Equality, Race and Disability Evidence Units

Priorities 2022 to 2027

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Document status

This list of priorities is intended to be a live document. It captures at a point in time the priorities for the Equality, Race and Disability Evidence Units, which are, at least initially, being constantly refreshed and refined. It is not intended to be a fixed list of commitments for the Units. We will reassess our priorities, as required, with Ministers, policy colleagues and stakeholders to manage expectations and ensure the effective delivery of projects we have already started. We are publishing this list on our website so that stakeholders are aware and able to contribute to our priorities as they evolve.

1 Background and introduction

1.1 Background

In January 2022, Welsh Government established three distinct Units, each with their own evidence programme:

- Equality Evidence Unit
- Race Disparity Evidence Unit
- Disability Disparity Evidence Unit

The Units will work together as the Equality, Race and Disability Evidence Units with an overarching Equality Evidence Strategy to ensure synergy, effectiveness, efficiency and cohesion.

For ease the Units will be referred to together in this document as 'the Units'.

2   Scope

We are aware that data often hides distinct and unique differences between minority identities and where there is intersectionality between two or more characteristics. All three units will consider intersectionality in their work and many projects will require working across the three units. All three of the units will also work across all key policy areas. Cross-cutting areas of interest include, but are not limited, to: socio-economic status; people in need of care or support; unpaid carers; homeless people; prisoners, people who have had contact with the justice system.

The Race Disparity Unit will specifically focus on:
- ethnicity
- religion and belief
- migrants
- refugees
- asylum seekers
- Gypsies, Roma and travellers.

The Disability Disparity Evidence Unit will specifically focus on: social model of disability, physical impairments, mental impairments, additional learning needs; neurodivergence.

The Equality Evidence Unit will specifically focus on: gender (including women, men and non-binary people including cisgender and transgender populations); gender reassignment; LGBTQ+ (including a focus on gender equality covering both cisgender and transgender populations); age; sex (including male, female and intersex); marriage and civil partnership; pregnancy and maternity.

2.2 Introduction

This list of priorities sit alongside the Equality Evidence Strategy for the Equality, Race and Disability Evidence Units which describes their scope, remit and plans.

These priorities include tasks required to establish the Units and key research and statistical priorities. They have been developed with stakeholders based the Strategic Equality Plan and An Anti-Racist Wales Action Plan, results of the Locked out: liberating disabled people's lives and rights in Wales beyond COVID-19 report, the Advancing Gender Equality in Wales Plan and the draft LGBTQ+ Action Plan. Other actions plans and strategies have also been considered in addition to these main equality plans and the entire set is described in the Equality Evidence Strategy document.

We have started to build relationships with stakeholder and accountability groups for the action plans as part of the work to develop these research priorities. Accountability groups will drive the priorities for each Unit alongside wider stakeholder discussions. The commitments and requirements for each Unit are at different stages of development and this is reflected in the list; some requirements are a high level statement, others are fully scoped and work has started.

This document lists current priorities, which are either cross cutting across the 3 Units or relate to one Unit. Even priorities relating primarily to one Unit will have learning to share across the others and our Units will work closely together to maximise learning and efficiency.

This is an initial list, reflecting our understanding of the priorities at this point in time and is an initial basis for discussion with stakeholders. The list indicates where each requirement has come from and how it feeds into key plans or strategies described in our Equality Evidence Strategy. As we continue discussions and groups become more established, priorities may flex and change. We will reassess our priorities alongside the work of those groups and with Ministers, policy colleagues and stakeholders to manage expectations and ensure effective delivery of projects we have already started. This list is not intended to be a fixed list of commitments for the Units.

Each priority in this list is at a different point in its development and each one could indicate a significant piece of work with varying complexity. There is more to do to scope out most of these priorities so that they become projects, this is an initial attempt to set out what needs to be done so we can start to discuss need and priority with stakeholders. Since the Units started in January 2022 and some staff have been recruited we have started to work on the most obvious high priority projects and these have specification documents associated with them which provide detail on the aims, approach and deliverables. Specifications can be made available on request, if available.

2.3   Priority table key

What is included in the table?

Key priorities and tasks for the Equality, Race and Disability Evidence Units and projects carried out by other Welsh Government analysts or policy colleagues which also make a significant contribution to the mission of the Units. Projects which are not led by the Units are noted in the table.

Table headings

Priority: One line describing the project or task to be undertaken. This will give an idea of the topic of the project but may not give an impression of the complexity or duration.

