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Review of the Evidence on Inequality in Wales, 2016

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Abbreviations

Acronym/Key word	Definition
APS	Annual Population Survey
DWP	Department for Work and Pensions
EHRC	Equality and Human Rights Commission
ONS	Office for National Statistics
WCVA	Wales Council for Voluntary Action

1. Introduction

1.1 This review sets out current available evidence on outcomes for different groups in a range of areas, according to the nine protected characteristics listed in the Equality Act (2010). The Act prohibits discrimination against people on the basis of these characteristics. They are as follows:

- age
- disability
- gender reassignment¹
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

1.2 The first *Review of the Evidence on Inequality in Wales* was published in 2014. This review aims to provide updated evidence to inform equality impact assessments within Welsh Government. It is also intended to provide an updated picture for interested parties external to the Welsh Government.

Structure of the report

- 1.3 Chapter 2 sets out the approach followed for identifying the evidence presented in this review. It also sets out the limitations associated with what is presented, in particular that the data presented do not provide evidence of causality. The chapter also discusses the differing definitions of disability used by sources drawn upon in the review.
- 1.4 Chapter 3 sets out demographic data for Wales across each of the protected characteristics, providing contextual information to aid interpretation.
- 1.5 The following chapters then set out the evidence for each of the protected characteristics organised by domain. References to all sources used are provided at the end of the report.

¹ This review uses the broader concept of 'gender identity' to include evidence relating to all groups covered by this term.

2. Methodology

2.1 The starting point for this review was to provide an update to the evidence presented in the previous *Review of the Evidence on Inequality in Wales* (Welsh Government, 2014e). A broad set of criteria was used to evaluate which of the updated data should be reported, and to guide the inclusion of further data to expand upon the evidence provided in that first review, and to fill any gaps where no more recent data were available. The criteria were as follows:

- evidence is indicative of a key outcome in the relevant domain
- evidence is available by (at least one) protected characteristic
- evidence relates to the population of Wales (or the UK, where no Wales-specific data are available)
- evidence is robust (that is valid and reliable where quantitative data are used, and meeting quality and credibility standards where qualitative findings are used).

2.2 In addition to the sources of evidence in the first review, this review was able to draw on the evidence collected for the EHRC's *Is Britain Fairer?* project. The Equality Measurement Framework employed in that project informed the domains and outcomes focused upon in this review, and provided a source of data in cases where none were available since 2012/13.

2.3 Additional evidence was identified for inclusion in this review through: consultation with social research leads within Welsh Government; published evidence sent by key equality stakeholders in response to a request through the Welsh Government's Budget Advisory Group on Equality and the WCVA; and through online keyword searches.

2.4 There is a degree of judgement in how the data are presented. For example, a breakdown of the age of the population of Wales is presented with a sub-division showing age distribution by gender. It would be equally valid to present this data showing the breakdown by gender for each age group. With this in mind, please consider the data presented as a sample of the

wider data that is available. References should allow the readers to find further data that may be more suitable for their needs.

Limitations

- 2.5 The approach has several limitations, which should be considered when interpreting the data presented.
- 2.6 Firstly, any relationships reported in the data between different factors do not provide evidence of causality. Differences in outcomes may be caused by multiple factors that are only indirectly associated with the specific outcome being reported. Therefore, caution should be exercised in using these statistics. They provide an up-to-date descriptive picture, but do not necessarily have explanatory power.
- 2.7 Related to this, the review does not provide in-depth intersectional analyses, which would highlight particular associations between protected groups (such as age and disability), as well as other characteristics more widely. In particular, this review has not been able to take account of socio-economic status alongside, and in conjunction with, protected characteristics.
- 2.8 A further limitation relates to the lack of available evidence for specific protected groups. A lack of evidence should not be taken to indicate that no inequalities exist for that group. We may either have no evidence (as is generally the case for gender identity), or any existing evidence is based on samples that are too small/ non-representative to generalise to the wider population. Therefore, we advise that the gaps in this document be considered as unknowns, and factored into any policy considerations.

Definitional issues with disability

- 2.9 In 2002 the Welsh Government adopted the Social Model of Disability. This model sets out a different way to view disability – rather than defining people as disabled by their impairment, people with impairments are considered to be disabled by physical, attitudinal and organisational barriers created by society.
- 2.10 The data reported in this review are derived from a range of sources, and refer to differing time periods, reflecting from where and when the most

reliable, recent data are available. These sources employ varying definitions of disability, some of which are informed by the medical model, although others reflect developing practice on collecting data on disability, as outlined below. The data on disability are reported in this review along with information to clarify the definition of disability being employed.

- 2.11 In 2015, the ONS published primary principles for harmonised questions on disability that aim to overcome inconsistencies, improve comparability and are 'consistent with a conceptual framework of disability that encompasses medical, individual and societal factors'.
- 2.12 The principles also take account of the UK legislative framework, including the Equality Act (2010), which 'generally defines a disabled person as someone who has a physical or mental health condition or impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities'(ONS, 2015b: 1, 13).

3. Demographics

Overview

- 3.1 The latest available population estimate for Wales indicates that in mid-2015 the population was 3,099,086 (Stats Wales, 2016n). Table 1 shows the proportion of the population living in largely rural and largely urban areas.

Table 1: Percentage of Welsh residents by area type (2015)

Area	Percentage of the population
Rural (a)	32.7
Valleys (b)	20.6
Cities (c)	24.1
Mixed (d)	22.6

Source: ONS

[a] Isle of Anglesey; Gwynedd; Conwy; Denbighshire; Powys; Ceredigion; Pembrokeshire; Carmarthenshire; Monmouthshire. [b] Rhondda Cynon Taf; Merthyr Tydfil; Caerphilly; Blaenau Gwent; Torfaen. [c] Cardiff; Swansea; Newport. [d] Flintshire; Wrexham; Neath Port Talbot; Bridgend; Vale of Glamorgan.

- 3.2 The 2011 census is a key source of information about the Welsh language, including ability to speak Welsh and more detail on Welsh language skills (Stats Wales, 2012). Census data indicate that 19.0 per cent of the population is able to speak Welsh. This percentage varies by area type, with a higher proportion of Welsh speakers in rural areas (34.6 per cent). Table 13 below provides further detail on Welsh speakers by area type and sex.
- 3.3 Data on the Welsh language are also collected through the Annual Population Survey (APS) and the National Survey for Wales, and a more detailed examination of ability and use is provided in the Welsh Language Use Survey (Welsh Government, 2015i).

Age

- 3.4 Stats Wales reports the latest figures for the distribution of ages in the Welsh population (Stats Wales, 2016n). Table 2 displays the percentages of the population accounted for by each age group, split by gender. This distribution can be more readily seen graphically in Figure 1, though it should be noted that inter-group comparisons are invalid due to the different age-ranges used.

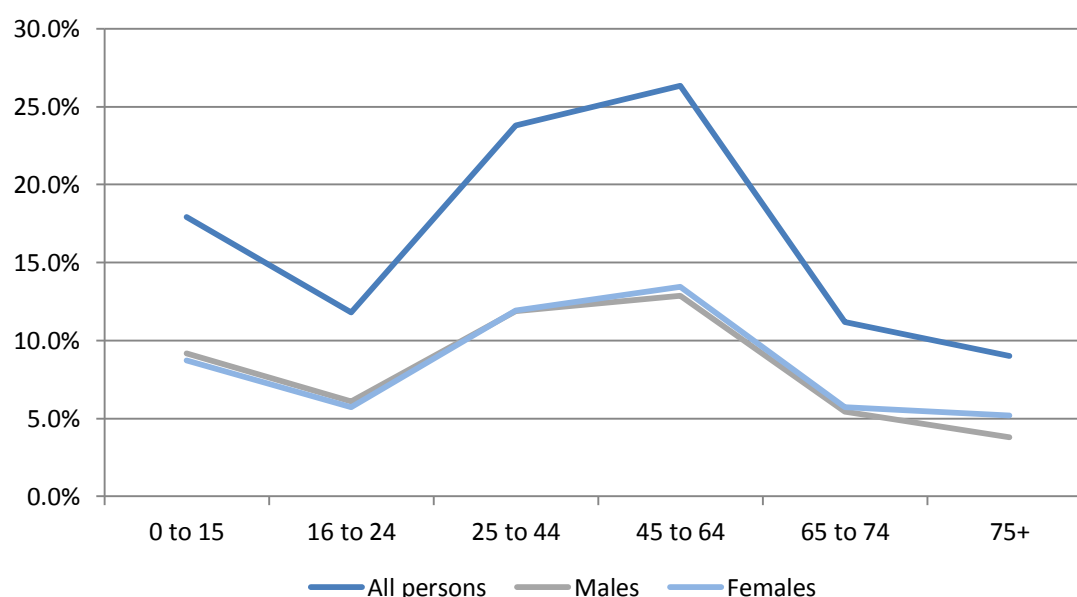
Table 2: Percentage of Welsh residents by age and sex (2015)

Age	All persons	Females	Males
0 to 15	17.9	8.7	9.2
16 to 24	11.8	5.7	6.1
25 to 44	23.8	11.9	11.9
45 to 64	26.3	13.5	12.9
65 to 74	11.2	5.7	5.4
75+	9.0	5.2	3.8

Source: ONS

3.5 From this data we can see that the population is relatively flat when split by gender until the 65-74 group where the percentage of males in this age group declines more sharply.

Figure 1: Age distribution of the population of Wales (2015)



3.6 When looking at the age distribution of the population by area type, as set out in Table 3, some slight differences are observable. The data indicate that the population residing in rural areas is slightly older than for Wales overall, while a higher proportion of those of working age is found in the cities.

Table 3: Percentage of Welsh residents by area type and age (2015)

Area type	Aged 0 to 15	Aged 16 to 24	Aged 25 to 44	Aged 45 to 64	Aged 65 to 74	Aged 75 and over
Rural	16.9	10.8	20.5	27.7	59.0	24.0
Valleys	18.6	11.2	24.9	26.4	62.6	18.8
Cities	18.4	15.1	26.6	23.5	65.3	16.4
Mixed	18.3	10.2	24.5	27.2	61.8	19.8
Wales	17.9	11.8	23.8	26.3	61.9	20.2

Source: Welsh Government

- 3.7 Data from the 2011 census on Welsh language shows that the highest proportion of Welsh speakers is among school-aged children.

Table 4: Percentage able to speak Welsh by age group (2011)

Age group	Percentage of Welsh speakers
3-4	23.3
5-15	40.3
16-19	27.0
20-44	15.6
45-64	13.3
65-74	15.0
75 and over	17.5

Source: Welsh Government

Disability

- 3.8 The 2011 Census reports that there were 695,855 individuals with some form of limiting long-term illness or disability in Wales, representing 22.7 per cent of the population. Of these, 10.8 per cent reported that their day-to-day activities were limited *a little*, and the remaining 11.9 per cent were limited *a lot*.
- 3.9 Recent data from the APS for the year ending March 2016 indicates that of the total working-age population (16-64), 21.1 per cent were disabled, according to the Equality Act (2010) definition (Stats Wales, 2016u). This percentage is set out by area type in Table 5, which shows that a higher proportion of the population in the Valleys were disabled than in the other three area types.

Table 5: Percentage of the working-age population that are disabled (Equality Act definition) by area type (2015-16)

Area type	Percentage
Rural	19.3
Valleys	25.2
Cities	20.9
Mixed	20.2
Wales	21.1

Source: APS

- 3.10 Data are also available for individuals registered as learning disabled with their Local Authority. This is set out in Table 6, which details the services and community support that provide for the accommodation needs of people with learning disabilities (Stats Wales, 2015i).

Table 6: Accommodation of individuals registered as learning disabled with Local Authorities, 2014/15

		< 16	16-64	65+	Total
Community placements	Own home	0	1,620	298	12,884
	Parents/family	2,684	5,432	148	
	Foster home	123	80	7	
	Lodgings/supported living	1	2,137	354	
Other placements	Health services	0	101	14	2,126
	Local Authority residential	6	43	19	
	Private/voluntary residential	26	1,163	248	
	Other accommodation	2	463	41	
Total		2,842	11,039	1,129	15,010

Source: Welsh Government

Gender Identity

- 3.11 No data are currently available on the number of transgender individuals in Wales. Later sections of this report will examine the qualitative evidence available in relation to inequalities for this group.

Marriage and Civil Partnership

- 3.12 There were 12,794 marriages formed in Wales in 2013, the year for which the latest data are available. This was a 6.4 per cent decrease on the number formed in 2012. Of these, 67.5 per cent were civil ceremonies and

the remaining were religious ceremonies (ONS, 2016c). Table 7 shows the proportion of marriages formed in 2013 by age group of the bride and the groom. The data indicate a slight difference in the age distribution of brides and grooms, with a higher proportion of marriages in the younger age groups for the bride.

Table 7: Percentage of marriages by age group of the bride and groom (2013)

Age	Bride	Groom
Under 25	12.3	7.1
25 to 34	51.8	47.8
35 to 44	19.3	23.1
45 and over	16.7	22.0

Source: ONS

- 3.13 The ONS has been recording the number of civil partnerships since their inception (ONS, 2016a). The most recent data available is for 2015 when the number of civil partnerships registered in Wales fell by 56.7 per cent, down to 29 from 67 in 2014; this is a fall of 89.1 per cent since 2013, when 265 were registered. The reduction follows the introduction of the Marriage (Same Sex Couples) Act 2013, with the first same sex marriages taking place from 29 March 2014. Table 8 sets out data on the age and sex of civil partners registering in Wales in 2015. The average (mean) age at formation of civil partnership in Wales increased by just over 6 years, rising from 45.3 in 2014 to 51.4 in 2015; this is a rise of nearly 13 years since 2013. The average age at formation was slightly lower for women in Wales, at 50.3 years, compared with 52.6 for men.

Table 8: Civil partners by age group and sex (2015)

Age at formation	Female		Male
	Number	Percentage	
Under 25	0	0	0
25–29	4	75.0	25.0
30–34	3	66.7	33.3
35–39	5	80.0	20.0
40–44	8	62.5	37.5
45–49	5	20.0	80.0
50–54	9	22.2	77.8
55–59	10	30.0	70.0
60–64	4	75.0	25.0
65 and over	10	70.0	30.0
Total	58	51.7	48.3

Source: ONS

- 3.14 From 29 March 2014 up until 30 June 2015, 7,366 marriages were formed between same sex couples in Wales and England. In addition, the ONS estimate that around 13 per cent of civil partners in Wales and England chose to convert their civil partnership to a marriage between 10 December 2014 and 30 June 2015 (ONS, 2015c).

Pregnancy and Maternity

- 3.15 33,361 live births were registered to Welsh residents in Wales in 2015 (Welsh Government, 2016h). The percentage of women giving birth at home was 3 per cent in 2015.
- 3.16 4.6 per cent of live births in 2015 were to young mothers (under 20). This figure has fallen since 2005 when the proportion was 9.5 per cent.

Race

- 3.17 The most reliable source of demographic data for the ethnic profile of Wales remains the 2011 Census, as reported in the previous review and reproduced in Table 9 below (Welsh Government, 2014e).

