportunities for sharing of good practice, knowledge, experience and ways of working.	Participation	Monitor and respond to community tensions. Foster good relations between different groups in our communities. Provide a crucial link between communities, local government and the Welsh Government.	2020-2021	Community Cohesion Coordinators report quarterly on local progress towards cohesion. Regular tension monitoring reports received from coordinators.	
Action 6.5: Cadw will create a new post for community events officer and develop and publish a community heritage framework in order to facilitate a more effective use of our monuments so that they can act as catalysts for community inclusion.	Participation	Cadw monuments are celebrated by surrounding communities and used for community heritage activities and for offering participation and volunteering opportunities.	31/12/2024	Production of relevant documentation, including EIAs for Programmes which WG has an influence over or directly manages.	

Long Term Aim 7: Everyone in Wales is able to participate in political, public and everyday life.

Equality Objective 7: By 2024, we will have increased the diversity of decision-makers in public life and public appointments, identifying areas where further action is needed to ensure greater balance of diversity among decision-makers and identify and investigate mechanisms to redress inequality.

"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 7.1: To build a robust public appointment pipeline. To ensure that we have an open, robust and potentially new assessment processes. To ensure the board members are fully knowledgeable and aware of equality and diversity, particularly in relation to their role. Strengthen leadership in relation to diversity and inclusion. To gather and analyse data (particularly diversity data) better.</p>	<p>To sustain an increased numbers of women on Public Boards and to increase the number of disabled, BAME and other under-represented people in appointments to Public Boards so that Boards reflect the communities we serve and therefore improve decision making.</p>	<p>Work to begin in 2020 (this started with the launch of the Diversity and Inclusion Strategy for Public Appointments: Reflecting Wales in Running Wales in February 2020).</p>	<p>Through the analysis of diversity data.</p>
<p>Action 7.2: Development of Diversity in Democracy Phase Two which is aimed at raising the awareness, value and attractiveness of the role of the councillor in the community through a range of actions. A programme which is aimed at increasing engagement in local democracy.</p>	<p>Phase two of the programme will identify a series of actions aimed at increasing the diversity of councils across Wales. Specific actions, measure and timelines will be added once the programme is agreed.</p>	<p>31/03/2020</p>	<p>The establishment of a programme. As part of that programme outcome measures for actions will be agreed.</p>
<p>Action 7.3: Establishment of a fund to support disabled candidates to stand for Local Government elections in 2022.</p>	<p>The fund will provide support to cover the additional financial costs associated with a disabled person's impairment that would otherwise prevent someone from seeking elected office. In providing this support we aim to increase the level of participation of disabled individuals within local democracy and in doing so provide a greater number of role models within the community and expand the contribution made by this group in community life. We will be exempting disability related expenses including those provided for through the fund from the candidate's expenditure limit.</p>	<p>31/03/2021</p>	<p>The establishment of the scheme and subsequent take up of support.</p>

Long Term Aim 7: Everyone in Wales is able to participate in political, public and everyday life.					
Equality Objective 7: By 2024, we will have increased the diversity of decision-makers in public life and public appointments, identifying areas where further action is needed to ensure greater balance of diversity among decision-makers and identify and investigate mechanisms to redress inequality.					
	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?	
Action 7.4: Diverse teacher workforce - Work with higher education institutions, Initial Teacher Education providers and the education workforce council and other stakeholders to secure evidence, determine contextual factors, and define policies and priorities as part of an implementation plan by Summer 2020.	Work Education	By taking action with partners we aim to make good progress against the significant challenge of ensuring a diverse teaching workforce, through an approach in which the teachers in our schools are representative of the communities they serve.	01/08/2020	Literature review and rapid national intelligence gathering to identify data, partnerships and strategies we can use to define policy objectives and key performance indicators to impact recruitment by area over time.	
Action 7.5: Assist BAME and LGBTQ+ events organisers to develop their events to a point where they could be eligible to meet the Major Events funding criteria.	Participation	Major Events Units to engage directly with relevant organisations with a view to supporting "capacity building" across the sector. This commitment dovetails with the new tourism priorities document "Welcome to Wales 2020-25".	2020-2023	Annual workshops to be held and relevant groups to be invited to the forthcoming Major Events Conference in 2020 where Major Event Unit's current funding criteria will be considered and discussed.	

Long Term Aim 8: The Welsh public sector leads the way as exemplar inclusive and diverse organisations and employers.

Equality Objective 8: By 2024 the Welsh Government will be an exemplar employer, increasing diversity by: addressing in particular the under-representation of disabled people and people from minority ethnic communities at all levels of the organisation and the underrepresentation of women in senior roles; removing barriers; and supporting apprenticeships from diverse communities; and enabling staff from all backgrounds to reach their potential, creating equality of opportunity for all.