Source: Where the suggestion from the project came from, for example from the work to scope the Units or published action plans

Links / dependencies: Notes any links or dependencies with other projects on the list or external projects

Unit Lead: Notes which of the Units is leading on the priority, some are cross cutting and sit across all Units, others are related to establishing the Units.

Lead: Most of the priorities on the list are lead by the Equalities Evidence Units (ERDEU) but other projects have been included where they are deemed to be of high relevance to our stakeholders.

Status: Where we are in the project lifecycle

Timescales: A suggestion for start and duration of the priority, this will be incomplete if work has not started.

Acronyms and terms used in the table

Heading	Acronym / Term	Meaning
Source	Establishing Units	This task is required in order for other priorities to be addressed, for example recruitment
Source	ARWAP	[Anti-racist Wales Action Plan](#)
Source	Scoping	Work carried in in 2021 with stakeholders to scope the Equality, Race and Disability Evidence Units
Source	AGEAP	[Advancing Gender Equality Action Plan](#)
Source	PSED data alignment	Public Sector Equality Duty data alignment
Source	LGBTQ+ AP	[LGBTQ+ Action Plan](#)
Source	KAS	Knowledge and Analytical Services colleagues in the Welsh Government
Source	LGBTQ+ EP	LGBTQ+ Expert Panel
Source	Poverty milestones	Activities that will support progress towards achieving Welsh Government poverty goals
Source	ESJC	Equality and Social Justice Committee
Source	IDTF	Recommendations from the [Inclusive Data Task Force](#)
Source	PfG&Co-Op	[Welsh Government Programme for Government and the Cooperation Agreement 2021](#)
Source	PDSAP	[Period Dignity Strategic Action Plan](#)
Source	Disability Rights Taskforce	Welsh Government Minister led taskforce established to take forward the work to address inequalities highlighted by the Locked Out report and oversee the development of actions that will form a Disability Rights Action Plan
Source	Locked Out report	[Locked out: liberating disabled people's lives and rights in Wales beyond COVID-19](#)
Source	UK Gov DU	UK Gov DU – [UK Government Disability Unit](#)
Source	CYP	[Children's and Young People's Plan](#)
Source	WHESRi	[Welsh Health Equity Status Report initiative](#)
Lead	ERDEU	Equality, Race and Disability Evidence Unit
Lead	KAS	Welsh Government Knowledge and Analytical Services, out internal analytical Division
Lead	Policy area lead	Some policy areas may manage research priorities with support from Welsh Government analysts or the Equalities Evidence Units

Heading	Acronym / Term	Meaning
Lead	ADR Wales	Some projects are specifically data linkage projects and will be managed by Administrative Data Research Wales which manages the Secure Anonymised Information Linkage (SAIL) Databank
Lead	SCW	Social Care Wales
Lead	UK Gov Equalities Hub	UK Government Equalities Hub
Status	Started	Resource has been committed, the project has been specified and work has started. Where available a summary of the specification is provided in the Annex.
Status	Committed	Key action plans or strategies have indicated this area is a priority but scoping and resource allocation have not taken place.
Status	Future	Stakeholders have raised this research priority but it is not felt to be an immediate priority at this point.

Equality, Race and Disability Evidence Units Priorities, and their contributions to key plans and strategies (draft)

ID	Priority	Source	Links / dependencies	Unit Lead	Lead	Status	Timescales
1.01	Equality evidence strategy which describes the Units' aims, role and ways of working	Establishing Units		Establishing Units	ERDEU	Started	01/2022 – 09/2022
1.02	Recruitment and building capacity and lived experience within the team	Establishing Units		Establishing Units	ERDEU	Started	01/22 – 04/2023
1.03	Prioritisation criteria and process for identifying projects for future work programmes	Establishing Units		Establishing Units	ERDEU	Started	01/2022-12/2o22
1.04	Building and maintaining relationships with internal and external stakeholders	Establishing Units		Establishing Units	ERDEU	Started	On-going
1.05	Describe how and when co-production can be used in research and evidence gathering in order to involve people with protected and associated characteristics at every stage.	Establishing Units		Establishing Units	ERDEU	Started	01/2022-03/2023
1.06	Resource and space for responding to advice and requests	Establishing Units		Establishing Units	ERDEU	Started	Ongoing
1.07	Internal and external communications strategy and approach including web presence	Establishing Units		Establishing Units	ERDEU	Committed	
1.08	Develop a one stop shop for Wales-based equality, race and disability evidence alongside advice and guidance to support others with the collection and use of equality data.	Scoping		Establishing Units	ERDEU	Future	
10.9	An approach to reporting on progress and impact of the Units	Scoping		Establishing Units	ERDEU	Future	
2.01	Wales equality evidence audit and gaps analysis leading to further priorities, includes Paper on sources, strengths and weaknesses per Unit Advice and guidance materials on sources Future recommendations for priorities	ARWAP – Leadership chapter PfG		Cross-cutting	ERDEU	Started	01/2022-03/2023
2.02	Interim advice on collection and publication of equality characteristics for Welsh Government, public sector bodies and others whilst more in depth examination of the issues is carried out	ARWAP – Leadership chapter PfG	2.04, 3.01, 3.02, 5.01, feeds into ONS harmonised standards	Cross-cutting	ERDEU	Started	01/2022-03/2023
2.03	Data collection, analysis and publication of characteristics of Public Sector Body Boards and staff	ARWAP – Leadership chapter, AGEAP PSED data alignment PfG		Cross-cutting	ERDEU	Started	Phase 1: 01/2022-03/2023
2.04a	Research into the current descriptions of characteristics, what they mean and the barriers to improving existing equality data collection, reporting and use and how these could be addressed	ARWAP – Social care , Scoping, Locked Out, IDTF	2.02, 3.01, 5.01	Cross-cutting	ERDEU	Committed for social care Future for other policy areas	