Table 9: Number and percentage of Welsh residents by ethnicity (2011)

	Persons	Percentage	Percentage of BME total
White total	2,929,636	95.6	
British	2,855,656	93.2	
Irish	14,089	0.5	
Gypsy or Irish Traveller	2,809	0.1	
Other White	57,082	1.9	
Mixed Total	29,754	1.0	22.2
White and Black Caribbean	11,118	0.4	8.3
White and Black African	4,452	0.1	3.3
White and Asian	9,727	0.3	7.3
Other Mixed	4,457	0.1	3.3
Asian or Asian British Total	71,072	2.3	53.1
Indian	17,547	0.6	13.1
Pakistani	12,311	0.4	9.2
Bangladeshi	10,708	0.3	8.0
Chinese	13,799	0.5	10.3
Other Asian	16,707	0.5	12.5
Black or Black British Total	18,567	0.6	13.9
African	13,246	0.4	9.9
Black Caribbean	3,961	0.1	3.0
Other Black	1,360	0.0	1.0
Other Ethnic Group Total	14,427	0.5	10.8
Arab	10,004	0.3	7.5
Other Ethnic Group	4,423	0.1	3.3
Total Black and Minority Ethnic All Groups	133,820 3,063,456	4.4 100	100

Source: ONS

- 3.18 Just over half of the Black and Minority Ethnic (BME) population live in Cardiff or Newport, where they account for a much higher proportion of the local population (15.3 per cent and 10.1 per cent, respectively) (ONS, 2011). Swansea has seen considerable growth, and its BME population accounts for 5.9 per cent of the total.
- 3.19 Aggregated data from 2013-15 from the APS provide a more recent view of the higher-level ethnic profile of Wales. As shown in Table 10, the data

indicate that those describing their ethnicity as Asian/Asian British still make up the largest percentage of the BME groups in Wales. This percentage is slightly lower than that recorded from census data above, while the proportion of those identifying as an 'Other ethnic group' has risen.

Table 10: Percentage of Welsh residents by ethnicity (2013-15)

Ethnic group	Percentage	Percentage of BME total
White	95.7	-
Mixed/Multiple ethnic groups	0.8	19.7
Asian/ Asian British	1.9	45.7
Black/African/Caribbean/Black British	0.7	15.4
Other ethnic group	0.8	19.2

Source: ONS

- 3.20 Separate to ethnicity, the 2011 Census also showed that 34.1 per cent of the population of Wales did not regard themselves as having a Welsh national identity.

Religion and Belief

- 3.21 Aggregated data from the APS from 2013-15 provide the latest demographic information for religion and belief in Wales. Table 11 sets out the percentage of the population identifying in each category. These data suggest a slight increase in the proportion of the population identifying as 'No religion' (38.6 per cent) compared with 2011 data from the census (32.1 per cent).

Table 11: Percentage of Welsh residents by religion or belief (2013-15)

Religion or belief	Percentage
No Answer	0.2
No religion	38.6
Christian (all denominations)	57.3
Buddhist	0.2
Hindu	0.3
Jewish	0.1
Muslim	1.6
Sikh	0
Any other religion	1.7

Source: ONS

Sex

- 3.22 As of June 2016, there were 1,525,561 men and 1,573,525 women living in Wales, corresponding to 49.2 per cent and 50.8 per cent of the population, respectively. There are no notable differences from these overall proportions when looking at area type by sex, as set out in Table 12. For a breakdown of sex by age, please see Table 2.

Table 12: Number and percentage of Welsh residents by area type and sex (2015)

	Persons		Percentage	
	Female	Male	Female	Male
Rural	513,711	498,388	50.8	49.2
Valleys	325,561	312,718	51.0	49.0
Cities	378,427	368,884	50.6	49.4
Mixed	355,826	345,571	50.7	49.3
Total	1,573,525	1,525,561	50.8	49.2

Source: Welsh Government

- 3.23 Data from the census indicate that a slightly higher proportion of females are Welsh speakers than males. This pattern is also found in each of the area types, as set out in Table 13.

Table 13: Percentage able to speak Welsh by area type (2011)

Area type	Total	Female	Male
Rural	34.6	35.4	33.7
Valleys	10.8	11.9	9.8
Cities	10.8	11.6	10.0
Mixed	12.4	13.5	11.3
Wales	19.0	19.9	18.1

Source: ONS

Sexual Orientation

- 3.24 The Integrated Household Survey (IHS) provides an estimate of the sexual orientation of people over the age of 16 in Wales (Stats Wales, 2015j). From the data shown in Table 14, we can see that in 2014 1.5 per cent of people identified as Lesbian, Gay and Bisexual (LGB), while 4.1 per cent did not

indicate their orientation. It is unclear how we can interpret this latter figure. Other estimates of the proportion of the population accounted for by LGB people range between 2 and 10 per cent (Bevan Foundation, 2009); including the regulatory impact assessment for the Civil Partnership Act that provides a figure of 5-7 per cent (Department of Trade & Industry, 2004: 13).

Table 14: Number and percentage of Welsh residents by sexual orientation (2014)

	Persons	Percentage
All people aged 16+	2,506,500	100
Don't know/Refusal	75,000	3
Gay/Lesbian/Bisexual	38,000	1.5
Heterosexual/Straight	2,354,400	93.9
No response	27,900	1.1
Other	11,200	0.4

Source: ONS

- 3.25 As of December 2015, APS data show that 77.8 per cent of those aged 16-64 who identified as LGB were aged 45 or under. Of all those identifying as LGB in the 16-64 range, women were more likely to identify as bisexual (50.8 per cent) than men (13.0 per cent).

4. Education

Age

School

- 4.1 Children are susceptible to early influences on their educational achievements. Early deprivation is implicated in the difference in attainment levels between pupils who are or are not eligible to receive free school meals (FSM). While achievement is consistently improving, those who are eligible for FSM have poorer performance at every key stage and on all performance measures. This gap increases as pupils get older: in 2016, it is 14.3 percentage points for those achieving the Core subject Indicator (CSI) at Key Stage 2, but 31.3 percentage points for those achieving the level 2 inclusive measure (5 A*-C GCSEs or equivalent including English or Welsh first language and Mathematics) at Key Stage 4. The gap has narrowed over the last four years for Key Stages 2 and 3, but has fluctuated at Key Stage 4 (Welsh Government, 2016c)².

Post 16 education and training

- 4.2 Provisional data on the participation of young people (aged 16-24) in education and the labour market in 2015 show that participation in full-time education declines as age increases, from 82 per cent of all 16 year olds to 9 per cent of 24 year olds (Welsh Government, 2016o). As young people leave education or training, the number of people not in education, employment or training (NEET) rises. Provisional figures for 2015 indicate that 10.5 per cent of 16-18 year olds, and 19.0 per cent of 19-24 year olds, were NEET. Analysis of NEET rates using APS data provides a more detailed picture by single year of age, which shows a general increase in the proportion of those who are NEET between 16 to a peak at age 22 (Welsh Government, 2016w).³
- 4.3 The Learner Voice Wales survey asks learners in further education (FE), work-based learning (WBL), adult community learning (ACL) and Welsh for

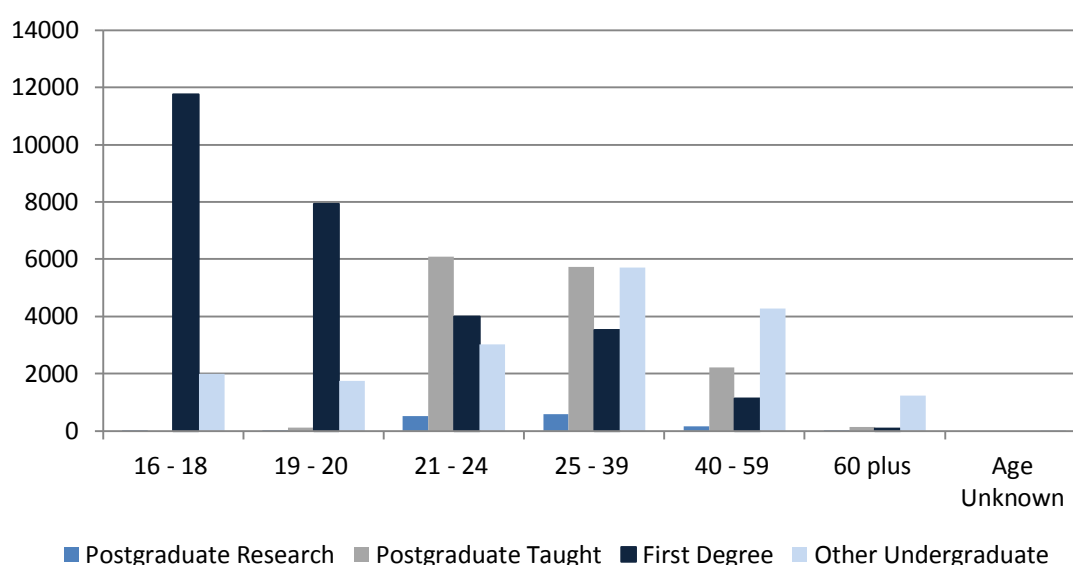
² Changes have been made to way the Key Stage 4 measures are produced, which mean these data are not directly comparable to previous years. See Welsh Government (2016i) for further details.

³ Based on an average of three periods – years ending Q1 in 2014, 2015 and 2016.

Adults (WfA) to rate various aspects of their learning experience. In line with data from the previous two years of the survey, the results from the 2015 survey continued to show that ‘older learners were more likely to be positive about their overall experience’ (Welsh Government, 2015g: 4).

- 4.4 Enrolments at Welsh Higher Education Institutions (HEIs) and the Open University (OU) in Wales⁴ by age in 2014/15 follow an expected pattern (Figure 2), with first year enrolments on undergraduate degrees peaking in the 16-18 age group and decreasing as age increases thereafter, while enrolments on postgraduate degrees peak towards the mid and late twenties (Stats Wales, 2016k). ‘Other undergraduate’ programmes follow a different pattern, increasing with age until a peak for the 25-39 age group. This category includes PCGEs, Diploma/Certificates of Higher Education, Foundation Degrees, HND, HNC, and some professional qualifications.⁵

Figure 2: Number of first year enrolments at Welsh HEIs and the OU by course type and age, 2014/15



Source: Welsh Government

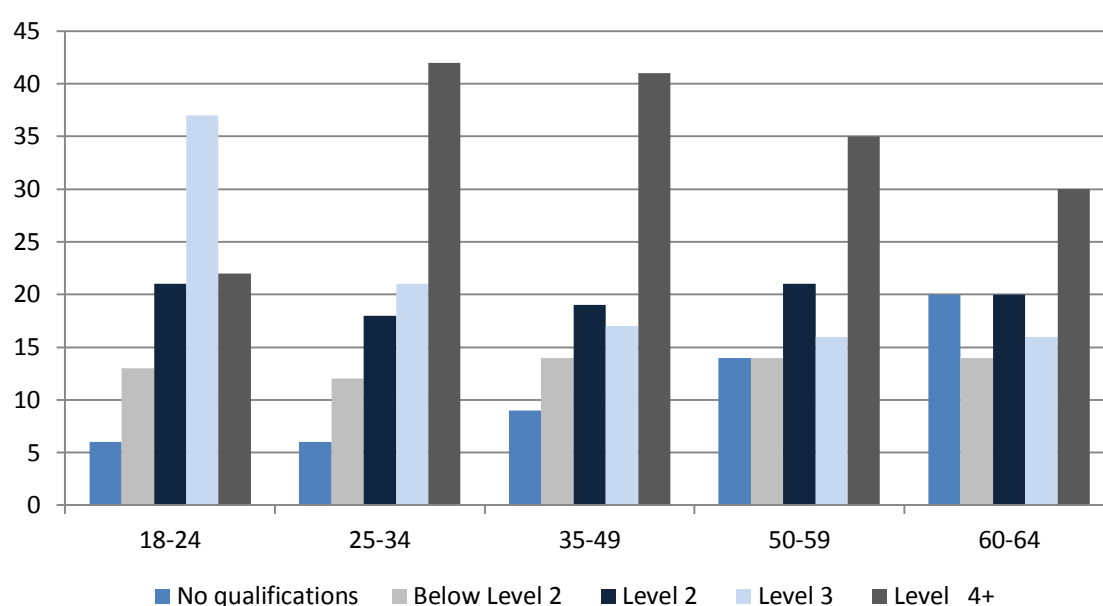
⁴ The number of students studying at the Open University in Wales is counted as the number of students funded by the Higher Education Funding Council for Wales.

⁵ A detailed description of this category is available from HESA: <https://www.hesa.ac.uk/news/14-01-2016/sfr224-enrolments-and-qualifications>

Qualification levels

- 4.5 We can also estimate the highest qualification level of people in Wales from APS data (Stats Wales, 2016m). As shown by the data from 2015 (Figure 3), the proportion of adults with no qualifications generally increases with age. The 18-24 group were most likely to have attained a National Qualification Framework level 3 (not higher), which is likely to reflect their stage in the education process (Welsh Government, 2016m).⁶

Figure 3: Percentage of adults of working age qualified at each NQF level, Wales 2015



Source: Annual Population Survey/Welsh Local Labour Force Survey

- 4.6 Data from the Learner Voice Wales survey in 2015 showed that, for learners in FE, those 'studying Entry Level, Level 1 and Level 2 courses were more positive than those studying courses at Level 3+', which was consistently found across all themes of the learner experience (Welsh Government, 2015e: 24).

Disability

- 4.7 To consider the evidence on disability within education in Wales, this section draws on available data for Special Educational Needs (SEN) for schools

⁶ The NQF has nine levels: Entry Level followed by Level 1 to Level 8. For further information see 'Notes' in Welsh Government, 2016m. *Levels of Highest Qualification held by Working Age Adults, 2015*. Cardiff: Welsh Government. URL: <http://gov.wales/docs/statistics/2016/160420-levels-highest-qualification-held-working-age-adults-2015-en.pdf>

and data for learning difficulties and/or disabilities (LDD) in further education as a proxy for disability. Note that these data include physical and medical difficulties, and sensory impairments.

School

- 4.8 In January 2016, 22.5 per cent of pupils at maintained schools in Wales had a SEN, of whom 11.8 per cent had a statement of SEN (2.7 per cent of all pupils at maintained schools) (Welsh Government, 2016r). The proportion of pupils with SEN varies slightly by language provision of the school (see Table 15). The non-applicable category includes special schools; accounting for the high proportion observed for this category (it also includes early years settings). Among the remaining types, Welsh-medium schools have the lowest proportion of pupils with SEN.

Table 15: Proportion of pupils with SEN by language provision of school, 2016

Language provision ⁷	Number of schools	Proportion of pupils with SEN (%)
Welsh-medium*	404	19.5
Dual stream	38	22.8
Transitional	4	26.2
Bilingual	36	23.6
AB	20	20.4
BB	12	25.8
CB	4	28.4
English with significant Welsh	42	24.2
English-medium**	998	22.0
N/A	52	84.2

Source: PLASC

Data on number of pupils with SEN were disclosive for 31 schools in this category, which may mean the proportion is slightly underestimated. ** Data on number of pupils with SEN were disclosive for 13 schools in this category.

⁷ The categories differ between the primary and secondary school sector. For the purposes of data collection, primary and secondary schools are included in the Welsh-medium, English with significant Welsh and English-medium categories. Please see <http://gov.wales/docs/dcells/publications/150203-defining-schools-welsh-medium-en.pdf> for the full definitions of the language provision categories.

