Equality Impact Assessment (EqIA) Template

Making Better and Fairer Decisions

A. PROPOSAL

1. Title of proposal

Revised National Framework for Commissioning Care and Support: Code of Practice

2. What is your proposal aiming to achieve?

The proposal reviews and updates National framework for commissioning care and support: code of practice | GOV.WALES (referred to in this document as "The Code"). When the Code was introduced, Ministers committed to a review after two years of implementation. The review has considered implementation experience, stakeholder feedback and policy developments since the Code came into force in September 2024. The proposed revisions are intended to strengthen commissioning practice by promoting greater consistency, transparency and collaboration across Wales, including expectations relating to integrated commissioning, equality and human rights, workforce planning, fair work, Welsh language provision, sustainability, and the use of evidence and lived experience.

3. When did work start on the proposal?

July 26

4. Which organisations, groups or communities are likely to be affected?

The proposal is likely to affect organisations and people involved in the commissioning, planning, delivery, regulation and use of care and support services in Wales. This includes local authorities, local health boards and NHS trusts, Regional Partnership Boards, commissioners, care and support providers, provider representative bodies, Social Care Wales, Care Inspectorate Wales, ADSS Cymru, advocacy organisations, third sector organisations, social enterprises, co-operatives, practitioners and the social care workforce.

This assessment recognises that people may experience multiple and overlapping forms of inequality. Protected characteristics may interact with factors such as socio-economic disadvantage, Welsh language needs, caring responsibilities, geographical location and experiences of discrimination. The revised Code strengthens expectations that commissioners consider equality, human rights and intersectionality throughout the commissioning cycle. This is intended to support commissioners to better understand and respond to these intersecting factors when assessing population need, planning services and evaluating outcomes

Particular groups of interest include older people, disabled people, children and families, people from Black, Asian and minority ethnic communities, Gypsy, Roma and Traveller communities, Welsh speakers, LGBTQ+ people, and people who share other protected characteristics. The proposed revisions seek to support consideration of the needs,

experiences and outcomes of these groups through person-centred, outcomes-focused and rights-based commissioning arrangements.

In addition, the Welsh Government's light-touch review of the Anti-racist Wales Action Plan, asked policy teams to consider whether their work appropriately reflects the experiences of people affected by racism and racial prejudice. In line with this, this assessment considers the experiences of people affected by racism, including anti-Semitism, Islamophobia and anti-Gypsy, Roma and Traveller prejudice, as well as people who experience multiple disadvantages.

5. Have you registered your EqIA on iShare?

You must register your EqIA when you start developing your proposal.

Yes

B. Impact on, and engagement with, people in protected groups

Answer the same set of questions for each of the nine protected groups (Check Section 7 of the Guidance for definitions and note the different protection for marriage and civil partnership in section 7.9).

The Equality and Human Rights Commission's Equality and Human Rights Monitor: Is Wales Fairer? provides a comprehensive overview of equality and human rights outcomes across all protected characteristics in Wales and has been used as a key source of evidence to inform this assessment. The report highlights persistent inequalities, emerging challenges and evidence gaps relevant to the commissioning and delivery of care and support services.

Age

1. What evidence is available and what is its source? Include the findings from any engagement.

Evidence from the Rebalancing Care and Support Programme Integrated Impact Assessment highlights increasing demand for care and support services in Wales, particularly as the population ages. The proportion of people aged 65 and over was projected to increase from 21.4% of the population in 2021 to 25.5% by 2041. The assessment also highlights the importance of prevention, wellbeing outcomes and sustainable approaches to meeting increasing demand for care and support, which are relevant to commissioning arrangements.

Age groups - GOV.UK Ethnicity facts and figures show that there has been a significant increase in the median age of many ethnic minority groups. With the exception of Black Other and Mixed ethnic groups, all are seeing median age increase faster than the overall population rate. There have been particularly significant increases for Chinese, Indian, Black Caribbean and White Other populations. This has implications for understanding changing population need and ensuring commissioning arrangements remain culturally responsive.

Social Care Wales reports show that the age profile of the workforce differs between local authority and commissioned services. Local authority services tend to retain an older workforce, with just over half of workers aged 46 or over, while commissioned services employ a younger workforce, with around 60 per cent of staff under the age of 46. This has implications for recruitment, retention, succession planning and workforce planning within commissioning arrangements.