Staff from all backgrounds to reach their potential, creating equality of opportunity for all.

	"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?
<p>Action 8.1: Delivery of key actions and commitments of the Equality and Diversity chapter for the Welsh Government People Strategy 2020 to 2025.</p>	<p>Work</p>	<p>Increasing Diversity: Target outreach for our apprenticeship schemes in particular on potential disabled and minority ethnic candidates to increase the diversity of our workforce to represent our communities. Deliver against diversity targets for external recruitment and internal progression which will be set out in the People Strategy 2020–2025, scrutinise diversity data and adopt best practice by completing equality benchmarks.</p> <p>Removing Barriers: Embed the use of the Social Model of Disability and its language to underpin all of our employment policies, practices and recruitment methods, removing the barriers which disable people with impairments. Improve our understanding of any barriers faced by women at grades SEO, G7 and G6 which may prevent aspiration or application to join the Senior Civil Service, so that we can target action accordingly whilst addressing agreed actions from the Gender Equality Review. Supporting Staff from all backgrounds to reach their potential, creating an equality of opportunity for all. Develop and deliver ongoing communications through our Let's Talk Respect campaign to support equality, diversity and inclusion for staff with protected characteristics and promote inclusive leadership, beginning with embedding understanding and use of the social model of disability in the organisation. Deliver development programmes ensuring that these opportunities are accessible and delivered specifically to meet the needs of particular groups e.g. the BAME Development Programme.</p>	<p>31/03/2024 – to be reviewed annually</p>	<p>Measured through employment and recruitment diversity data and the key actions and deliverables against the action plan. Peer feedback and the Employee Survey. New targets for 2020–2024 will be set and agreed in relation to the recruitment, employment and progression of staff.</p>

Long Term Aim 8: The Welsh public sector leads the way as exemplar inclusive and diverse organisations and employers.					
Equality Objective 8: By 2024 the Welsh Government will be an exemplar employer, increasing diversity by: addressing in particular the under-representation of disabled people and people from minority ethnic communities at all levels of the organisation and the underrepresentation of women in senior roles; removing barriers; and supporting apprenticeships from diverse communities; and enabling staff from all backgrounds to reach their potential, creating equality of opportunity for all.					
Staff from all backgrounds to reach their potential, creating equality of opportunity for all.					
"Is Wales Fairer" Domain	Expected Outcome	Estimated Achievement Date	How will progress be measured?		
Work Justice and Personal Security	By demonstrating leadership through transparent support for victims of VAWDASV we aim to demonstrate to other employers that an inclusive approach facilitates the retention of talent and maintains a productive workforce.	31/03/2021	<p>National Wellbeing Indicator 20: Percentage of people moderately or very satisfied with their job.</p> <p>National Wellbeing Indicator 21: Percentage of the population aged 16-64 in work in Wales.</p> <p>National Wellbeing Indicator 25: Percentage of people who feel safe at home, walking in the local area, and when travelling.</p>		
Health Participation Work	The National breastfeeding action plan to improve infant nutrition in Wales sets out a number of actions which are being driven by the Welsh Government and Public Health Wales. Supporting actions within the Welsh Government will contribute to the delivery of the national plan specifically by supporting and enabling women who are breastfeeding their infants to continue to do so while working or visiting the Welsh Government offices.	31/12/2020	Audit of policies, facilities and public messaging, by HR. Increase in staff and visitors being able to breastfeed/ express milk whilst in Welsh Government premises.		
Health Education Participation	Remit letters to Welsh Government Sponsored Bodies to outline this requirement and to be reinforced in the quarterly monitoring meetings between WG officials and the WGSBs. Fewer incidents of sick leave and anxiety in the workplace.	2020-2024	Line-managers to monitor and sponsor officers to monitor at regular review meetings with the WGSB.		
Education Work	The serious capacity deficit in the most deprived areas of Wales will be addressed. The pilot will stimulate potential job creation and skills development for young people.	Preparatory work to commence Mid 2020-2021 Anticipated placement start 2021-end 2024	Pilot programme agreed/delivered. Number of apprenticeship places available/taken up.		

Annex 2

Summary of consultation responses – Strategic Equality Objectives 2020-2024

A total of 63 individual/organisational responses to the consultation were submitted, together with responses received as part of Welsh Government workshops with stakeholders. The 63 individual/organisational respondents can be categorised by type as follows:

Consultation respondent type	Number of respondents
Individual	15
Public sector	21
Third sector	23
Other	4

This document summarises the responses to the consultation questions. It aims to give an overview of the breadth and depth of responses, and to provide an indication of the issues which were raised most frequently.

Question 1: Do you agree with the proposed draft Equality Objectives in Chapter 5?

47 of the 63 individual respondents (excluding workshop responses) agreed with the proposed draft Equality Objectives, with 3 partly in agreement, 4 not in favour and 9 not specifically mentioning whether they agreed or disagreed.