- 4.9 The gap in educational achievement between children with SEN and other children is already evident in Foundation Phase, and continues through to Key Stage 4 (Welsh Government, 2016b). A lower proportion of pupils with SEN achieved the expected levels than the proportion of all pupils at all key stages in 2015. At Foundation Phase, 57.8 per cent of all pupils with SEN achieved the Foundation Phase Indicator (FPI) compared to 86.9 per cent of all pupils. At Key stage 2, 61.2 per cent of pupils with SEN achieved the Core Subject Indicator (CSI) compared to 87.8 per cent for all pupils. At Key Stage 3, 55.2 per cent of pupils with SEN achieved the CSI compared to 84.1 per cent for all pupils. The trend continues in Key Stage 4 where 23.3 per cent of pupils with SEN achieved the level 2 inclusive measure (5 A*-C GCSEs or equivalent including English or Welsh first language and Mathematics), compared to 58.9 per cent for all pupils.
- 4.10 Further comparison of achievement at this level by primary type of SEN is shown in Table 16. The proportion of pupils with SEN achieving the expected levels has continued to increase at all stages since 2012. The gap in achievement between SEN and all pupils has narrowed during this period for the FPI and CSI at Key Stages 2 and 3 – for the latter indicator, down from 39.5 percentage points in 2012 to 29.0 percentage points in 2015. The gap in achievement of the level 2 inclusive measure has fluctuated in this period, and was 35.7 percentage points in 2015 (Welsh Government, 2016b).
- 4.11 Data for Key Stages 2 and 3 provides information about the proportion of pupils achieving the expected levels in Welsh First Language. The proportion of pupils with SEN achieving this at Key Stage 2 in 2015 was 69.3 per cent compared with 90.5 per cent of all pupils; at Key Stage 3 the proportions were similar at 71.1 per cent and 90.9 per cent. At both stages the proportion of pupils with SEN, as well as the proportion of all pupils, achieving the expected level in Welsh First Language were higher than the proportions achieving the expected level in English (Welsh Government, 2016b).⁸

⁸ Not all pupils are assessed in Welsh first language at Key Stages 2 and 3 but all pupils must be assessed in English. The comparison is therefore not exact.

Table 16: Percentage of pupils achieving selected academic thresholds, by special education need requirement, Wales 2015

	Cohort	Level 2 threshold including a GCSE grade A*-C in English or Welsh First Language and Mathematics (%)
Moderate Learning Difficulties	1,358	13.8
General Learning Difficulties	1,183	23.4
Severe Learning Difficulties	54	*
Profound & Multiple Learning Difficulties	6	*
Dyslexia	909	38.3
Dyscalculia	40	*
Dyspraxia	59	52.5
Attention Deficit Hyperactivity Disorder	65	21.5
Autistic Spectrum Disorders	192	41.7
Physical and Medical Difficulties	236	51.7
Hearing Impairment	103	63.1
Visual Impairment	44	*
Multi-Sensory Impairment	*	*
Speech, Language and Communication Difficulties	253	24.1
Behavioural, Emotional & Social Difficulties	1,159	26.1
No SEN	25,110	69.5

Source: Welsh Government (PLASC)

* Data cannot be given for confidentiality reasons

4.12 Additional information on the educational achievement of 15 year olds is available through the Programme for International Student Assessment (PISA) survey 2012 outcomes. 65 countries (including the UK) took part in

PISA 2012, which assessed pupils in three areas: mathematics, science and reading (see Wheeler et al., 2013, for more background information).

Samples were selected across the four UK nations to enable outcomes to be disaggregated. The reported outcomes here are for Wales, from which 137 schools and 3,305 pupils took part (Wheeler et al., 2013: 103).

- 4.13 In all three areas assessed, the average scores achieved by pupils with SEN were lower than for pupils without SEN; the differences are statistically significant. The largest gap was seen for pupils with a SEN status of School Action Plus (Burge and Lenkeit, 2015: 3-4). Analysis exploring the likelihood of being a low performer in PISA 2012 identified that, if other personal and school characteristics are equal, learners with SEN are significantly more likely to be low performers in all three areas (Burge and Lenkeit, 2015: 31).
- 4.14 Pupils with SEN had higher rates of absence and exclusions than pupils without SEN in 2014/15. In maintained primary schools, pupils with a statement of SEN had the highest rates of overall absence, with 7.2 per cent of half day sessions missed in 2014/15, compared to 4.6 per cent for pupils without SEN. In maintained secondary schools, pupils with the SEN status of 'School Action Plus' had the highest rates of overall absence, missing 9.5 per cent of half day sessions compared to 5.4 per cent of pupils without SEN (Welsh Government, 2016a). School Action Plus pupils also had the highest rates of exclusion from maintained schools and pupil referral units in 2014/15, across all three categories of exclusion: permanent, fixed-term (5 days or less), and fixed-term (over 5 days). The highest rates were for fixed-term exclusion (5 days or less), with School Action Plus pupils' rate at 148.5 (per 1,000 pupils) compared to 11.3 for pupils without SEN (Welsh Government, 2016p).

Post 16 education and training

- 4.15 In 2014/15, 9.8 per cent of learners enrolled at further education institutions in Wales self-declared as learners with a learning difficulty and/ or disability (LLDD) (Stats Wales, 2016u).
- 4.16 Data from the Learner Voice survey from 2015 show that a slightly higher percentage of learners in FE self-declaring as LLDD (40 per cent) rated their

provider as 'very good', than learners without LDD (37 per cent).⁹ For LLDD across all sectors in the survey (including FE, WBL, ACL and WFA), the percentage giving a 'very good' rating was higher than for FE alone (48 per cent), but slightly below the percentage of learners overall giving this rating (49 per cent). This percentage for LLDD has fallen 4 percentage points, from 52 per cent, since 2013 (year one of the survey), which research suggests may be due to falling satisfaction with some aspects of teaching and learning. Among LLDD who rated their provider as 'poor', some common areas were raised in relation to what they would like to improve, including about the 'level of support and attitude towards learners who have specific needs; along with comments on more tangible areas such as having the right equipment and materials for the course/training' (Welsh Government, 2016u: 24-5). Around 3 per cent of respondents to the 2015 survey took part using the easy read survey, of whom nearly all reported a positive learning experience. As the questions differed between this and the core survey, the results are not comparable. Differences between providers in offering the easy read survey also means that results are not representative (Welsh Government, 2015g).

- 4.17 In 2014/15, 132,965 students enrolled at Welsh HEIs, of which 14,855 (11.2 per cent) were known to be disabled (Stats Wales, 2016h). The population of disabled, first-year students can be broken down by type of impairment and gender. This data is shown in Table 17, and is broadly consistent across gender, with the exception of mental health difficulties where a notably higher percentage is recorded for females, and specific learning difficulty, where a notably higher percentage is recorded for males.
- 4.18 In 2014/15, data available from HESA show that of those gaining a classified first degree at a Welsh HE provider 67 per cent obtained a first or upper second (HESA, 2016). The proportion of qualifiers with a recorded disability or impairment is 13 per cent, of whom a slightly lower proportion obtained a first or upper second class degree (65 per cent).¹⁰

⁹ Data derived from unpublished survey data held by Welsh Government.

¹⁰ Welsh Government using HESA Student Record data.

Table 17: Number and percentage of first year enrolments at Welsh HEIs by disability and gender, 2014/15

	Male #	Male %	Female #	Female %	Total #	Total %
An unseen disability e.g. diabetes, epilepsy	670	10.1	875	10.6	1,550	10.4
Blind/ Partially sighted	70	1.1	75	0.9	140	0.9
Deaf/ Hearing impairment	145	2.2	255	3.1	400	2.7
Mental health difficulties	685	10.4	1,380	16.8	2,065	13.9
Multiple disabilities	590	8.9	825	10.0	1,410	9.5
Other disability not listed	485	7.3	790	9.6	1,275	8.6
Specific Learning Difficulty e.g. dyslexia	3,760	56.8	3,630	44.1	7,395	49.8
Wheelchair user/ Mobility difficulties	210	3.2	405	4.9	615	4.1
Total	6,615	100	8,230	100	12,260	100

Source: Welsh Government

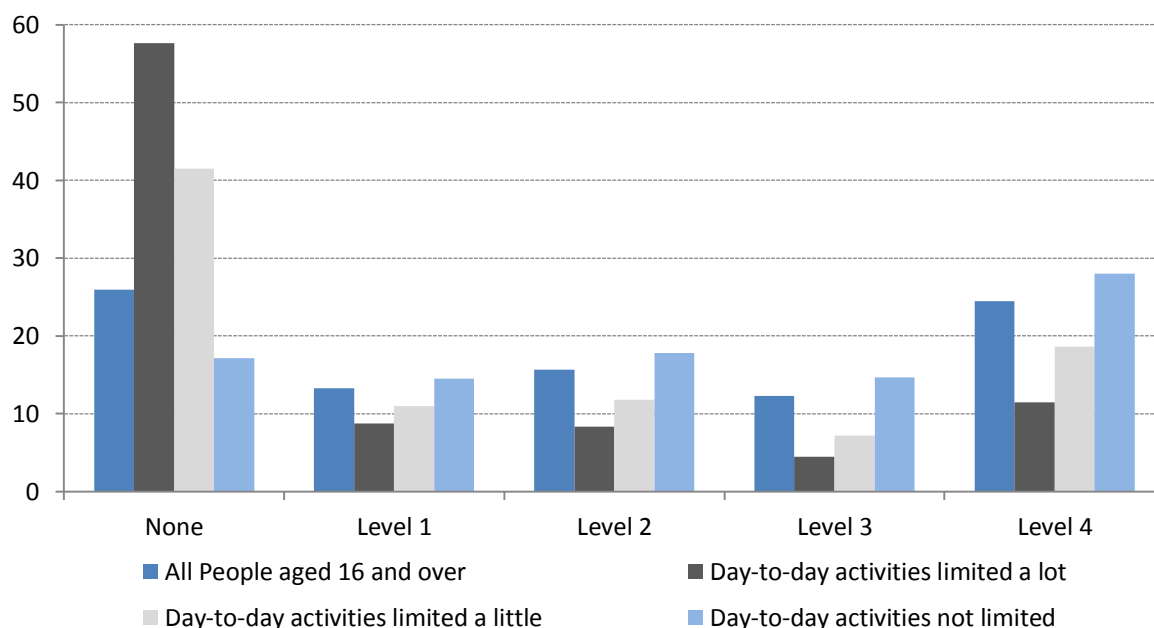
- 4.19 In 2014/15, 99,200 Welsh domiciled students were enrolled at UK HEIs, of which 12,115 (12.2 per cent) were known to be disabled (Stats Wales, 2016j).

Qualification levels

- 4.20 As previously reported, the 2011 census provides a more in-depth source of data in relation to people's highest level of qualification by disability or long-term health problem. These data suggest that level of qualification is partly dependent on the degree to which daily activities are affected by disability or ill health (see Figure 4), although this is likely to be just one factor. The data demonstrate that being limited *a lot* is most strongly linked to a lower overall qualification level, while not being limited tends to be associated with higher qualifications (ONS, 2011). Recent data from the APS shows a similar picture (although the APS and Census data are not directly comparable). In

2015, 21 per cent of the working-aged disabled population in Wales held no qualifications compared to 7 per cent of the non-disabled working-aged population, while 25 per cent of the working-aged disabled population held qualifications at level 4 or above, compared to 39 per cent of the non-disabled working-aged population (Welsh Government, 2016m).¹¹

Figure 4: Percentage of the population by limiting long-term health problem and highest level of qualification, as at 27 March 2011



Source: ONS

Gender Identity

- 4.21 There is a lack of evidence in relation to gender identity and inequality in education. Two research reviews on inequality regarding transgender individuals identify studies that relate primarily to students' experiences of discrimination or bullying. These mostly comprise non-representative and/ or qualitative studies at a UK level (Hudson-Sharp and Metcalf, 2016; Mitchell and Howarth, 2009). Evidence from these sources suggests an increased likelihood of bullying for trans pupils, with research suggesting (as for LGB pupils) responses to 'non-normative gender behaviour' are a key factor in this (Mitchell and Howarth, 2009: 44-7; Hudson-Sharp and Metcalf, 2016: 22-3). Findings from a 2009 study of over 2,000 LGB&T HE students in England, Wales and Northern Ireland suggest lower levels of bullying in HEIs

¹¹ On the basis of Equality Act (2010) legal definition of disabled.

than schools; however, a much higher proportion of trans respondents reported transphobic treatment by HE staff than the proportion of LGB respondents who reported homophobic/ biphobic treatment by HE staff (Hudson-Sharp and Metcalf, 2016: 21).

- 4.22 Some evidence at a Wales level is available from engagement activities conducted by (or on behalf of) Estyn or the Welsh Government. Findings from these activities support the view that trans pupils are a group at higher risk of bullying, and also identify heteronormative attitudes within schools as a possible factor in this (Estyn, 2014; Welsh Government, 2015d; LGBT Excellence Centre, 2012).

Marriage and Civil Partnership

- 4.23 We have found no data on marriage/civil partnership status and education that is specific to Wales.

Pregnancy and Maternity

- 4.24 We have not found direct evidence of an interaction between maternity status and education. However, in 2015 4.6 per cent (1,529) of live births were to mothers under the age of 20 (Welsh Government, 2016h). Of these, 39 were to mothers under the age of 16. This has potential implications for the educational outcomes of these mothers, as evidence suggests an association between teenage pregnancy and lower educational attainment (Bradshaw, 2006; Social Exclusion Unit, 1999). The proportion of young mothers (under 20) has decreased over the last ten years, from 9.5 per cent in 2005.

Race

School

- 4.25 In 2014/15, 9.5 per cent of pupils aged 5 or over were from a non-White British background. This percentage varies considerably by local authority, from 2.7 per cent in Caerphilly, to 30.2 per cent in Cardiff (Stats Wales, 2016r).¹² This variation is also seen in the different area types, with non-

¹² Data for 2015/16 are available, and show a slight increase in the proportion of non-White British pupils in each area type. 2014/15 data are presented here in keeping with the data presented on attainment, absence and exclusion.

White British pupils comprising over a fifth of pupils aged 5 and over in the Cities (see Table 18).

Table 18: Percentage of pupils from ethnic backgrounds other than White British by Area type, Wales 2014/15

Area	Percentage of pupils
Rural	5.2
Valleys	3.8
Cities	22.8
Mixed	6.8
Wales	9.5

Source: Welsh Government (PLASC)

- 4.26 Using a combined three-year average (2013-15) we can observe mixed patterns in educational attainment for people with different ethnicities (Welsh Government, 2016b). In general, the percentage of pupils from a Mixed, Asian or Asian British, and Chinese or Chinese British background achieving the expected levels at Key Stages 2 and 3 and the level 2 inclusive at Key Stage 4 is similar or higher than the percentage of pupils achieving this from a White background.
- 4.27 Within these groups there is some variation. Pupils from Gypsy/Gypsy Roma and Other white backgrounds have lower levels of achievement than the White group overall, with 15.5 per cent and 49.3 per cent of pupils respectively achieving level 2 inclusive, compared with 55.9 per cent for the White group overall (see Table 19). Similarly, lower levels of achievement are recorded for pupils from White & Black Caribbean backgrounds than the Mixed group overall.
- 4.28 Attainment is lower for pupils from Black or Black British group than for all pupils across each key stage, including the level 2 inclusive (see Table 19).

Table 19: Percentage of pupils (aged 15 at the start of the year) achieving the level 2 inclusive threshold at Key Stage 4, by ethnic background, 2013-15

Ethnic background	Cohort	Level 2 threshold including a GCSE grade A*-C in English or Welsh First Language and Mathematics
White	95,403	55.9
White - British	93,639	56.0
Traveller	32	*
Gypsy/Gypsy Roma	71	15.5
Any other White background	1,661	49.3
Mixed	1,960	58.2
White and Black Caribbean	520	46.2
White and Black African	213	56.8
White and Asian	442	69.0
Any other Mixed Background	785	60.4
Asian or Asian British	1,675	60.8
Indian	290	69.3
Pakistani	569	56.2
Bangladeshi	615	58.5
Any other Asian Background	201	68.2
Black or Black British	648	47.1
Caribbean	66	31.8
African	494	49.0
Any other Black background	88	47.7
Chinese or Chinese British	163	79.8
Any other ethnic group	862	56.6
Unknown	731	62.0
All pupils	101,442	56.0

Source: National Pupil Database

- 4.29 As detailed in a 2014 research review on Ethnic Minority pupils, there is a range of factors that explains some of the variance seen in attainment by different ethnic groups. These include socio-economic disadvantage (as indicated by eligibility for FSM) and SEN status, for both of which differing rates are seen by ethnic group. While some research has shown that differences in attainment between most ethnic groups can be accounted for

by controlling for these (and other) factors, it has not consistently been able to explain attainment gaps for some groups, particularly Black Caribbean boys. Other factors affecting attainment that intersect with ethnicity include English language proficiency, gender, discrimination and culture (Welsh Government, 2014b).