2. Is any evidence unavailable or uncertain?

Some of the available evidence relates to England and Wales rather than Wales specifically. However, Wales-specific demographic, workforce and policy evidence has also been considered where available.

3. Who have you engaged with, why and how?

Stakeholders have been invited to provide feedback on whether the Code remains current and relevant, identify any proposed additions or amendments, and provide views on its impact and value, including any potential impacts arising from proposed changes. Feedback is being sought from organisations and people involved in the commissioning,

planning, delivery and regulation of care and support services in Wales. Responses will be used to inform consideration of any revisions to the Code prior to a formal consultation process.

4. How has evidence affected your proposal?

Evidence relating to changing demographics, increasing demand for care and support, and workforce trends has reinforced the importance of maintaining a focus on quality, prevention, wellbeing outcomes, sustainability and workforce planning within the Code. This has informed consideration of whether the Code continues to support commissioners in planning services that meet the needs of people of all ages.

Stakeholder feedback from some providers has highlighted concerns that financial pressures may, in some circumstances, affect commissioners' ability to prioritise independence, community participation and wellbeing outcomes. This evidence has informed consideration of how the revised Code can continue to strengthen expectations around outcomes-focused commissioning and measuring value.

5. What are the likely impacts of the proposal?

The revised Code may support positive impacts for people of all ages who require care and support by supporting commissioners to understand population need and plan services that better meet changing demographic requirements. The strengthened focus on quality, prevention, wellbeing, sustainability and social value may contribute to better experiences and outcomes for older people, working-age adults, children and young people accessing care and support services.

6. What steps will you take to enhance positive or reduce negative impacts?

The review will consider what amendments are required to strengthen the code's ability to support commissioners in understanding and responding to the needs of different age groups. Consultation responses and stakeholder feedback will be used to inform revisions to the Code and to consider any equality impacts identified through implementation.

7. What evidence is available and what is its source? Include the findings from any engagement.

People with disabilities, including neurodivergent people, may require care and support services that are tailored to their individual needs and preferences. Effective commissioning arrangements are important in ensuring services are accessible, person-centred and responsive to a wide range of needs and communication requirements. The review of the Code will consider whether the Framework continues to support commissioners to plan and secure services that promote wellbeing, independence and inclusion for disabled and neurodivergent people.

Evidence from the Disabled People Rights Plan 2025-2035 has informed this assessment. In particular, the proposed revisions support outcomes relating to co-ordinated and timely care, accessible care settings, rights-centred and person-centred care, accessible communication and support for unpaid carers. The Plan identifies a number of outcomes relevant to the commissioning of care and support services, including co-ordinated and

timely care, accessible care settings, rights-centred and person-centred care, accessible communication, supportive care providers and recognition of unpaid carers.

It is underpinned by the Social Model of Disability, which recognises that barriers often arise from the way services and environments are designed and delivered, rather than solely from a person's impairment. These principles are relevant to commissioning arrangements and have informed consideration of the proposed revisions to the Code, particularly in relation to accessibility, reasonable adjustments, accessible communication and neuro affirming commissioning practice. Engagement with neurodivergence policy officials, the Wales Neurodivergence Team and the IMPACT project also highlighted barriers relating to accessibility, communication and access to services.

Census 2021 data highlights that Gypsy and Irish Traveller communities experience disproportionately high levels of disability and unpaid caring responsibilities. This evidence highlights the importance of considering the interaction between disability, ethnicity and caring responsibilities within population assessment, service planning and commissioning arrangements. It also reinforces the need for commissioners to understand and respond to the needs of communities that may experience disproportionately high levels of disability and caring responsibilities when designing and commissioning care and support services.

8. Is any evidence unavailable or uncertain?

While evidence is available relating to disability and impairment among people receiving care and support in Wales, including Welsh data on adults and children receiving care and support with a disability or impairment, there is more limited evidence regarding the experiences of neurodivergent people accessing commissioned care and support services. There is also limited Wales-specific evidence relating to some ethnic minority disabled communities, including Gypsy and Traveller communities.

9. Who have you engaged with, why and how?

Engagement has taken place with Welsh Government neurodivergence policy officials, the Wales Neurodivergence Team and the IMPACT research project involving neurodivergent people. This engagement has informed proposals for a new section on neurodivergence and neuroaffirming commissioning within the revised Code.