ID	Priority	Source	Links / dependencies	Unit Lead	Lead	Status	Timescales
2.04b	Advise on public and third sector approach to identify and record individual characteristics at point of access eg social care, health, criminal justice, LGBTQ+ action plans have identified the following areas of interest: police, VAWDASV, homelessness, health and care, well-being measures.	LGBTQ+ AP; LGBTQ+ EP, ARWAP, IDTF	2.04a	Cross-cutting	ERDEU	Committed	
2.04c	Consider how data on public sector activities should be made available for central analysis and possibly publication (e.g. social care and crime and justice for race)	ARWAP – Crime and justice chapter & Social care chapter PfG	20.4a, 2.04b	Cross-cutting	ERDEU	Committed for social care and crime and justice	
2.05	Publish all available official statistics by protected and associated characteristics where already collected by Welsh Government but not currently used in publication (in line with disclosure rules)	KAS ARWAP for social care PfG, IDTF		Cross-cutting	KAS	Committed	
2.06a	Look at how the National Survey for Wales can be broken down by protected and associated characteristics (by year and by combining years if appropriate)	Scoping, IDTF		Cross-cutting	ERDEU	Started	01/2022-10/2022
2.06b	Examining how to boost National Survey for Wales sample for minority groups and cognitive testing work	Scoping, ITDF	2.06a	Cross-cutting	ERDEU	Committed	
2.07	Examine how and whether data on pay gaps can be collected and published for different protected and associated characteristics	Poverty milestones ARWAP, Scoping PfG		Cross-cutting	ERDEU	Committed	
2.08	Explore feasibility of collating and publishing annual data on debt in Wales, broken down by protected characteristics	ESJC, IDTF		Cross-cutting	ERDEU	Committed	
2.09	Developing performance indicators to monitor implementation of equality and socio economic duty action plans and strategies (where not explicitly included as projects within the Equality, Race or Disability sections)	Scoping	3.17, 4.02	Cross-cutting	ERDEU	Future	
2.10	Explore options for accurately monitoring digital poverty particularly around young people across Wales.	Scoping, IDTF		Cross-cutting	ERDEU	Future	
2.11	Improving equalities data collection and reporting in SHRN (Schools Health Research Network)	Scoping, IDTF		Cross-cutting	ERDEU	Future	
2.12	Initial analysis of Census and SAIL (Secure Anonymised Information Linkage) databank equality data with ADR Wales to examine what is available and what further research is required, for example Compare characteristics across 2011, 2021 Analysis of sexual orientation for first large scale survey including this data	Scoping, IDTF		Cross-cutting	ERDEU	Future	Access from Jan 2023
2.13	Research into the ongoing impact of Brexit / the Cost-of-Living crisis on people with protected and associated characteristics	Scoping, Disability Rights taskforce, ETRA Committee Report recommendations	Follows 3.03	Cross-cutting	ERDEU	Committed	
2.14	Research to identify how data can inform and refine interventions to tackle health inequalities (including inequality of access to service provision).	WHESRi		Cross-cutting	ERDEU	Future	