- 4.30 PISA 2012 data are available by ethnicity for pupils in Wales aged 15.¹³ The mean scores for mathematics, science and reading were comparable across most ethnic groups. Pupils from the Black ethnic group had a statistically significant lower score than the reference group (White) in all three areas, although caution should be used in interpreting these findings due to low numbers in the Black group (n=11) (Burge and Lenkeit, 2015: 2).
- 4.31 Pupils from White and Mixed backgrounds had higher rates of absence and exclusion in 2014/15 than pupils from other ethnic backgrounds (Welsh Government, 2016a; Welsh Government, 2016p).
- 4.32 Rates per 1,000 pupils for the three different categories of exclusion by ethnic background are shown in Table 20. The highest rates are recorded for fixed-term exclusions (5 days or less), with rates for pupils from White (30.1 per 1,000) and Mixed (31.9 per 1,000) backgrounds higher than the all-pupil rate (29.3 per 1,000). Pupils whose ethnicity is unknown or not stated had the highest rate (37.7 per 1,000).
- 4.33 Pupils from White and Mixed backgrounds had the highest proportions of persistent absentees at both maintained primary and secondary schools. Pupils from these groups also had the highest percentages of half-day sessions missed at secondary schools (6.2 per cent for the White group and 6.1 per cent for the Mixed group), while pupils from an Asian or Asian British background had the highest percentage of half-day sessions missed in primary schools (5.3 per cent) (Welsh Government, 2016a).
- 4.34 Of the more detailed ethnic background groupings, pupils from Gypsy/ Roma and Traveller backgrounds had considerably higher rates of persistent absentees and half-day sessions missed at maintained primary schools than

¹³ See above (para 4.12) for further background information on the PISA study. Data for PISA 2015 (Jerrim and Shure, 2016) are now available, but these are not currently available by ethnicity.

any other group. The rates are similar for both groups, with 23.4 per cent of Traveller pupils and 22.1 per cent of Gypsy/ Roma pupils persistent absentees in 2014/15, and 14.9 and 14.0 per cent of half-day sessions missed by all pupils for these groups respectively. At maintained secondary schools, these groups again had the highest rates of half-day sessions missed by all pupils, but the gap between the groups is larger, with Traveller pupils missing 21.0 per cent compared to 13.9 per cent for Gypsy/ Roma pupils (Welsh Government, 2016a). As noted in a recent research report on Gypsy and Traveller education, evidence shows a correlation between attendance and attainment, highlighting attendance a potential key focus for improving attainment for these groups (Welsh Government, 2014c: 13).

Table 20: Rate of exclusions from maintained schools and pupil referral units in Wales by ethnic background, 2014/15

	Permanent	Fixed-term exclusions (5 days or less)	Fixed-term exclusions (over 5 days)
White	0.1	30.1	1.7
Mixed	*	31.9	3.2
Asian or Asian British	*	7.9	0.8
Black or Black British	*	24.1	*
Chinese or Chinese British	0.0	*	0.0
Any other ethnic background	*	7.5	0.0
Unknown or not stated	*	37.7	2.7
Total	0.1	29.3	1.7

Source: Pupils' Exclusions Record, Welsh Government

* Data cannot be given for confidentiality reasons

Post 16 education and training

- 4.35 A summary of data from the Learner Voice Survey over three years (2013-15) shows that learners in all settings (FE, WBL, ACL and WFA) from minority ethnic groups were less likely than learners from White backgrounds to rate their provider as 'very good'. While this rating was consistent over the period for the White group (49 per cent in years 1 and 3), ratings fell for Black learners (from 48 per cent in year 1 to 44 per cent in year 3), and for learners in 'other' ethnic groups (from 51 per cent in year 1 to 39 per cent in year 3). There was a small increase for Asian and Mixed ethnicity learners (3

and 1 percentage points respectively), but both of these percentages in year 3 were lower than the White group. The research suggests some of the decreases seen may be explained by changes in how some groups view aspects of their college or course (Welsh Government, 2016u: 22-3).

- 4.36 Research by WISERD identified ethnic background as a 'highly significant factor' in participation in HE in Wales, finding that young people from BME and Other white backgrounds were more likely to participate than those from White British backgrounds. This was particularly the case for males, where males from BME backgrounds are two and a half times more likely to participate than males from White British backgrounds (WISERD, 2015: 18).
- 4.37 In 2014/15, 8.5 per cent of first year students enrolling at Welsh HEIs were from BME backgrounds. This proportion is higher than the share of the total population from BME backgrounds in Wales (Stats Wales, 2016i).¹⁴ Within each ethnic group the gender split is roughly 50/50. However, for white students only 42.6 per cent of enrolments were by male students; in the Black or Black British group, 44.5 per cent of enrolments were by female students. The number of first year enrolments by ethnicity is set out in Table 21.

Table 21: Number of first year enrolments at Welsh HEIs by ethnicity and gender, 2014/15

	Total	Male		Female	
		#	%	#	%
All persons	48,740	21,515	44.1	27,210	55.8
White	42,825	18,240	42.6	24,570	57.4
All BME	4,165	2,150	51.6	2,015	48.4
Mixed	915	440	48.1	475	51.9
Asian or Asian British	1,645	860	52.3	785	47.7
Black or Black British	1,000	555	55.5	445	44.5
Chinese	240	115	47.9	125	52.1
Other	365	180	49.3	185	50.7
Not known/refused	1,750	1,125	64.3	625	35.7

Source: Welsh Government

¹⁴ The total BME population in Wales is approximately 4.6 per cent of the whole population. Further analysis by age shows that this proportion does not vary significantly across age-groups and 8.5 per cent is still higher than the BME proportion in, for example, the 18yo, 18-20yo and 18-24yo cohorts.

- 4.38 In 2014/15, data available from HESA show that of those gaining a classified first degree at a Welsh HE provider 67 per cent obtained a first or upper second (HESA, 2016). Data on ethnicity is available for 82 per cent of first degree qualifiers in 2014/15, which shows variation in the proportion obtaining a first or upper second by ethnic background. The ethnic groups with highest proportions were the White (71 per cent) and Chinese (72 per cent) groups; all other ethnic groups had proportions lower than the overall proportion for Wales. Qualifiers from Black or Black British backgrounds had the lowest proportion (50 per cent).¹⁵

Qualification levels

- 4.39 Census 2011 data provides a useful source of data on the highest qualification level by ethnicity (ONS, 2011).
- 4.40 In terms of the high-level ethnicity groupings, the White and Mixed groups have higher proportions of the 16 and over population with no qualifications, or with highest qualification at Level 1, 2, and 3. The remaining groups have lower proportions at these levels, and a higher proportion holding a Level 4 or above qualification, with the Asian or Asian British group having the greatest proportion in this category. The different age profiles of these groups may account for some of these patterns observed, with a younger profile seen in BME groups. However, when compared within age categories, those from Asian or Asian British, Black or Black British and Other ethnic group backgrounds continue to have notably higher proportions holding a Level 4 qualification among the 25-34, 35-49, and 50-64 groups, than the population overall. Those from Asian or Asian British and Other ethnic group backgrounds have higher proportions holding other qualifications than the population overall.¹⁶ These broad groupings do mask notable within-group variation, with key points including:
- Within the White group, Gypsies or Irish Travellers have a larger proportion with no qualifications (63 per cent) than the group and population overall (both 26 per cent), and a lower proportion with

¹⁵ Welsh Government using HESA Student Record data.

¹⁶ This category includes Vocational/Work-related Qualifications, Foreign Qualifications (not stated/level unknown).

Level 4 or above (8 per cent, compared with 24 per cent for the group overall). Those from an Other White background had lower proportions with no, Level 1, 2 and 3 qualifications than the group overall, and a higher proportion in both the Level 4 and above category (31 per cent), and Other qualification category (30 per cent, compared with 4 per cent for the group overall). Those from an Irish background also had a higher proportion holding Level 4 or above (35 per cent).

- Within the Mixed group, those from a White and Asian background have a lower proportion with no qualifications (15 per cent), and higher proportion with Level 4 or above (31 per cent), compared to the overall proportions in these categories for this group (both 23 per cent).
- People from an Indian background have the smallest proportion with no qualification (8 per cent) of all ethnicities, and have the highest proportion holding a Level 4 or above qualification (57 per cent). Within the Asian or Asian British group, a higher proportion of those from Pakistani or Bangladeshi backgrounds have no qualifications, while a lower proportion have Level 4 or above – 15 per cent for those from Bangladeshi backgrounds.
- Within the Black or Black British group, those from an African background have a lower proportion with no qualifications and a higher proportion holding a Level 4 or above qualification than both the group and population overall. Those from Caribbean and Other Black backgrounds have similar proportions in each qualification category as the population overall.
- Those from an Arab background had among the lowest proportions of those with no qualification (14 per cent), and among the highest holding a Level 4 or above (39 per cent).

4.41 Data from the APS provide a more recent, but more broadly grouped view of qualifications held by ethnicity for people of working age (the APS and Census data are not directly comparable). The data for 2015 show that a

slightly higher proportion of those from an ethnic minority background have no qualifications (14 per cent, compared to 11 per cent for the White group), but also have a higher proportion with Level 4 qualifications or above (48 per cent, compared to 36 per cent for the White group) (Welsh Government, 2016m).

Religion and Belief

Higher education

- 4.42 There is limited evidence available in relation to education and religion or belief in Wales. Data from HESA on first degree qualifiers provides some insight into differences in degree classification by religion. For 2014/15, data on religion or belief is available for 61 per cent of those gaining a classified first degree at a Welsh HE provider.¹⁷ 9 per cent of these were from religious minority groups, 42 per cent stated No religion, and 16 per cent were Christian.¹⁸ Due to the small numbers involved, data on degree classification is reported for these groups only.
- 4.43 Of all those gaining a classified first degree (including where no data on religion or belief is available), the proportion obtaining a first or upper second in 2014/15 was 67 per cent. For the No religion and Christian groups, this proportion was slightly higher at 70 and 72 per cent respectively. The proportion was notably lower for those from religious minority groups at 56 per cent.¹⁹

Qualification level

- 4.44 The highest level of qualification (recorded on the 2011 Census) of the population aged 16 and over can be also broken down by religion/belief. Comparisons between groups should be made with caution due to some small group sizes. As reported in the previous review, the most salient points of this data include:
- A very small proportion of Hindus have no qualifications (9 per cent) compared to the overall population (26 per cent).

¹⁷ Includes the Open University in Wales.

¹⁸ The remainder opted not to disclose this information.

¹⁹ Welsh Government using HESA Student Record data.

- Muslims have a small proportion with apprenticeships (1 per cent, compared with 4 per cent for the overall population).
- Several groups have a higher proportion with Level 4 qualifications than the overall population (24 per cent). These include: Buddhists (38 per cent), Hindus (58 per cent) and Jewish people (42 per cent).

4.45 The age profile of the population within each religious group varies, with religious minorities generally having a younger age profile. However, as with the findings for ethnicity, when broken down by age categories, those groups with notably higher proportions holding a Level 4 or above qualification overall also have higher proportions within each age category. For example, 42 per cent of Hindus in the 16-24 age group hold a Level 4 or above qualification compared with 12 per cent of this age group overall.

Sex

School

4.46 From Foundation Phase to Key Stage 4, a higher proportion of girls than boys achieve the expected levels in the Core Stage Indicator assessments. This picture is the same for the proportion achieving expected levels in Welsh First Language from Foundation Phase to Key Stage 3, although the gap has narrowed at Key Stage 3 from 13.2 percentage points in 2011 to 6.9 in 2015 (Welsh Government, 2016b). In 2016, the proportion of girls achieving the Welsh Government's headline indicator (Level 2 threshold including GCSE grade A*-C in English/Welsh & Maths) was 64.7 per cent, 8.6 percentage points higher than the proportion of boys (Welsh Government, 2016i).

4.47 The outcomes of the PISA 2012 study for pupils aged 15 in Wales show some differences in mean score by sex.²⁰ The mean score for boys in mathematics and science was higher than that for girls by 10 points, while the mean score for girls in reading was higher than for boys by 28 points. All differences are statistically significant. Analysis exploring the likelihood of being a low performer showed, with other personal and school characteristics equal, that boys were significantly less likely to be low

²⁰ See above (para 4.12) for further background information on the PISA study.

performers in mathematics and science, but statistically more likely to be low performers in reading (Burge and Lenkeit, 2015: 31). PISA 2015 outcomes for Wales are also available by sex. While significant differences are still observed between boys and girls on maths (boys' mean score was 10 points higher) and reading (girls' mean score was 11 points higher), the difference in science mean scores (+5 points for boys) was not significant (Jerrim and Shure, 2016: 103).

- 4.48 There was little difference between boys and girls in the percentage of half-day sessions missed in 2014/15, or in the percentage of pupils who were persistent absentees, in maintained primary schools. In maintained secondary schools, a slightly higher percentage of girls were persistent absentees (4.8 per cent, compared with 4.1 per cent of boys) (Welsh Government, 2016a).

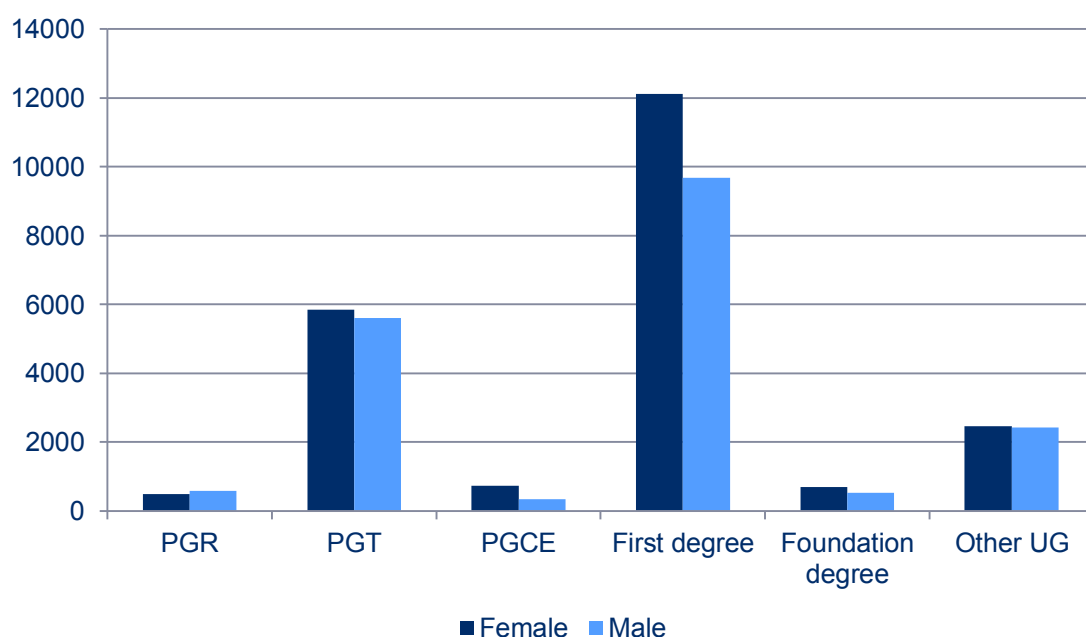
Post 16 education and training

- 4.49 Provisional data relating to young people's participation in education and the labour market in 2015 is available by sex. These show that a higher proportion of females aged 16-18 were in full-time education (72 per cent, compared with 67 per cent of males). Males in this age group were slightly more likely than females to be NEET – 11 per cent, compared with 10 per cent of females.
- 4.50 In the 19-24 age group, provisional figures for 2015 show that a higher proportion of females were still in full-time education, but the gap was narrower (28 per cent, compared with 25 per cent of males). Females in this age group were more likely to be NEET (22 per cent, compared with 16 per cent of males) (Welsh Government, 2016o).
- 4.51 Learner Voice Wales survey data show that in 2015 female learners in all sectors (FE, WBL, ACL and WfA) were more likely to rate their provider as 'very good' than male learners (Welsh Government, 2015g).
- 4.52 Data from HESA (2016) indicate gender differences in degrees awarded by Welsh HE providers (HEIs). In 2014/15, 54 per cent of all HE qualifications obtained from Welsh HE providers were awarded to females. When broken down by qualification type, a higher number were awarded to females for all

types, except for postgraduate research qualifications, where 54 per cent were awarded to males (see Figure 5). Female students were more likely to be awarded first or upper second class undergraduate degrees than males, with 70 per cent of females obtaining either of these classifications from Welsh HE providers in 2014/15 compared with 63 per cent of males (HESA, 2016).