10. How has evidence affected your proposal?

Evidence from the Disabled People's Rights Plan has reinforced the importance of accessible communication, co-production, person-centred approaches, independent living and the removal of barriers that prevent disabled people from accessing appropriate care and support. This has informed proposals to strengthen the Code's focus on equality, accessibility, human rights and neuroaffirming commissioning practice.

Feedback identified barriers experienced by neurodivergent people when accessing care and support services and wider universal services. As a result, the revised Code proposes the introduction of a new section on neurodivergence to support commissioners in considering accessibility, inclusion and reasonable adjustments throughout the commissioning cycle.

11. What are the likely impacts of the proposal?

The revised Code is expected to have a positive impact by strengthening expectations that care and support services are commissioned in ways that are accessible, responsive and equitable. The strengthened focus on equality, accessibility, reasonable adjustments, accessible communication and neuroaffirming commissioning may contribute to improved access to services and better outcomes for disabled and neurodivergent people. It may also support greater consideration of the needs of communities that experience disproportionately high levels of disability and caring responsibilities, including Gypsy and Traveller communities, within population assessment, service planning and commissioning arrangements.

12. What steps will you take to enhance positive or reduce negative impacts?

Consultation responses and ongoing stakeholder engagement will help address evidence gaps and inform the final assessment. The impact of the revised Code will continue to be monitored through implementation activity, stakeholder engagement and future reviews.

13. What evidence is available and what is its source? Include the findings from any engagement.

The 2026 Workforce Race Equality Standard (WRES) Social Care Report found that the social care workforce in Wales is becoming increasingly diverse, but that staff from ethnic minority backgrounds remain under-represented in leadership roles and continue to report inequalities relating to career progression, discrimination, bullying and harassment. Social Care Wales workforce data also shows increasing ethnic diversity across the workforce, although this varies across settings and roles. This evidence is relevant to the commissioning of care and support services because commissioning arrangements can influence provider expectations, workforce culture, fair work practices, service quality and the experiences of people receiving care and support. Workforce data on visa requirements also highlights the importance of fair, ethical and sustainable workforce planning within commissioned services.

The Anti-racist Wales Action Plan highlights the importance of public services recognising and responding to the needs and experiences of people from Black, Asian and minority ethnic communities, including those affected by racism, anti-Semitism, Islamophobia and anti-Gypsy, Roma and Traveller prejudice. These considerations are relevant to the commissioning of care and support services and have informed this assessment. Evidence from the Anti-racist Wales Action Plan also highlights the importance of understanding and responding to structural inequalities, discrimination and barriers experienced by Black, Asian and minority ethnic communities when accessing public services.

14. Is any evidence unavailable or uncertain?

Evidence relating specifically to race and ethnicity within commissioned care and support services in Wales remains limited in some areas. While workforce data and wider equality evidence are available, there is more limited evidence regarding the experiences and outcomes of some ethnic minority communities accessing commissioned care and support services. This assessment has therefore drawn on workforce evidence, wider equality evidence, stakeholder engagement and relevant Welsh Government policy.

15. Who have you engaged with, why and how?

Engagement has taken place with Welsh Government equality policy officials, including discussions on the implications of the refreshed Anti-racist Wales Action Plan and the experiences of people affected by racism, antisemitism, Islamophobia and anti-Gypsy, Roma and Traveller prejudice. Comments received through stakeholder engagement have informed consideration of how the revised Code can support culturally responsive commissioning, fair work and inclusive service delivery.

16. How has evidence affected your proposal?

Evidence has informed proposals to strengthen expectations relating to equality, human rights, co-production, accessible communication and consideration of intersectionality. The revised Code also strengthens expectations that commissioners understand population need, respond to inequalities and consider how commissioning activity can help reduce inequalities in outcomes for people from ethnic minority communities.

17. What are the likely impacts of the proposal?

The revised Code may support positive impacts through more inclusive and culturally responsive commissioning practices. The strengthened emphasis on understanding population need, co-production, accessible communication and outcomes-based commissioning may help commissioners better identify and respond to the needs of people who experience intersecting inequalities, including individuals affected by racism alongside disability, age-related needs, caring responsibilities, socio-economic disadvantage or faith-related discrimination. The proposal also supports the ambitions of the Anti-racist Wales Action Plan by helping to reduce inequalities in service planning and delivery. The revised Code's emphasis on co-production, human rights and person-centred approaches may also support trauma-informed ways of working when supporting people who have experienced discrimination, exclusion or prejudice. The revised code also has additional links to the Trauma informed Framework and additional resources to support this will be available within the supporting toolkit.