ID	Priority	Source	Links / dependencies	Unit Lead	Lead	Status	Timescales
2.15	Support for the equality aspects of the Children and Young People's Plan	Scoping		Cross-cutting	ERDEU	Future	
3.01	Review the use of the terms sex and gender in Welsh Government official statistics data collections and publications	IDTF, KAS		Equality	KAS	Started	01/2022-03/2023
3.02	Develop interim harmonised questions for gender and sex, research into Wales approach for collection sex/gender information with recommendations for future	IDTF	2.02	Equality	ERDEU	Started	01/2022-03/2023
3.03	Research into the ongoing impact of Brexit & the Cost of Living crisis on gender	Scoping		Equality	Policy area lead	Started	
3.04	Explore the feasibility of using administrative and large-scale survey datasets to better understand the characteristics of those experiencing multiple deprivation.	AGEAP		Equality	ERDEU	Committed	
3.05	Developing Migration Integration Wales Framework which involves developing integration indicators for Wales	Scoping		Equality	Policy area lead	Started	
3.06	EU Settlement Scheme data linking project	Scoping		Equality	ADR Wales	Committed	
3.07	Improving availability, completeness, and granularity of refugee and asylum seeker data	Scoping, ITDF		Equality	ERDEU	Future	
3.08	Setting up a VAWDASV data repository	Scoping, IDTF		Equality	KAS	Future	
3.09	Evidence on experiences of victims of conversion practices/therapy to help design and improve support services;	PfG LGBTQ+AP		Equality	ERDEU	Future	
3.10	Evidence on perceived barriers around the Gender Recognition Act	PfG LGBTQ+AP		Equality	ERDEU	Future	
3.11	Support the equalities evidence requirements of the Period Dignity Strategic Action Plan	PfG, Scoping		Equality	KAS	Future	
3.12	Research into the impact/effect of Covid on LGBTQ+ communities with particular focus on children and young people following on from the rapid review of evidence: What is the impact of the COVID-19 pandemic and restrictions on LGBTQ+ communities in the UK and what actions could help address these?	LGBTQ+ Policy		Equality	KAS	Future	
3.13	Research into the experiences of the LGBTQ+ communities in Wales	LGBTQ+ Policy, IDTF		Equality	KAS	Future	
3.14	Research into single-sex services or spaces and trans communities	LGBTQ+ Policy, IDTF		Equality	KAS	Future	
3.15	Research into the accessibility of the Wales Gender Identity Service and research, engaging directly with trans communities, to identify how better to support trans peoples engagement with health care services including handling of medical records.	LGBTQ+ Policy		Equality	KAS	Future	
3.16	To measure implementation and impact of the LGBTQ+ Action Plan	LGBTQ+ Policy		Equality	ERDEU	Future	
4.01	Research into lived experiences of racism in Further Education	ARWAP PfG		Race	Policy area lead	Committed / Started	
4.02	To measure implementation and impact of the Anti-Racist Wales Action Plan	ARWAP PfG		Race	ERDEU	Committed	

ID	Priority	Source	Links / dependencies	Unit Lead	Lead	Status	Timescales
4.03	Publish an analysis of all social care statistics by ethnicity	ARWAP PfG	2.01	Race	KAS	Committed	
4.04	Adults receiving social care Census to include ethnicity	ARWAP – social care		Race	Policy area lead	Committed	
4.05	Review Social Care Research and Development strategy from an equalities (particularly race) perspective.	ARWAP – social care PfG		Race	Social Care Wales	Committed	
4.06	Identify the gaps in evidence in relation to all domains including criminal justice data collected and reported on ethnicity	ARWAP – crime and justice PfG		Race	ERDEU	Committed	
4.07	Implementing Anti-Racist Wales Action Plan: A Study of Processes, Prospects and Pitfalls	ARWAP PfG		Race	ERDEU Cardiff University	Committed	
4.08	Leadership and organisational culture change: A study of anti-racist Wales culture change efforts	ARWAP PfG		Race	ERDEU Cardiff University	Committed	
5.01	Research on how information can be collected to reflect the social model of disability.	Disability Rights Taskforce, Locked out report		Disability	ERDEU	Started	01/2022-03/2023
5.02	Input into CO/ONS Disability Experiences Survey and feeding in Wales policy model and samples	UK Gov DD		Disability	UK Gov Equalities Hub	Started	01/2022-
5.03	Research into particular issues such as the mental health impacts of COVID-19, and for data disaggregation to shine a light on the particular experience of those who share protected characteristics	Locked Out report IDTF		Disability	ERDEU	Committed	
5.04	Research into the interrelation between socio-economic and health related factors, including users of British Sign Language	Locked Out report, Disability Taskforce		Disability	ERDEU	Committed	
5.05	Explore experiences of disabled and neurodivergent people in Wales to understand barriers to employment and reasons for different employment outcomes.	Locked Out report		Disability	ERDEU	Committed, Some literature review work started	