- 4.53 Data on enrolments on courses leading to qualified teacher status (QTS) at Welsh HEIs show that females accounted for 69 per cent of first year enrolments in 2014/15. When broken down by course level, 67 per cent of those enrolling onto PGCE courses, and 78 per cent of those enrolling onto a first degree (leading to QTS), were female (Stats Wales, 2016t).

Figure 5: Number of HE qualifications obtained from Welsh HE providers, 2014/15



Source: HESA

- 4.54 HESA also provide data on the destination of individuals six months after gaining qualifications at UK HEIs. There are some sex differences in the destinations of Welsh residents leaving Welsh HEIs (Stats Wales, 2016g). Females are more likely to go into part-time work (14 per cent) than males (10 per cent), while males are more likely to go into full-time work (43 per

cent, compared with 40 per cent of females). Males are slightly more likely to go on to full-time further study (9 per cent, compared with 8 per cent of females) or to be assumed to be unemployed (4 per cent, compared with 3 per cent of females). These trends are also seen for Welsh residents leaving UK HEIs overall; there is no difference between the proportions of males and females going onto full-time employment for Welsh-domiciled students leaving English HEIs (both 48 per cent).

Qualification levels

- 4.55 APS data for the year ending 2015 provide information on the highest qualification held by the working-age population broken down by sex. This shows that, while a similar proportion of males and females hold no qualifications, females are more likely to hold qualifications at Level 4 or above (38 per cent of females, compared to 33 per cent of males) (Welsh Government, 2016m).

Sexual Orientation

School

- 4.56 There is a range of evidence available that suggests high levels of homophobic bullying in education settings, and that this can be based on the sexuality of either the student or their parents/carers (Stonewall 2012c; Hudson-Sharp and Metcalf, 2016). Drawing on one of the few studies available that use a representative sample (England-based), Hudson-Sharp and Metcalf report that young LGB people are about twice as likely as young heterosexual people to be bullied in secondary school (Hudson-Sharp and Metcalf, 2016: 20). In their 2014 review of bullying, Estyn identified LGB pupils as one of the groups at higher-than-average risk of bullying, and noted variation in how well school staff respond to bullying (Estyn, 2014). A recent report on teachers' views provides further evidence for Wales. Of the 70 primary staff surveyed in Wales, 43 per cent reported that their pupils had experienced homophobic bullying or name-calling. This was considerably higher for secondary schools, with 87 per cent of secondary staff saying pupils were bullied or called names if they were, or were suspected to be, LGB (n=68) (Stonewall Cymru, 2015a).

- 4.57 As noted by Hudson-Sharp and Metcalf, ‘the use of homophobic, biphobic and transphobic language is part of the bullying and harassment of LGB&T people’, and a high incidence of this has been found in education settings (Hudson-Sharp and Metcalf, 2016: 20). High proportions of staff in Stonewall Cymru’s *Teachers’ Report* said they had heard pupils using expressions like ‘that’s so gay’, while 51 per cent of staff responding from primary schools and only 37 per cent from secondary schools said they ‘always intervene’ when hearing expressions like this (Stonewall Cymru, 2015a).
- 4.58 Evidence has indicated that heterosexism in schools alienates and marginalises LGB pupils. One area included in this is sex and relationships teaching, which does not appear to reliably cover LGB material, thereby disadvantaging LGB pupils in comparison with their heterosexual peers (Hudson-Sharp and Metcalf, 2016: 15). High proportions of primary school staff in Wales reported that their school did not allow them to teach about LGB issues, or said they did not know if they were allowed. These proportions were lower among secondary school staff, but still equalled nearly half of respondents (Stonewall Cymru, 2015a).

Higher education

- 4.59 Data were reported on sexual orientation for 61 per cent of those gaining a classified first degree from Welsh HE providers in 2014/15. Of this group, just over 3 per cent identified as LGB, and just over 1 per cent as Other. No notable differences in the proportion obtaining a first or upper second class degree are observed between the LGB group and those identifying as heterosexual (both 70 per cent). The proportion was lower for the Other group, at 48 per cent, but caution should be used in interpreting this data due to small numbers.²¹

²¹ Welsh Government using HESA Student Record data.

5. Employment and pay

Age

- 5.1 The Annual Population Survey and Labour Force Survey provide data on economic activity, employment, and unemployment rates (Stats Wales, 2016s). Data for the year ending March 2016 show that the peak employment rate in Wales is found in the 25-49 age group. Peak unemployment (15.6 per cent) is found in the 16-24 age-group, although this has decreased since the 2013-14 figure reported in the previous review (20.2 per cent for the year ending March 2014; 19.2 per cent for the year ending June 2014), as well as since the 2014-15 rate (19.0 per cent).²²

Table 22: Number and percentage of the population by age, gender and economic status (2015-16)

Age Group	Sex	Population	Economic activity (%)	Employment (%)	Unemployment (%)
16-64	Male	948,500	79.5	74.8	5.8
	Female	960,000	71.2	67.4	5.4
	Total	1,908,500	75.3	71.1	5.6
16-24	Male	186,900	62.9	53	15.7
	Female	176,200	60.3	51.1	15.4
	Total	363,100	61.7	52.1	15.6
25-49	Male	468,900	90.2	86.4	4.2
	Female	477,300	80.7	77.3	4.2
	Total	946,200	85.4	81.8	4.2
50-64	Male	292,700	72.9	70.2	3.7
	Female	306,500	62.7	61.3	2.2
	Total	599,200	67.7	65.7	3

Source: ONS

- 5.2 The unemployment rate varies across the different area types for the year ending March 2016, with the rate in the valleys (6.9 per cent) and cities (6.1 per cent) both above the all-Wales rate (6.4 per cent) for the population aged 16 and over. The rural (4.5 per cent) and mixed areas (4.7 per cent) are both below this. The unemployment rate of people aged 16-24 broadly follows this pattern, with the highest rate in the valleys (18.2 per cent) and the lowest in

²² The 2013-14 was subsequently revised to 20.1%.

rural areas (13.2 per cent), but the rate for mixed areas (17.1 per cent), is higher for this age group, while cities follow the overall rate (15.6 per cent).

- 5.3 Changes in employment levels for different age groups in the post-recession period were examined by the EHRC, who compared rates in 2008 and 2013. This analysis showed that in Wales significant decreases in the employment rates for younger age groups in the period were not matched for the older age groups for whom slight (although not statistically significant) increases were observed. This resulted in a significant increase of 7.6 percentage points in the gap between employment rates for the youngest and the oldest age groups (EHRC, 2016a: 97). The EHRC highlight that, while full-time students explain some of the differences in employment rates seen for the younger age groups, at a UK level, rates were still lower in 2013 when this factor was taken into account (EHRC, 2016a: 119). Drawing on wider research on the UK, the EHRC highlights an increased tendency for young people to have temporary or part-time contracts (EHRC, 2016a: 132).
- 5.4 Exploring youth unemployment in more depth at a UK level, the EHRC research identified an increased effect for men, with notably higher rates for men from some minority ethnic backgrounds (EHRC, 2016a: 120).
- 5.5 As we indicated in the previous review, the smaller percentage of unemployed people in the 50-64 year range disguises the long-term nature of this unemployment. People over the age of 50 tend to be unemployed for longer. On average, they claim Job Seekers Allowance for 3.4 months longer than those aged 18-24, and 2.1 months longer than those aged 35-49 (2006-09 data as reported in Stam & Long, 2010). The EHRC also identified 'barriers such as age-related bias and poor understanding of the needs of older workers [that] are preventing many from staying in employment and finding new jobs' (EHRC, 2016a: 133).
- 5.6 In terms of workplace discrimination, the EHRC report findings from research using data from Great Britain:

“Just over a third of respondents to an Office for National Statistics (ONS) Opinions Survey said they had seen some age-related prejudice in the past year, with experiences of age discrimination prevalent in old and

young age groups. Under-25s were at least twice as likely to have experienced it.”

(EHRC, 2016a: 153)

- 5.7 Annualised data from the Labour Force Survey (LFS) on median hourly earnings indicates that young people (16-24) were the lowest paid in Wales in 2013, earning on average £6.50 per hour compared with £11.20 per hour for the 35-44 age group, which has the highest average pay. While pay for all age groups under 65 fell from 2008 to 2013, the decreases were only significant for those under 34 (EHRC, 2016a: 178).²³

Disability

- 5.8 For the year ending March 2016, 21.1 per cent of the working-age population (16-64) in Wales had a disability as defined under the Equality Act (2010) (Stats Wales, 2016u). Data from the APS for this year continue to show that the economic inactivity rate (those who are neither employed nor officially unemployed) and the unemployment rate are much higher for disabled than non-disabled people (Table 23). Disabled women have the highest rates of economic inactivity, while disabled men have the highest rates of unemployment.
- 5.9 Some evidence relating to experiences of discrimination in the workplace is available in a 2013 study that surveyed British employees in 2007-08. It found that those with disabilities or long-term illness reported higher rates of ill-treatment than those without (EHRC, 2016a: 152).
- 5.10 Annualised data from the Labour Force Survey in 2013 indicated a pay gap of 50 pence an hour in Wales between disabled and non-disabled people; however, this gap was not statistically significant in contrast to the pay gaps identified in England and Scotland (EHRC, 2016a: 178).

²³ While the Annual Survey of Hours and Earnings (ASHE) is the preferred source for earnings data, the LFS was the only fully available source for protected characteristics when this analysis was conducted. See EHRC (2016), p. 244.

Table 23: Rate of economic activity and employment by disability and gender (year ending March 2016) (a)

		Economic inactivity rate	Economic activity rate	Employment rate	Unemployment
Disabled	Total	51.6	48.4	43.3	10.6
	Male	49.8	50.2	43.7	13.0
	Female	53.1	46.9	42.9	8.5
Not disabled	Total	17.3	82.7	78.7	4.8
	Male	13.3	86.7	82.6	4.8
	Female	21.5	78.5	74.7	4.8

Source: ONS

(a) The unemployment rate shown here is based upon the 16-64 population.

5.11 As we previously reported, analysis of the APS between 2004 and 2009 indicated that hourly earnings were lower for people with a work-limiting condition/impairment. Earnings were higher, however, for those with a DDA disability (as then defined) which is not work-limiting than for employees who did not report a disability. This is attributed in part to 'a favourable occupational mix', as large differences are observed between wages for different occupations (WISERD, 2011: 83, 90).

Gender Identity

5.12 Qualitative data indicates that obtaining work can be a stressful experience for transgender people who are transitioning or have transitioned (LGBT Excellence Centre, 2012). Dismissals, failed interviews, and bullying have all been attributed by respondents to transgender status. An earlier 2009 research review indicated that trans individuals commonly experience discrimination at work, with particular issues identified around the period of transition itself (Mitchell and Howarth, 2009). Through the Welsh Government's recent engagement work for the development of a transgender action plan, a number of issues faced in the workplace were raised by participants and included bullying and discrimination, as well as ones around, for example, toilets/ changing facilities and changing names in IT systems (Welsh Government, 2016t).

Marriage and Civil Partnership

- 5.13 Aggregated data from the APS for 2013-15 allow an analysis of employment patterns according to marital status in Wales.²⁴ Some differences are observable, with higher rates of employment for the working-age population in the Married (and living with spouse) group (77.4 per cent) and Other group (87.2 per cent) than the overall rate (73.9 per cent).²⁵ Single people were slightly below the overall rate at 72.5 per cent. The lowest employment rate was observed for the Widowed group (45.6 per cent), which also had the highest rates of economic inactivity (49.8 per cent). These differences may in part be explained by the different age profiles of the groups, with 83.7 per cent of the working-age widowed group in the 50-64 age bracket. Age does not seem to be a factor in the difference observed between the Married (living with spouse) and Married (not living with spouse) groups. While the 25-49 age group comprised over half of both these groups, the employment rate for the latter was some way below the overall rate at 63.4 per cent.
- 5.14 In terms of unemployment, which is calculated as a proportion of the economically active population aged 16 and over, the Single group had the highest rate at 12.2 per cent, above the overall rate of 6.9 per cent. The over-representation of the younger age group (16-24) in this category (42.9 per cent, compared to their share of the 16+ population at 14.6 per cent) may contribute to this figure.

Pregnancy and Maternity

- 5.15 In a recent EHRC study, 71 per cent of mothers in Wales reported having had any negative or possibly discriminatory experience during pregnancy, maternity leave, and/or on return from maternity leave, although this a statistically significant lower proportion than for Britain overall (77 per cent). In terms of types of experience, nearly half of mothers in Wales (46 per cent) reported a negative impact on opportunity, status or job security; a statistically significant lower proportion of mothers in Wales than in Britain

²⁴ Welsh Government using APS data.

²⁵ Due to small numbers, the following groups were combined into 'other': a civil partner in a legally-recognised Civil Partnership; in a legally-recognised Civil Partnership and separated from his/her civil partner; formerly a civil partner, the Civil Partnership now legally dissolved; a surviving civil partner: his/her partner having since died.

overall reported financial loss and experiencing harassment or negative comments, although these percentages were still moderate at 15 per cent and 14 per cent respectively (compared with the overall percentage of 20 per cent for both) (EHRC, 2016b: 12). These findings are based on survey interviews in 2014/15 with over 3,000 mothers across Great Britain.

- 5.16 The proportion of mothers reporting any negative or possibly discriminatory experience in this research seems high in the context of findings from earlier studies, as we reported previously. This difference may reflect the broad overarching definition adopted in this study that captures experiences across the stages of pregnancy and maternity leave. We see more similar percentages for specific measures. For example, previous research indicated that almost 7 per cent had been forced out of their jobs, which compares to the 10 per cent of mothers in Wales who reported feeling forced to leave in the EHRC study (EHRC, 2016b: 12; Welsh Government, 2014e: 25).
- 5.17 The EHRC research also included survey interviews with over 3,000 employers in Britain. Findings included that 87 per cent of employers in Wales felt it was in their best interests to support pregnant women and those on maternity leave, while 65 per cent thought women should declare pregnancy during recruitment (EHRC, 2016b: 14). There were no statistically significant differences between Wales and the British totals on these measures. When looking at responses across Britain by employer size, the research identified that smaller employers (under 50 staff) were less likely to feel it was in their best interests to support and more likely to feel women should declare pregnancy in recruitment. The opposite was found for larger employers (over 250 staff) (EHRC, 2016b: 11).