18. What steps will you take to enhance positive or reduce negative impacts?

Commissioners will be encouraged to draw on workforce evidence, population assessment data and service user feedback, including information relating to ethnicity where available, to understand inequalities in access, experience and outcomes and to inform commissioning decisions.

19. What evidence is available and what is its source? Include the findings from any engagement.

Evidence from the Equality and Human Rights Commission's *Is Wales Fairer?* report, Census data and wider Welsh Government equality policy highlights the importance of ensuring public services are accessible, inclusive and responsive to people from diverse religious and belief backgrounds. Welsh Government has also highlighted increases in religiously motivated hate crime in recent years, including a reported increase in offences targeting individuals because of their faith. Such experiences can affect trust and confidence in public services and may influence how individuals engage with care and support services. The Anti-racist Wales Action Plan (ArWAP) and related equality policies emphasise the importance of addressing discrimination, promoting inclusion and ensuring public services are responsive to the needs of minority communities. Stakeholder engagement has highlighted the importance of considering faith, belief and cultural needs when commissioning care and support services.

20. Is any evidence unavailable or uncertain?

Evidence relating specifically to religion or belief within commissioned care and support services in Wales is limited. Religion and belief are not routinely captured in many social care datasets and there is limited Wales-specific evidence regarding the experiences of different faith and belief groups accessing commissioned services. This assessment is based on the Census data, wider equality evidence, stakeholder engagement and relevant Welsh Government policy.

21. Who have you engaged with, why and how?

No specific engagement has been undertaken with faith or belief groups as part of the review. However, engagement with equality policy officials, stakeholder organisations and wider sector representatives has informed consideration of faith, belief and cultural needs. Consultation activity will provide a further opportunity to identify any impacts requiring additional consideration.

22. How has evidence affected your proposal?

Evidence has reinforced the importance of ensuring commissioning arrangements are sufficiently flexible and responsive to different religious, belief and cultural needs. This has informed consideration of the strengthened equality, human rights and inclusion provisions within the revised Code. Stakeholder feedback highlighted the importance of understanding faith, belief and cultural needs when commissioning care and support services. Evidence also points to increasing levels of religiously motivated hate crime, which may affect trust and confidence in public services and influence how some people engage with care and support services.

23. What are the likely impacts of the proposal?

The strengthened emphasis on equality, human rights, culturally responsive commissioning and understanding population need may support greater consideration of faith, belief and cultural requirements when planning and delivering care and support services. Consideration has also been given to the experiences of individuals affected by

antisemitism and Islamophobia, consistent with Welsh Government's review of the Anti-racist Wales Action Plan.

24. What steps will you take to enhance positive or reduce negative impacts?

The revised Code is expected to support a positive impact by strengthening expectations for population needs assessment, co-production, accessible communication and person-centred commissioning. This may help commissioners identify and respond to faith-related needs, including dietary requirements, religious observance, communication, end-of-life care and experiences of discrimination. Consultation responses, stakeholder engagement and implementation activity will be used to identify whether additional action is required to address faith-related needs and experiences. Commissioners will be encouraged to consider faith, belief and cultural needs through population needs assessments, co-production activity and service planning arrangements.

25. What evidence is available and what is its source? Include the findings from any engagement.

Evidence relating specifically to sex and commissioned care and support services is limited. Some local authority datasets currently record gender rather than sex, which restricts the availability of Wales-specific evidence. Evidence has therefore been supplemented through Census information, workforce evidence, wider equality evidence and relevant Welsh Government policy.

26. Is any evidence unavailable or uncertain?

Evidence relating specifically to sex and commissioned care and support services is limited. Some local authority datasets currently record gender rather than sex, which restricts the availability of Wales-specific evidence. Evidence has therefore been supplemented through Census information, workforce evidence, wider equality evidence and relevant Welsh Government policy.