The following common themes were identified from the responses to this question:

- Reference to the Well-being of Future Generations Act was welcomed.
- There was a call for SMART actions to be added.
- Some respondents suggested there was a need for older people to be included.
- Intersectionality was welcomed.
- There was a call for all protected characteristics to be included.
- It was suggested there is a need for cross portfolio agreement/alignment, plus leadership and joined up action across the Welsh Government.
- Some respondents called for the objectives to be outcome focused and ambitious.
- The setting of longer term aims/objectives was welcomed.
- It was suggested there is a need for a consultation on the final action plan.

In answering this question some of the respondents referred directly to the Long-term Aims/Objectives:

Long-term Aim 1/Objective 1

- The focus on poverty and commencing socio-economic duty was welcomed.
- The need to include people already living in low income households not just those 'at risk' was called for.

- Some respondents suggested changing the wording to 'Elimination of inequality to reduce poverty'.
- Information on outcomes was called for.
- The need to be ambitious and commit to eliminating poverty was referred to.
- The lack of a Minister on poverty was referenced by some of the respondents.
- It was suggested poverty was not a cause of inequality.

Long-term Aim 2/Objective 2

- The commissioning of research was welcomed.
- More specific details were called for.
- The commitment to strong and progressive equality and human rights protections were welcomed.
- Some respondents suggested the aim/objective needs to be stronger.
- Action in light of Brexit was welcomed.
- The need to consider older people was called for.
- There was support for incorporation of the UNCRDP into Welsh law.

Long-term Aim 3/Objective 3

- It was suggested this aim/objective does not go far enough – i.e. there is already a legal requirement to implement the Public Sector Equality Duty (PSED) and Welsh equality duties.
- The need to ensure compliance with the PSED was called for.
- The fact some public services are not devolved was referenced.
- Reference to the Social Model of Disability was welcomed, although some respondents suggested more needs to be done to promote this.

Long-term Aim 4/Objective 4

- Some respondents called for the aim/objective to be made stronger and more challenging – i.e. change 'begin to deliver' to 'we will deliver'.
- Concern was raised about prioritising gender above other protected characteristics.
- It was suggested there is a need to ensure gender equality for all women, including older women and women of colour.

Long-term Aim 5/Objective 5

- Some respondents suggested there is a need to do more than just offer access to advice and support – i.e. need to be proactive, prevent abuse taking place, target perpetrators, role of education important.
- The need to recognise the abuse of older people was called for.

Long-term Aim 6/Objective 6

- It was suggested that a monitoring framework will not help in delivering the aim.
- The need to go further and be more ambitious was called for.
- The importance of the work of Community Cohesion Coordinators was recognised.

Long-term Aim 7/Objective 7

- Some respondents called for targets and actions to be added.
- It was suggested there is a need for the objective to include participation in everyday life.
- The need to be more specific about what progress looks like was referred to.
- More support for disabled election candidates was called for.

Long-term Aim 8/Objective 8

- The need for further detail on outcome measures was referred to.
- Some respondents called for the findings of the Gender Equality Review (GER) to be considered.
- It was suggested that the Welsh Government recruitment process needs to be more accessible for disabled people.

Question 2: Do you think there are any areas of inequality that are not addressed by draft Equality Objectives and that are of particular importance to you?

Respondents identified a number of different areas of inequality they considered not to be addressed by the draft Equality Objectives and that they felt were of particular importance.

Among the common areas of inequality identified included:

- Race
- Welsh language
- Disabled people
- Carers
- Provision of accessible services
- Refugees and Asylum Seekers
- Poverty
- Abuse – identity based abuse; non-identity based abuse; Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)
- Employment/workplace
- Religion
- Education – awareness/ understanding of equality and human rights principles/issues
- Housing and homelessness
- Mental health – access to services
- Hate crime
- Older people
- Data collection
- Gender
- Equality Impact Assessments (EIA)

Question 3: Are there any emerging trends/issues/evidence regarding inequality in Wales that you feel should be addressed as a priority?

Respondents identified a number of emerging trends/issues/evidence regarding inequality in Wales that they felt should be addressed as a priority. **Common themes among the responses included:**

- Race/racism/racial harassment in higher education institutions
- Welsh language
- Rise in hate crime
- Disability discrimination
- Access to services
- Carers
- Socio-economic disadvantage
- Religion
- Ageing population/workforce
- Brexit
- VAWDASV
- Housing
- Intersectionality
- Austerity and welfare reform
- Utilisation of PSED and EIAs
- Older people
- Poverty and homelessness
- Mental health
- Gender

Question 4: What are your thoughts regarding the approach of developing Equality Objectives that contribute to longer term, aspirational aims?