Race

- 5.18 There remains a gap in the employment rate of those from a White background and those from a BME background in Wales. According to data from the APS, in 2015 the employment rate for the White group was 70.9 per cent compared with 57.9 per cent for the Non-white group. Data from this

source show that the gap varies by year, with a bigger change seen in 2015 (down to 12.9 percentage points from 14.7 in 2014) than in previous years.

- 5.19 More detailed analysis from earlier studies, as we reported previously, provides further insight into the degree of variation in employment rates for different ethnic groups. Analysis by WISERD examined the likelihood of people from specific ethnic minorities being in employment relative to white people (WISERD, 2011) (data from APS, 2004-2009). This shows that Bangladeshi males are 330 per cent more likely to be in employment than white males, but they are also 7 times more likely to be in low-paid employment. Black Caribbean and Black African males were less than half as likely to be in employment, but Black African men were also 3 times more likely to be in low-paid employment (WISERD, 2011: 65). When comparing employment rates between groups, it is also important to consider the concentration of the student population, which is high for some groups (including Chinese and Black African groups) (WISERD, 2011: 49).
- 5.20 Data from the 2011 census also provides a detailed insight into labour market participation by ethnic background, although there are some differences in these indicators compared to the labour force survey (and APS), which the data above are based upon (see ONS, 2012). These data show that in 2011, the group with the lowest proportion of the population aged 16-64 in employment in Wales were the Gypsy and Irish Traveller group (31 per cent, compared to 69 per cent of White British). Black other (50 per cent), Black African (51 per cent), Bangladeshi (51 per cent)²⁶, Pakistani (53 per cent) and White and Black Caribbean (55 per cent) groups also had lower proportions in employment. The Gypsy and Irish Traveller Group also had the highest levels of economic inactivity (59 per cent, compared with 26 per cent for the White British group) (ONS, 2014a).
- 5.21 Recent analysis of the census at a Wales and England level identifies the continuation of an 'ethnic penalty' in the labour market, although also notes some groups for which positive trends are observable, including the Indian

²⁶ The statistic in paragraph 5.19 refers to Bangladeshi males whereas this one refers to both genders. The disparity can presumably be attributed to high unemployment rates in the Bangladeshi female cohort.

and Chinese groups. The reasons for different patterns of participation in the labour market in Wales and England are complex, with educational attainment, cultural preferences, place and discrimination all likely to play a part (Catney and Sabater, 2015). In an earlier Wales study, discrimination and racism were felt to be barriers to employment for Black and Ethnic Minority communities, and a quarter of BME respondents to a small study reported that they had experienced bullying in the workplace (compared to just 5 per cent of white workers) (Bevan Foundation, 2009).

5.22 As we reported previously, the most robust source of data for the industry and occupation of ethnic minority people is available from the Census (ONS, 2011). We have therefore reproduced below the findings that show strong inter-ethnic differences.

Industry

- A larger proportion of Asian/Asian British (20.3 per cent) and Other Ethnic Groups (16.3 per cent) work in *Accommodation and food services* than the overall proportion (6.2 per cent).
- A smaller proportion of Asian/Asian British (3.6 per cent) and Other Ethnic Groups (4.3 per cent) work in *Public administration and defence; compulsory social security* than the overall proportion (7.9 per cent).
- A larger proportion of Black/African/Caribbean/Black British (8.8 per cent) work in *Administrative and Support Services* than the overall proportion (4 per cent).
- A larger proportion of Asian/Asian British (26 per cent) and Black/African/Caribbean/Black British (25.6 per cent) work in *Human health and social work activities* than the overall proportion (14.4 per cent).

Occupation

- A smaller proportion of Black/African/Caribbean/Black British (4.9 per cent) work as Managers, directors and senior officials than the overall proportion (9.3 per cent).

- A smaller proportion of Black/African/Caribbean/Black British (7.2 per cent) work as *Skilled trades occupations* than the overall proportion (13.5 per cent).
- A larger proportion of Black/African/Caribbean/Black British (18.4 per cent) work as *Elementary occupations* than the overall proportion (11.9 per cent).
- A larger proportion of Asian/Asian British (26.8 per cent), Black/African/Caribbean/Black British (22.1 per cent) and Other Ethnic Groups (26.9 per cent) work in *Professional occupations* than the overall proportion (15.8 per cent).

5.23 The APS provides additional data on country of birth and employment status of individuals resident in Wales for the year ending March 2016 (Stats Wales, 2016s), which may be useful as an accompaniment to data on ethnicity. See Table 24 for details.

Table 24: Number of persons by country of birth and employment status, Wales (March 2016)

Geographic Area	Employed	All persons	Percentage in employment (%)
Wales	956,700	2,178,500	43.9
Rest of the UK	358,400	711,900	50.3
European Union	49,200	78,700	62.5
Europe excluding the European Union (1)	3,200	4,300	74.4
North America (1)	3,100	6,600	47
Latin America and Caribbean (1)	4,900	7,300	67.1
Asia and Oceania	28,400	49,300	57.6
Sub-Saharan Africa	9,700	18,300	53
Middle East, North Africa and Rest of the World (1)	2,900	12,700	22.8

Source: Welsh Government

(1) The data item is based on between approximately 25 and 40 responses to the survey, and is categorised as being of limited quality. Only estimates based on 40 responses or more are categorised as robust, whilst data items based on between 10 and 25 responses are categorised as being of low quality. Data items based on less than 10 responses are considered unacceptable for use and suppressed.

- 5.24 Data on pay by ethnicity are only available at the Great Britain level. The Labour Force Survey indicates that in 2013 the median hourly pay for the White group was 50 pence higher than for all other ethnic groups (EHRC, 2016a: 172).

Religion and Belief

- 5.25 The rate of economic activity in Wales differs by religious group, as indicated by Welsh Government analysis of the 2011 census (Welsh Government, 2015b).²⁷ For the population aged 16 and over (excluding students) in 2011, Christians and Jews had the lowest rates of economic activity (56.0 per cent and 57.2 per cent respectively, compared with the Wales overall percentage of 61.4 per cent). This may reflect the older age profiles of these groups. All other groups had a higher proportion than the overall figure, with the Hindu group the highest at 78.0 per cent.
- 5.26 The differences in economic activity by religion vary by sex, as most strongly indicated in the Muslim group. The rate for this group overall was 62.6 per cent, but the rate for males was one of the highest (80.2 per cent), while the female rate of economic activity was the lowest of all religions (40.8 per cent). In contrast to most other groups, where the retired made up the largest proportion of the economically inactive, 58.8 per cent of Muslim females were inactive due to looking after home or family.
- 5.27 Christians and those with no religion had the highest proportions of the economically active population aged 16 or over in employment (80.5 per cent and 78.2 per cent respectively). Muslims and minority religious groups had the highest levels of self-employment (21.8 per cent and 21.2 per cent respectively). Muslims also had the highest proportion of unemployed (13.9 per cent, compared with the overall proportion of 6.9 per cent) among this section of the population.
- 5.28 WISERD's 2011 analysis also reports on the likelihood of people from specific religious/belief backgrounds being in employment (relative to Christians) (data from APS, 2004-2009). Hindu and Sikh women are only a

²⁷ As with the census data reported above, there are differences in the indicators used here to APS. See ONS (2012) for details.

third as likely to be in employment as Christian women. Muslim men and women are also less likely to be in employment (roughly a half and a quarter as likely, respectively). Employment figures are not significantly different for Buddhists, but Buddhist men are nearly three times more likely to be in low-paid employment than Christian men.

- 5.29 As with the above analysis for race, the 2011 Census remains the most robust source of data for industry/occupation by religion or belief (ONS, 2011). As in the previous section on Race, we have reproduced the areas of particularly notable difference.

Industry

- A smaller proportion of all religions other than Christianity and 'No religion' are represented in *Agriculture, Energy & Water*. The total proportion is 3.8 per cent, and less than 2 per cent of people from each of the other named religions work in this sector.
- The same pattern holds for *Construction*. The overall proportion is 8.2 per cent, and less than 4 per cent of adherents to the other named religions work in this sector.
- A larger proportion of Sikhs (34.8 per cent) work in *Wholesale and retail trade; repair of motor vehicles and motor cycles* than the overall proportion (15.6 per cent).
- A larger proportion of Buddhists (17.5 per cent) and Muslims (22.0 per cent) work in *Accommodation and food service activities* than the overall proportion (6.2 per cent).
- A larger proportion of Jewish people (11.9 per cent) work in *Professional, scientific and technical activities* than the overall proportion (4.3 per cent).
- A larger proportion of Hindus (31.2 per cent) work in *Human health and social work activities* than the overall proportion (14.4 per cent).

Occupation

- A larger proportion of Sikhs (25.5 per cent) work as *Managers, directors and senior officials* than the overall proportion (9.3 per cent).
- A larger proportion of Sikhs (16.7 per cent) also work in *Sales and customer service occupations* than the overall proportion (9.0 per cent).
- A larger proportion of Hindus (40.9 per cent) and Jewish people (27.0 per cent) work in *Professional occupations* than the overall proportion (15.8 per cent).
- A smaller proportion of Muslims (5.9 per cent) work in *Administrative and secretarial occupations* than the overall proportion (11.1 per cent).
- A smaller proportion of Hindus (4.2 per cent), Sikhs (5.4 per cent) and Jewish people (6.0 per cent) work in *Skilled trades occupations* than the overall proportion (13.5 per cent).
- A smaller proportion of Hindus (3.9 per cent), and Jewish people (3.3 per cent) work as *Process, plant and machine operatives* than the overall proportion (8.1 per cent).
- A smaller proportion of Hindus (4.2 per cent) work in *Caring, leisure and other service occupations* than the overall proportion (10.5 per cent).
- A smaller proportion of Jewish people (5.9 per cent) work in *Elementary occupations* than the overall proportion (11.9 per cent).

Sex

- 5.30 Throughout the working life-span, economic activity is generally reduced for women relative to men (see Table 22). Disaggregated by area type, rates of economic activity vary differentially by sex with the lowest rate for females observed in the valleys and highest in the rural areas, while for males the lowest is in the cities and the highest in the mixed areas (see Table 25). Overall rates tend to disguise, however, the intersection of sex with other

characteristics, including age, ethnicity and religion as briefly explored above.

Table 25: Economic activity rate by areas type and sex (year ending March 2016)

Area type	Economic activity rate (%)		
	Female	Male	Total
Rural	72.0	80.3	76.2
Valleys	69.7	78.9	74.3
Cities	71.3	76.8	74.0
Mixed	71.3	81.8	76.5
Wales	71.2	79.5	75.3

Source: Welsh Government

- 5.31 Data from the Annual Survey of Hours and Earnings (ASHE) show that in 2015 the gender pay gap for the UK (based on median hourly earnings of all employees, excluding overtime) was unchanged from 2014 at 19.2 per cent.²⁸ The pay gap in Wales narrowed from 16.0 per cent in 2014 to 14.6 per cent (ONS, 2015a). This overall figure is affected by differences in the proportion of women and men that work full or part-time. According to research by Cardiff University, in Wales men hold 64 per cent of full-time jobs, while women hold 80 per cent of part-time jobs (Parken, Pocher & Davies, 2014). 90 per cent of working men work full-time, while only 57 per cent of working women do so.
- 5.32 The gender pay gap for full-time employees decreased from the 2014 figure for both Wales and the UK overall, with a pay gap of 7.8 per cent and 9.4 per cent respectively in April 2015. For part-time employees, the pay gap in Wales was -7.2 per cent, with women paid more on average than men.
- 5.33 The pay gap is also affected by occupation. The ASHE provides data on the pay (by occupation) of men and women.²⁹ Where data are available, the median weekly pay in Wales in nearly all occupations is higher for males

²⁸ This does not reflect differences in pay for comparable jobs. The figure is affected by proportions of the population that work in full or part time employment, and in different occupations. See ONS (2015a) for further information.

²⁹ ASHE is a sample survey of one per cent of PAYE data. It is weaker for employees at the lower end of the earnings distribution. This is because there is no legal requirement for employers to register employees on PAYE schemes where the employee earns less than the National Insurance Lower Earnings Limit.

than for females, with the largest absolute gap (in GBP) in Manufacturing and smallest in Accommodation and food service activities (see Table 26). This table gives a relative sense of the inequalities in pay for each occupation in Wales, without any skew due to occupations that are generally higher or lower paid than average.

Table 26: Median weekly pay (GBP), full-time, by occupation and gender (2015)^a

Industry	Median		
	Persons	Male	Female
All Wales	382.5	508.3	426.2
Agriculture, forestry and fishing	364**	373.6**	394.2**
Mining and quarrying	x	x	
Manufacturing	524.1	574.9	398.5*
Electricity, gas, steam and air conditioning supply	581.6*	626.1**	x
Water supply; sewerage, waste management and remediation activities	566.9**	605.6**	x
Construction	468	498.5	x
Wholesale and retail trade; repair of motor vehicles and motorcycles	279.3	392.1	315.7*
Transportation and storage	480.5	506.2	x
Accommodation and food service activities	188.4*	298.3*	288.3
Information and communication	535**	577**	517.2**
Financial and insurance activities	448*	515**	430.8*
Real estate activities	393.4**	504.8*	449.6**
Professional, scientific and technical activities	440.2*	567*	403.4*
Administrative and support service activities	315.7	402.5	347.8*
Public administration and defence; compulsory social security	493.7*	610	480.7*
Education	409.4	570.2	504.1
Human health and social work activities	376.9	575*	448.6
Arts, entertainment and recreation	226.7**	370.4**	348.9**
Other service activities	263.1**	354.9**	326.9**

Source: ASHE, ONS

^a Employees on adult rates whose pay for the survey pay-period was not affected by absence.

*Estimates are considered reasonably precise; ** estimates are considered acceptable; x estimates are considered unreliable for practical purposes.

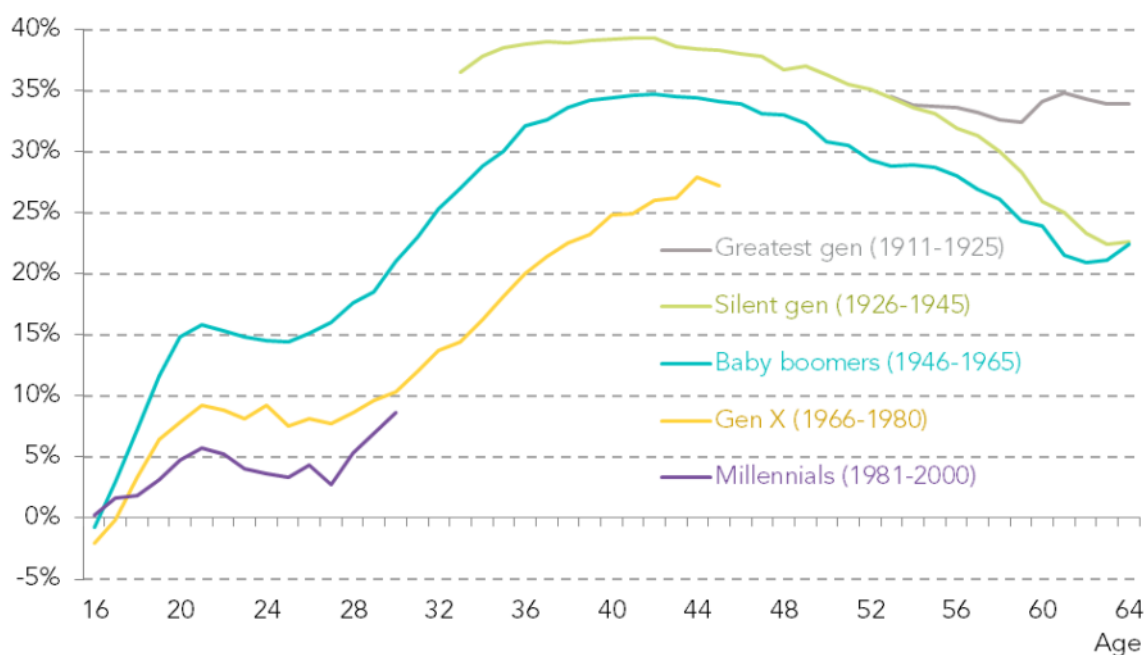
5.34 Gender segregation of employment opportunities occurs both between sectors (36 per cent of all men work in manufacturing/construction; 25 per

cent of all women work in health/social care) and within sectors (in Finance, half of men are in the top 3 occupations, but only one third of women are). Finally, women entering employment in 'feminised occupations'³⁰ may find that at least 40 per cent of posts are offered on a part-time basis (Parken, Pocher & Davies, 2014).