27. Who have you engaged with, why and how?

No engagement specifically focused on sex has been undertaken as part of this review. However, wider stakeholder engagement, workforce evidence and equality evidence have informed consideration of potential impacts. Consultation activity will provide an opportunity to identify any impacts requiring further consideration.

28. How has evidence affected your proposal?

Evidence has reinforced the importance of equality considerations, workforce planning, fair work and person-centred approaches. This has informed the strengthened focus within the revised Code on equality, inclusion, workforce considerations and understanding population need.

29. What are the likely impacts of the proposal?

The revised Code strengthens expectations relating to equality, human rights, co-production and understanding population need. These changes may support greater

consideration of sex-related differences in access to, and experiences of, care and support services. No adverse impacts have been identified on the basis of the evidence currently available. However, limited availability of sex-specific evidence means that impacts will continue to be explored through consultation and implementation activity.

30. What steps will you take to enhance positive or reduce negative impacts?

Consultation responses and implementation activity will continue to be used to identify any sex-specific impacts that may require further action.

GENDER

31. What evidence is available and what is its source? Include the findings from any engagement.

Evidence from Census 2021 data and wider research indicates that transgender and gender-diverse people may experience barriers when accessing public services and can experience discrimination, exclusion and poorer outcomes. While limited data is available regarding the experiences of transgender people accessing commissioned care and support services in Wales, available evidence highlights the importance of services being accessible, inclusive and respectful of individual identity and preferences. The principles contained within the Code, including person-centred and outcomes-focused approaches are relevant to supporting equitable access to service.

32. Is any evidence unavailable or uncertain?

Evidence relating specifically to transgender and gender-diverse people accessing commissioned care and support services in Wales is limited. Available evidence is largely drawn from Census data and wider research relating to access, inclusion, discrimination and experiences of public services.

33. Who have you engaged with, why and how?

No specific engagement has taken place with people who share this protected characteristic as part of the review. Wider equality evidence, stakeholder feedback and implementation experience have informed this assessment. Consultation activity will provide an opportunity to identify any impacts requiring further consideration and gather additional evidence where available.

34. How has evidence affected your proposal?

Evidence has reinforced the importance of person-centred, rights-based and inclusive approaches to commissioning and service delivery. These principles have informed the strengthened equality and human rights provisions within the revised Code.

35. What are the likely impacts of the proposal?

The proposed revisions may contribute to more inclusive commissioning arrangements through their strengthened focus on equality, accessibility and person-centred approaches. However, evidence relating specifically to commissioned care and support services remains limited.

36. What steps will you take to enhance positive or reduce negative impacts?

Consultation responses and stakeholder feedback are expected to identify any impacts requiring further consideration.

37. What evidence is available and what is its source? Include the findings from any engagement.

Evidence relating to sexual orientation and commissioned care and support services in Wales remains limited. However, wider equality evidence and Welsh Government policy highlight the importance of ensuring services are inclusive, equitable and responsive to individual needs. Evidence relating to inequalities, caring responsibilities and broader equality outcomes has informed this assessment. It has reinforced the importance of equality, dignity, co-production and person-centred approaches, which are reflected in the revised Code's strengthened emphasis on equality, human rights, co-production and person-centred commissioning. These provisions are intended to support inclusive services that recognise and respond to the diverse needs and experiences of people accessing care and support services.

38. Is any evidence unavailable or uncertain?

Evidence relating specifically to sexual orientation and commissioned care and support services in Wales is limited. Sexual orientation is not routinely recorded within many social care datasets.

39. Who have you engaged with, why and how?

No engagement specifically focused on sexual orientation has been undertaken as part of this review. However, wider equality evidence, stakeholder feedback and previous policy work relating to inclusive care and support have informed this assessment.

40. How has evidence affected your proposal?

Evidence has reinforced the importance of equality, dignity, co-production and person-centred approaches. These principles have informed the strengthened equality and human rights provisions within the revised Code.

41. What are the likely impacts of the proposal?

The strengthened focus on equality, inclusion, human rights and person-centred commissioning may contribute to more inclusive care and support services for LGBTQ+ people. No adverse impacts have been identified on the basis of the evidence currently available

42. What steps will you take to enhance positive or reduce negative impacts?

Consultation responses and stakeholder engagement will help identify any issues requiring further consideration.