In relation to their thoughts regarding the approach of developing Equality Objectives that contribute to longer term, aspirational aims, 41 of the 63 individual respondents (excluding workshop responses) agreed with the approach, with 3 partly in agreement, 1 not in favour and 18 not specifically mentioning whether they agreed or disagreed.

Common themes among the responses included:

- The link to the Well-being of Future Generations Act was welcomed.
- It was suggested the approach would lead to more sustainable changes and make it possible to tackle entrenched inequalities.
- Some respondents welcomed the promotion of shared action with other organisations.
- There was a call for actions, timeframes and outcomes to be added.
- It was suggested that the long term aims need to be reviewed and progress be measured.
- The need for this approach to be replicated across the Welsh Government was called for.
- Concerns about funding/ resource capacity were raised.
- Some respondents indicated there was a need to be realistic.

Question 5: Do you agree with the intended approach to develop a small number of key actions under each Objective, linked to the 6 domains in Is Wales Fairer? 2018, as exemplars to demonstrate how the objectives will be achieved?

With regards to whether they agreed with the intended approach to develop a small number of key actions under each Objective, linked to the 6 domains in Is Wales Fairer? 2018, as exemplars to demonstrate how the objectives will be achieved, 31 of the 63 individual respondents (excluding workshop responses) agreed with the approach, with 6 partly in agreement, 9 not in favour and 17 not specifically mentioning whether they agreed or disagreed.

Common themes among the responses included:

- It was suggested the approach ensures focus.
- An evidence based approach was welcomed.
- Further information on the actions to be included was called for, plus some respondents called for a further consultation on the proposed actions.
- It was suggested there is a need not to be restricted by domains and end up losing good actions.

Question 6: Do you agree with the intention to continue to align Equality and Inclusion funding with the Strategic Equality Objectives?

In relation to the intention to continue to align Equality and Inclusion (E&I) funding with the Strategic Equality Objectives, 41 of the 63 individual respondents (excluding workshop responses) agreed with the approach, with 2 partly in agreement, 2 not in favour and 18 not specifically mentioning whether they agreed or disagreed.

Common themes among the responses included:

- It was suggested the approach ensures funding to priority areas and promotes coordinated, joined up, collaborative actions.
- Concern was raised about funding beginning just before National Assembly elections.
- No funding for older peoples organisations was mentioned.
- Some respondents indicated there is a need to ensure funding doesn't just go to the same big organisations.
- Concern was raised about funded organisations not holding the Welsh Government to account.
- It was suggested that the Strategic Equality Objectives and budget should be the responsibility of every Welsh Government department.
- The need to ensure fairness across all of Wales when allocating funding was called for.

Question 7: We would like to know your views on the effects that the proposed Strategic Equality Objectives would have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English. What effects do you think there would be? How might we build momentum and increase any positive impact of these effects, or where you think there might be negative effects, what can we do to mitigate them?

A number of respondents provided their views on the effects that the proposed Strategic Equality Objectives would have on the Welsh language.

Common themes among the responses included:

- The need to treat the Welsh and English language the same was called for.
- It was suggested there is a need for more references to the Welsh language.
- Some respondents called for the Welsh language to be a protected characteristic.
- Including the Welsh language in the plan should improve opportunities for people to use Welsh.
- It was suggested the equality and Welsh language policy agendas complement each other.
- Some respondents referred to the need to see the actions in order to comment fully.
- Concern was raised for people whose first language is not English and the need for opportunities for this cohort to learn Welsh was raised.
- The need for additional funding was referenced.
- It was suggested there is a need to ensure the promotion of the Welsh language doesn't negatively impact on services/employers.
- An Impact Assessment was called for.

Question 8: Please also explain how you believe the proposed Strategic Equality Objectives could be formulated or changed so as to have positive effects or increased positive effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language, and no adverse effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

Several respondents provided further comments on the Welsh language in answering this question.

Common themes among the responses included:

- The need for the Welsh and English language to be treated equally was referred to.
- It was suggested there is a need to ensure compliance with Welsh language standards and statutory duties.
- Some respondents indicated no change to the objectives are required in order to have a positive effect on the Welsh language.
- More references to the Welsh language in the plan were called for.
- It was suggested there is a need for the objectives to be bilingual.

Question 9: We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them.

Respondents identified a number of related issues as part of answering this question.

Common themes across the responses provided included:

- Disabled people and employment.
- Poverty.
- There was a call to be able to comment on/scrutinize the actions to be added to the plan.
- The need to ensure public bodies are taking action on priority issues/working to support the objectives was referenced.
- Some respondents called for the plan to be made SMART.
- Commencing the socio-economic duty and the need for guidance was mentioned.
- It was suggested there is a need to reference health and well-being in the plan.
- Some respondents called for the plan to support progress towards all Well-being goals not just two.