- 5.35 Recent research on the UK has identified the role played by the arrival of children in the widening of the gender pay gap with age. Lower wages are associated with time out of paid work, and working fewer hours is associated with slower wage growth (IFS, 2016).
- 5.36 Analysis by the Bevan Foundation using ASHE data has indicated that women are more likely to be paid less than the Living Wage, with female part-time employees making up 39 per cent of those paid below the Living Wage in Wales (Bevan Foundation, 2016: 12).
- 5.37 Recent research from Resolution Foundation (Resolution Foundation, 2017) on gender pay gap suggests a marked improvement in women's position through generations. As illustrated in Figure 6, the gender pay gap appears closed for every generation of women born between 1911 and 1925 and has been so at every age of their working lives. Looking at the more recent generations during their 20s, the gap fell from an average of 16 per cent for women born between 1946 and 1965, to 9 per cent for women born between 1966 and 1980, and then nearly halved in a generation to just 5 per cent for women born between 1981 and 2000.
- 5.38 However, Figure 6 also indicates that despite the overall generational progress, the gender pay currently appears to be stalling (Resolution Foundation, 2017). The pay gap at age 30 was 21 per cent for women born between 1946 and 1965, then halved to ten per cent for those born between 1977 and 1980, and dropped to nine per cent for the generation after that (1981 to 2000).

³⁰ Sales, administration and personal services.

Figure 6 Gender pay gap for median gross hourly earnings, by generation: UK, 1975-2016



Notes: The gender pay gap is the difference between the median hourly earnings of men and women as a proportion of men's median hourly earnings; figures for each generation are derived from a weighted average of estimates by single year of age for each single-year birth cohort within that generation; generations are included if at least five birth years are present in the data; for the years in which it is available, published Annual Survey of Hours and Earnings pay estimates (which cover the UK as a whole, as opposed to the microdata which only covers Great Britain) are used as control totals, and the results from each individual dataset are indexed to those from the Annual Survey of Hours and Earnings to create a consistent series over time.

Source: RF analysis of ONS, Quarterly Labour Force Survey; ONS, Annual Survey of Hours and Earnings; ONS, New Earnings Survey Panel Dataset

Sexual Orientation

- 5.39 The available data for Britain suggest that those in same-sex cohabitation or those not identifying as heterosexual/ straight have higher than average rates of employment (EHRC, 2016a: 95). The data are not sufficient to provide robust estimates for Wales, but collected data on same-sex cohabitation suggests a similar pattern of employment rates.
- 5.40 A representative survey of 1,200 employees in Britain in 2011-12 identified that LGB employees were twice as likely to bullied or discriminated against in the workplace than heterosexual employees (Hoel et al., 2014). Evidence for Wales is available from Stonewall Cymru's 2014 research report, based on a survey of 969 gay/lesbian and bisexual people (Stonewall Cymru, 2014). The proportion of respondents to this survey who had experienced bullying at work is similarly high – 17 per cent for LGB overall, compared

with 13.7 per cent for gay men, 16.9 per cent for lesbians and 19.2 per cent for bisexuals (the percentage for heterosexuals was 6.4 per cent) in Hoel et al.'s study. Both studies found that a high proportion of LGB people were not open about their sexuality at work (one in five/ six), with bisexuals much less likely to be open than gay men or lesbians.

6. Standard of living

Age

Income and poverty

- 6.1 Children are at greater risk of living in income poverty than the general population. In Wales, the proportion of people living in households who have below 60 per cent of median income (after housing costs) for the three year period from 2012-13 to 2014-15 was 29 per cent for children, compared with 22 per cent of working age adults and 17 per cent of pensioners (Welsh Government, 2016k).
- 6.2 Data for the UK overall show that, while over half of working age adults in relative low income are in working families, the risk of being in relative low income is higher for workless families (39 per cent of adults in workless families, compared with 10 per cent of adults in working families, before housing costs) (DWP, 2016: 9). As the data in Table 27 show, 13.6 per cent of households where at least one person is aged 15 or under are workless; this varies by area type, with a higher proportion in the Valleys (16.2 per cent) and lower in Rural areas (9.9 per cent) (Stats Wales, 2016x).

Table 27: Number and percentage of workless and working households by area type, Wales (year ending December 2015)

Household type	Area	Working Households %	Mixed Households %	Workless Households %
All Households	Wales	52.3	29.3	18.4
	Rural	52.7	29.7	17.6
	Valleys	51.0	29.1	19.9
	Cities	52.9	28.7	18.4
	Mixed	52.5	29.5	17.9
Households with at least one person aged 15 or under	Wales	56.6	29.7	13.6
	Rural	60.7	29.3	9.9
	Valleys	52.8	31.1	16.2
	Cities	54.5	30.4	15.2
	Mixed	57.3	28.2	14.5

Source: Annual Population Survey, ONS

- 6.3 Data from the same period (2012-13 to 2014-15) are also used to provide a measure of child and pensioner material deprivation, based on access to a

list of key goods and services.³¹ In Wales, 15 per cent of children were in material deprivation *and* low income (below 70 per cent of median income, before housing costs), while 4 per cent were in material deprivation *and* severe low income (below 50 per cent of median income, before housing costs). Nine per cent of pensioners (aged 65 and over) were found to be in material deprivation (Welsh Government, 2016k).

- 6.4 The Welsh Index of Multiple Deprivation suggests that households containing children have a higher rate of income deprivation than the overall population, with 24 per cent of such households in deprivation, compared with 16 per cent overall (Stats Wales, 2016c).
- 6.5 The National Survey for Wales (2014/15) provides an additional insight into household material deprivation by age. Overall figures for 2014/15 suggest 16 per cent of those aged 16 and over live in households in material deprivation. This proportion is higher among the working age population, with the highest proportion in the 25-44 age group (22 per cent), than the pension age population, with the lowest proportion among those aged 75 and over (5 per cent) (Stats Wales, 2015f).
- 6.6 Data from the National Survey for Wales in 2014/15 shows that the majority of adults (93 per cent) in Wales are keeping up with their bills, though this is *a struggle from time to time* for 25 per cent and *a constant struggle* for 8 per cent. The proportion for whom it is a struggle (both from time to time and constantly) decreases as age increases, for those aged 25 and over. A higher proportion of those aged 16-24 (17 per cent) have no bills compared with population overall (3 per cent) (Stats Wales, 2015g).

Housing

- 6.7 Data from the 2011 census provides an indication of overcrowded living conditions through the bedroom occupancy rating.³² As outlined by the ONS, an 'occupancy rating of -1 or less... indicates that a household has at least one bedroom too few for the number and composition of people living in the

³¹ See DWP (2016) for the full definition of child and pensioner material deprivation.

³² 'For each household, a bedroom occupancy rating is derived by subtracting the notional number of bedrooms recommended by the bedroom standard (a recommended notional number of bedrooms for each household, based on the size of the household, age, sex, marital status and relationship among members of the household) from the number of bedrooms actually available (ONS, 2014d: 2).

household and is considered overcrowded by the bedroom standard' (ONS, 2014b: 2). For Wales overall, 2.9 per cent of households had an occupancy rating of -1 or less (equating to 6.8 per cent of people).

- 6.8 Analysis of this data by broad age group shows that younger people have an increased likelihood of living in an overcrowded household in Wales. The proportion of people living in a household with a bedroom occupancy rating of -1 or less is broadly similar for those age 15 and under (9.1 per cent) and aged 16-49 (9.3 per cent) and then decreases with age, to 2.1 per cent of those aged 65 and over. Analysis of occupancy rating by household composition adds an additional perspective, with 7.2 per cent of households with dependent children having a bedroom occupancy rating of -1 or less, compared with 1.3 per cent of households without dependent children (ONS, 2011).
- 6.9 Younger adults and the very elderly (aged 85+) are more likely to live in social housing, as indicated by National Survey for Wales data (2012/13-2014/15) (Stats Wales, 2015d). Data from the 2011 census show that children (aged 15 and under) comprised 25.3 per cent of social housing occupants in Wales, which is a greater proportion than their share of the population in 2011 (18.4 per cent). In 2011 in Wales, 72.1 per cent of those aged 65 and over owned their property outright, compared with 29.7 per cent of the population overall (ONS, 2011).
- 6.10 Welsh local authorities operate several schemes for home improvement and repair, primarily aimed at the private sector (although some is available for social housing) and these are usually targeted towards more vulnerable households. In 2014-15, 2,253 dwellings were improved where the recipients included an elderly person.³³ While this was a 9 per cent decrease on the number improved the previous year, elderly recipients' share of the overall number of dwellings improved increased from 27 per cent in 2103-14 to 32 per cent (Welsh Government, 2016g).

³³ 'Includes assistance for housing improvement under the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002. Does not include Specific Capital Grants (SCGs). Does not include expenditure on completed Mandatory Disabled Facility Grants or additional non-mandatory DFG assistance.' (Welsh Government, 2016g: 8).

- 6.11 Data on homelessness in Wales now reflect the changes introduced from 27 April 2015, under the new homelessness legislation (Housing (Wales) Act 2014). This places an increased emphasis on prevention of homelessness.³⁴ Data on the age of the applicant is available for those aged 16-17, 18-24 and 25 and over. In 2015-16, in 2 per cent of cases for whom homelessness was deemed successfully prevented the applicant was aged 16-17, and in 25 per cent of cases the applicant was aged 18-24 (Welsh Government, 2016j).
- 6.12 Under the new homelessness legislation, following notification that an applicant is homeless the local authority will be under a duty to take reasonable steps to help to secure accommodation (under Section 73 of the new legislation). Where homelessness is not relieved and the duty under section 73 (to provide assistance) has ended, the assessment is reviewed. If the household is 'homeless, has a priority need and is unintentionally homeless, the local authority will be under a duty to secure suitable accommodation' (section 75) (Welsh Government, 2016j: 16). In 2015-16 1,563 households were assessed as owed a duty according to these criteria (of which, 80 per cent were 'positively discharged' - i.e. relieved of homelessness). Of these 1,563 cases, households with dependent children (considered a priority need) accounted for 39.5 per cent, while in 1.3 per cent of cases 'old age' was the priority need (Welsh Government, 2016j: 25).

Disability

Income and poverty

- 6.13 Using data from 2011/12 to 2013/14 for Wales, analysis by the Joseph Rowntree Foundation (JRF) has shown a higher risk of poverty for those in a family with at least one disabled person (27 per cent), compared with the population overall (23 per cent) (JRF, 2015).³⁵ This proportion rises to 33 per cent if disability benefits are excluded. Analysis at a UK level for the same time period (also excluding disability benefits) estimates that 28 per cent of

³⁴ Homelessness prevention is where 'where a local authority takes positive action to provide housing assistance to someone who the authority considers is threatened with homelessness within 56 days... For positive action to be recorded as successful, the authority must be satisfied that the intervention is likely to result in homelessness being prevented for at least 6 months and the accommodation is suitable' (Welsh Government, 2016j: 8).

³⁵ 'Poverty' is defined in the JRF report as: 'household income, adjusted for family size, below 60 per cent of family-size adjusted median income' (after housing costs) (JRF, 2015).

people in poverty are themselves disabled, while a further 20 per cent live in a household with a disabled person (NPI, 2016).

- 6.14 Data from the 2014/15 National Survey for Wales shows that a higher proportion of people with a limiting long-term illness or disability live in households in material deprivation than the proportion of people without a limiting illness or disability. The proportion increases with the extent to which people are limited in their daily activities, with 30 per cent of those whose activities are limited a lot living in households in material deprivation, compared with 11 per cent of people with no limiting illnesses or disability (Stats Wales, 2015f).
- 6.15 The proportion of people in Wales keeping up with their bills and credit commitments is broadly similar for those with and without a limiting long-term illness or disability (92 and 94 per cent respectively), although this is a struggle (both from time to time and constantly) for a higher proportion of those with a limiting long-term illness or disability (37 per cent, compared with 32 per cent of those without) (Stats Wales, 2015g).

Housing

- 6.16 A measure of overcrowding in housing by disability is available from the bedroom occupancy rating in the 2011 census (see above, para 6.7 for definition). The proportion of those who are limited in their day-to-day activities a lot and a little who live in overcrowded households is lower than for the population in Wales overall, and those not limited (see Table 28). However, because the age profile of those whose activities are limited a little or a lot is older, and because older people are less likely to live in overcrowded households, this picture changes if the data are analysed by age group as well. This shows that in each age category, those whose activities are limited a little or a lot are more likely to live in overcrowded households than both those who are not limited and the population overall. The highest proportion (11.5 per cent) was for children (those aged 15 and under) whose activities are limited a lot (ONS, 2011).

Table 28: Percentage living in households with occupancy of -1 or less, by disability status and age group, Wales 2011

Age group	Disability			Total
	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited	
Age 0 to 15	11.5	10.9	9.0	9.1
Age 16 to 49	10.1	9.6	9.3	9.3
Age 50 to 64	4.6	3.5	2.6	3.1
Age 65 and over	2.9	2.1	1.6	2.1
Total	5.0	4.7	7.3	6.8

Source: ONS

6.17 In 2011, 33.1 per cent of all social housing occupants in Wales were limited in their day-to-day activities either a little or a lot, which is a greater proportion than the share of the overall population in Wales for whom this is the case (22.3 per cent, in 2011). When broken down by the extent to which day-to-day activities are limited, those whose activities are limited a lot were more over-represented in social housing (19.9 per cent of all social housing occupants, compared with 11.5 per cent share of the population) (ONS, 2011).

6.18 Disabled Facilities Grants (DFGs) from local authorities help towards the costs of home adaptations to enable a person with disabilities to continue living in their home. In 2014-15, £31.7 million was spent by local authorities on 4,182 mandatory DFGs in Wales. As shown in Table 29, spending on DFGs 'has remained fairly constant, with only slight fluctuations over the last 4 years' (Welsh Government, 2016g: 12). In addition to DFGs, in 2014-15, 51 per cent of all dwellings improved through assistance for housing improvement by local authorities included a disabled resident (Welsh Government, 2016g: 10).³⁶

³⁶ 'Includes assistance for housing improvement under the Regulatory Reform (Housing Assistance) (England and Wales) Order 2002. Does not include Specific Capital Grants (SCGs). Does not include expenditure on completed Mandatory Disabled Facility Grants or additional non-mandatory DFG assistance.' (Welsh Government, 2016g: 8).