43. What evidence is available and what is its source? Include the findings from any engagement.

Pregnancy, maternity and caring responsibilities can affect an individual's need for care and support services, as well as their ability to access services. Although limited evidence is available specifically regarding the impact of commissioning arrangements on people who are pregnant or have recently given birth, wider equality evidence highlights the importance of accessible, person-centred services that take account of individual circumstances and needs. The Code's focus on wellbeing outcomes, prevention and person-centred commissioning is relevant to this protected characteristic.

44. Is any evidence unavailable or uncertain?

Evidence relating specifically to pregnancy, maternity and commissioned care and support services in Wales is limited. Pregnancy and maternity status are not routinely recorded within many social care datasets. As a result, the assessment draws on wider equality evidence and relevant policy relating to care, support and wellbeing.

45. Who have you engaged with, why and how?

No specific engagement relating to pregnancy and maternity has been undertaken as part of this review. However, wider stakeholder engagement, equality evidence and implementation experience have informed the assessment.

46. How has evidence affected your proposal?

No specific changes have been made solely in response to this protected characteristic. However, evidence relating to individual needs and circumstances supports the revised Code's wider focus on person-centred and outcomes-focused commissioning. Evidence has also reinforced the importance of commissioners understanding individual circumstances, caring responsibilities and barriers to accessing support. These considerations are reflected in the revised Code's strengthened emphasis on co-production, prevention, person-centred approaches and understanding population need.

47. What are the likely impacts of the proposal?

No differential impact has been identified on the basis of the evidence currently available. The limited evidence means that this conclusion will be tested through consultation and reviewed if further information becomes available. The strengthened focus on prevention, wellbeing, person-centred commissioning and understanding diverse needs may contribute positively to people who are pregnant, have recently given birth or undertake significant caring responsibilities.

48. What steps will you take to enhance positive or reduce negative impacts?

Consultation responses, stakeholder engagement and implementation activity will be used to identify any impacts requiring further consideration. The revised Code's emphasis on person-centred commissioning and understanding individual need will continue to support consideration of pregnancy and maternity-related needs where relevant.

49. What evidence is available and what is its source? Include the findings from any engagement.

Limited evidence has been identified regarding the specific impact of the proposed changes on people who are married or in a civil partnership. The Code applies to the commissioning of care and support services and is intended to support equitable access to services based on individual need and wellbeing outcomes. The principles of person-centred, outcomes-focused commissioning are intended to apply consistently irrespective of marital or civil partnership status.

50. Is any evidence unavailable or uncertain?

The limited evidence means that this conclusion will be tested through consultation and reviewed if further information becomes available.

51. Who have you engaged with, why and how?

No engagement specifically relating to marriage or civil partnership has taken place as part of this review. Wider stakeholder engagement has not identified any differential impacts associated with this protected characteristic. This position will be kept under review through consultation and implementation.

52. How has evidence affected your proposal?

No evidence has been identified suggesting that the proposed revisions would affect people differently on the basis of marriage or civil partnership status. Accordingly, no specific amendments have been made in response to this protected characteristic.

53. What are the likely impacts of the proposal?

No differential impact has been identified on the basis of the evidence currently available. The limited evidence means that this conclusion will be tested through consultation and reviewed if further information becomes available.

54. What steps will you take to enhance positive or reduce negative impacts?

Consultation responses and stakeholder engagement will help identify any issues requiring further consideration.

C. Publication and Monitoring

1. Is this EqIA is ready for publication on the Welsh Government website?

No

2. **If you cannot publish the EqIA please explain why.**

3. This assessment will continue to be updated to reflect consultation responses, stakeholder feedback and any additional evidence identified during the consultation process.

4. Is this EqIA an update on a version previously published?

No

5. How will you monitor and evaluate progress on the equality issues identified in this EqIA?

This EqIA will remain a live document and will be reviewed through implementation activity, stakeholder engagement, consultation responses and emerging evidence. Monitoring will draw on annual self-assessment and improvement planning processes, population needs assessments, workforce evidence and service user feedback to assess whether the revised Code is contributing to improved equality, inclusion and outcomes for people with protected characteristics.

AUTHORISATION

Declaration by the Deputy Director / Senior Responsible Officer (SRO):

I am satisfied that the impact of the proposal has been properly assessed and recorded in accordance with guidance, and that the requirement for publication has been duly considered.

Signature: Please add electronic signature.

Department: National Office for Care and Support

Date: October 2026