Table 29: Local Authority spending on Disabled Facilities Grants, Wales (a) (b)
£ thousands

DFG	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Mandatory DFGs approved under the 1996 Act	33,191	35,077	34,851	32,700	32,726	31,694
Additional non-mandatory DFG assistance (including top-up loans and grants)	1,395	882	721	982	1,050	1,017
Total DFG expenditure	34,586	35,959	35,572	33,682	33,776	32,711

Source: Disabled Facility Grants return

(a) Housing Grants, Construction and Regeneration Act 1996.

(b) Only includes expenditure on completed mandatory disabled facility grants where final payments have been made on the grant and certified. Does not include applicants' contribution and additional fees. Includes additional non-mandatory assistance by the local authority such as top up loans and grants.

Gender Identity

- 6.19 A 2012 study based on a UK non-random sample of trans people provides some evidence in relation to housing issues. The study reports that 'of 542 participants, 19 per cent reported having been homeless at some point, with 11 per cent having been homeless more than once'. Some respondents provided information about having to leave housing, with small proportions describing reasons for this connected to their trans identity (McNeil et al., 2012: 71). Issues with accessing sheltered or emergency housing (which are often sex-segregated based on perceived gender rather than gender identity) were also reported at an engagement event exploring issues and difficulties around gender identity in Wales (LGBT Excellence Centre, 2012).

Marriage and Civil Partnership

- 6.20 Data from the 2011 census indicates that the majority of households in Wales (62.8 per cent) are one-family households; 30.8 per cent are single person households, and 6.5 per cent are other household types. Of the one-family households, just over half (52.3 per cent) are married/ civil partnered

households. 15.4 per cent are co-habiting couple households, and 18.1 per cent are lone parent households (ONS, 2011).

- 6.21 Relationship breakdown is one of the key causes cited for households being threatened with, or being, homeless. In 2015-16, 'breakdown of a relationship with a partner' was cited as the main reason for being threatened with homelessness in 13 per cent of cases; this reason was cited in 21 per cent of cases where a household was assessed as eligible, homeless and owed a duty (section 73)³⁷; and in 22 per cent of cases where the household was eligible, unintentionally homeless and in priority need (section 75) (Welsh Government, 2016j: 27).
- 6.22 Lone parent (with dependent children) and single person households accounted for 83 per cent of all households assessed as eligible, unintentionally homeless and in priority need in 2015-16. These household types are thus considerably over-represented in comparison with their share of the household population (as indicated in the census) – lone parent households (with dependent children) accounted for 33.6 per cent of cases (compared with 7.5 per cent of the household population in 2011); single person households accounted for 49.3 per cent of cases (compared with 30.8 per cent of the household population in 2011) (Welsh Government, 2016j: 25; ONS, 2011).

Pregnancy and Maternity

- 6.23 Under the new homelessness legislation, pregnancy is listed as a priority need in cases where local authorities have a duty to secure suitable accommodation for households that are homeless, have a priority need and are unintentionally homeless (see above, para 6.12). In 2015-16, 93 households where a member was pregnant (and there were no dependent children) were assessed as eligible, unintentionally homeless and in priority need, which accounted for 6 per cent of cases assessed as such (Welsh Government, 2016j: 25).

Race

³⁷ See Welsh Government (2016j) for the full definition of the duty under section 73.

Income and poverty

- 6.24 Reporting on 2012/13 data, the EHRC identified a statistically significant difference in the proportion of people from ethnic minorities who were living in poverty in Wales, compared with those from a White background. The percentage of individuals from ethnic minorities living in households below 60 per cent of contemporary median income, after housing costs, was 37.7 per cent, compared with 22.4 per cent for the White group (EHRC, 2015e: 77). Drawing on research by WISERD, in a 2016 report on ethnicity and poverty in Wales, the JRF also reported that the proportion of people from ethnic minorities in poverty is higher than the proportion of White people, with people from Bangladeshi and Pakistani backgrounds identified as the most disadvantaged groups 'in Wales in terms of education, employment, hourly earnings, weekly earnings and income' (JRF, 2016: 7). In addition to differences in employment and education (see Chapters 5 and 4), the JRF report also identifies other factors linked to poverty that may be particularly relevant to minority ethnic groups, including friendship networks, knowledge of and access to formal services, and the places where we live and work (JRF, 2016).
- 6.25 Combined data from the National Survey for Wales (2012/13-2014/15) provide an insight into the proportion of people living in more deprived areas of Wales by ethnicity. The proportion of people living in the most deprived 20 per cent of areas (according to the Welsh index of Multiple Deprivation) was higher for those from all ethnic backgrounds other than White - Welsh/English/Scottish/Northern Irish/British than the proportion from that ethnic background (30 per cent, compared with 18 per cent) (Stats Wales, 2015a).

Housing

- 6.26 Bedroom occupancy rating from the 2011 census can provide an insight into the risk of living in an overcrowded household, and is available by the ethnicity of the household reference person (HRP). A higher proportion of households in Wales where the HRP was from a BME background had an occupancy rating of -1 or less (indicating overcrowding – see above, para

6.7 for a definition), compared with the White population and the overall population. The group with the highest proportion of overcrowded households was for those where the HRP was from an Asian or Asian British background (10.9 per cent), compared with 2.7 per cent of households where the HRP was from a White background. Differences in household size may explain some of these differences, with UK data from the 2001 census showing that Asian households were larger than households of any other group (ONS, 2005: 5).

- 6.27 The type of accommodation may be another factor related to occupancy rates. As reported in the previous 2014 review, White British and Irish people are more likely to live in a whole house (inclusive of detached, semi-detached and terraced homes) than other ethnicities, as are those of mixed or multiple ethnicities. The remainder live in a 'Flat, maisonette or apartment, or mobile/temporary accommodation' (see Table 30 below; ONS, 2011). Those identifying as Black African, Arab, and 'other ethnic groups' are more likely to live in a flat or similar, with potential implications for over-crowding due to larger family sizes in some communities (Welsh Government, 2014e).
- 6.28 People from Black or Black British, and Mixed/ multiple ethnic groups are more likely to live in social housing than other ethnic groups (36.2 and 25.8 per cent respectively, compared with 15.5 per cent of the overall population in Wales in 2011). The Asian or Asian British group had the lowest proportion of people living in social housing (7.1 per cent). 70 per cent of those from White backgrounds were in owner-occupied accommodation in 2011, which was a considerably higher proportion than other groups (ONS, 2011). This picture is also seen in combined data from the National Survey for Wales (2012/13-2014/15), which shows that 71 per cent of people from White - Welsh/English/Scottish/Northern Irish/British backgrounds lived in owner-occupied accommodation, compared with 43 per cent of all other ethnic groups (Stats Wales, 2015a).

Table 30: Number and percentage of individuals living in a whole house by ethnic group, Wales as at 27 March 2011

Ethnic Group		All People	Total Whole house or bungalow	
			People	Percent
White	All People	3,011,182	2,756,677	91.5%
	Total	2,880,536	2,652,402	92.1%
	English/Welsh/Scottish/Northern Irish/British	2,810,034	4,597,644	92.4%
	Irish	13,551	11,679	86.2%
	Gypsy or Irish Traveller	2,731	1,704	65.4%
	Other White	54,220	41,375	76.3%
Mixed/ Multiple ethnic group	Total	30,760	26,275	85.4%
	White and Black Caribbean	10,838	9,365	86.4%
	White and Black African	4,325	3,583	82.8%
	White and Asian	8,802	7,631	86.7%
	Other Mixed	6,795	5,696	83.8%
Asian/ Asian British	Total	67,310	54,894	81.6%
	Indian	16,490	12,603	76.4%
	Pakistani	12,040	10,868	90.3%
	Bangladeshi	10,636	9,702	91.2%
	Chinese	12,335	9,015	73.1%
	Other Asian	15,809	12,706	80.4%
Black/ African/ Caribbean/ Black British	Total	17,640	12,456	70.6%
	African	11,424	7,725	67.6%
	Caribbean	3,695	2,831	76.6%
	Other Black	2,521	1,900	75.4%
Other ethnic group	Total	14,936	10,650	71.3%
	Arab	9,422	6,708	71.2%
	Any other ethnic group	5,514	3,942	71.5%

Source: Office for National Statistics, 2011 Census

- 6.29 Nationally, lone parent households account for 11.4 per cent of total households. A number of ethnic groups have a higher proportion of lone parent households – for example, Gypsy or Irish Travellers (26 per cent), mixed/ multiple ethnicities (18 per cent). Other ethnicities have much lower proportions, for example Asian/ Asian British (7 per cent) and Arab (6 per cent) (ONS, 2011).
- 6.30 Gypsies and Irish Travellers have housing requirements that are dissimilar to other ethnicities. The Welsh Government caravan count recorded 994

caravans in Wales in July 2016 (Stats Wales, 2016o). Further information comes from the Gypsy and Traveller Accommodation Assessments (GTAAAs) that are carried out by local authorities and assess the need for mobile home sites.

- 6.31 In 2015-16, 'in 15 per cent of both the 1,563 homeless households assessed under Section 75 and the 1,245 households positively discharged (i.e. suitable accommodation was provided), the applicant was from a BME ethnic background' (Welsh Government, 2016j: 24). This proportion is considerably higher than the BME share of the population overall (around 4.3 per cent – see Chapter 3), as well the proportions successfully prevented or relieved from homelessness (sections 66 and 73). As suggested in the homelessness release, this latter difference 'may be due to a higher level of specific priority needs amongst applicants from a BME background. Another factor may be the high proportions of applicants from a BME background in the three urban areas of Cardiff, Swansea and Newport' (Welsh Government, 2016j: 24).

Religion and Belief

Income and poverty

- 6.32 Combined data from the National Survey for Wales (2012/13-2014/15) provide an insight into the proportion of people living in more deprived areas of Wales by religion. The proportion of people living in the most deprived 20 per cent of areas (according to the Welsh index of Multiple Deprivation) was lowest for Christians (16 per cent), slightly higher for those with no religion (22 per cent) and higher for those from another religion (30 per cent). Christians were also more likely to live in the least deprived 20 per cent (22 per cent) (Stats Wales, 2015b). Age may be an explanatory factor in these patterns, given the older age profile of Christians and as the proportion living in the most deprived areas generally decreases as age increases (Stats Wales, 2015d).

Housing

- 6.33 Bedroom occupancy rating is also available for households by the religion of the HRP. This shows that the highest proportions of under-occupied households in Wales (occupancy rating of 2 or more) were for those where the HRP was Jewish or Christian (46.7 and 44.8 per cent respectively), while the highest proportions of overcrowded households (occupancy rating of -1 or less) were for those where the HRP was Muslim or Sikh (13.1 and 9.1 per cent respectively). This compares to 39.8 per cent of under-occupied and 2.9 per cent of overcrowded households for the overall population of households in Wales (ONS, 2011). A slightly lower proportion of households where the HRP had no religion were under-occupied (30.7 per cent) and slightly higher proportion were overcrowded (3.9 per cent) (ONS, 2011).
- 6.34 As above for different ethnic groups, the type of accommodation may be associated with overcrowding. In 2011, 19.2 per cent of Muslims lived in a flat or similar, compared with 8.5 per cent of the overall population in Wales. A similar proportion of other minority religious groups lived in this type of accommodation (19.0 per cent). A smaller proportion of those with no religion (9.5 per cent) and Christians (7.2 per cent) lived in a flat or similar. Christians had the highest proportion living in a detached house (34.3 per cent) (Welsh Government, 2015b: 49).
- 6.35 The tenure of households varies in pattern by religion, with owner occupation higher among Christians (76 per cent) than those with no religion (61 per cent) or other religions (50 per cent) (Stats Wales, 2015b). 2011 census data provides a more detailed insight into tenure by the religion of the HRP. This shows that Muslims were more likely to be renting (58.7 per cent of households), which breaks down to 20.3 per cent social rented and 38.4 per cent private rented or accommodation or living rent free. The differing age profiles of religious groups may partly explain some of these patterns (Welsh Government, 2015b: 48).
- 6.36 Lone parent households account for 11.4 per cent of total households. Lone parent households are slightly more likely among 'other' religions (17 per

cent) or 'no religion' (15 per cent), and less likely among Hindus (4.3 per cent), Sikhs (7.5 per cent), or Jews (6.9 per cent) (ONS, 2011).

Sex

Income and poverty

- 6.37 Data from the 2014/15 National Survey for Wales show minimal difference between males and females in the proportion who live in the most deprived 20 per cent of areas in Wales. These data also show the proportion living in households in material deprivation. On this measure, a higher proportion of females live in households in material deprivation (19 per cent), compared with 13 per cent of males.³⁸

Housing

- 6.38 Lone parent households made up 11.4 per cent of all households in Wales in 2011, of which around two thirds were households with dependent children (in the remainder, all children were non-dependent). Of the lone parent households with dependent children (where the lone parent is aged 16 to 74), 89.6 per cent had a female lone parent.
- 6.39 Lone parent households are more likely to be overcrowded (occupancy rating of -1 or less) than households in Wales overall, with 8.1 per cent of lone parent households with dependent children overcrowded compared with 2.9 per cent overall. Over half of overcrowded lone parent households with dependent children are social rented³⁹, compared with around a third of overcrowded households overall. This reflects the greater likelihood of living in social rented accommodation for this household type (37.9 per cent of lone parent households with dependent children), compared with households overall (16.5 per cent), and other household types with dependent children (ONS, 2011).
- 6.40 This pattern may partly explain the higher proportion of females among occupants of social rented accommodation (53.4 per cent) compared with their overall share of the population (50.8 per cent). Females are also slightly over-represented among those who owned accommodation outright (51.8

³⁸ Welsh Government using National Survey for Wales 2014/15.

³⁹ Council housing and housing associations

per cent). Age may be an explanatory factor in these tenure patterns also, given the greater proportion of females, and increased likelihood of owning outright and living in social rented accommodation, among the older age groups. Of those aged 65 and over living in social rented accommodation, 59 per cent are female (ONS, 2011). A more recent picture of tenure by sex is available from the 2014/15 National Survey for Wales. This also shows the increased likelihood of females living in social housing, with 17 per cent of females living in this type of housing, compared with 14 per cent of males.⁴⁰

- 6.41 A higher proportion of applicants in cases where homelessness was threatened, as well as where this was successfully prevented, were female (58 and 59 per cent respectively). Females also comprised the majority of applicants for households assessed as eligible, unintentionally homeless and in priority need (63 per cent), as well as in cases where this was positively discharged (67 per cent). Males, however, accounted for the majority of applicants in those households assessed as homeless under section 73 (58 per cent), and in cases where this was successfully relieved (54 per cent) (Welsh Government, 2016j: 23).
- 6.42 Data on the priority need of those households assessed as eligible, unintentionally homeless and in priority need provide some insight into the differences by sex outlined above. In 45 per cent of the 1,563 cases assessed as such in 2015-16, the presence of dependent children or a pregnant woman was identified as the priority need. Of these households, 62 per cent were lone parent households, of which 93 per cent were female lone parent households. Female single parent or single person households also accounted for 85 per cent of households where the priority need was identified as 'a person fleeing domestic abuse or threatened abuse'.
- 6.43 Male single person households accounted for the majority of single person households that were assessed as eligible, unintentionally homeless and in priority need overall (56 per cent), and the majority of single person households in a number of priority need categories including vulnerability, due to old age, mental illness or handicap or physical disability or other

⁴⁰ Welsh Government using National Survey for Wales 2014/15.

special reason (70 per cent), and a former prisoner who is vulnerable as a result of having served a custodial sentence (85 per cent) (Welsh Government, 2016j: 25).

Sexual orientation

- 6.44 Using combined data from the National Survey for Wales (2012/13-2014/15), we can observe a slightly increased likelihood of living in a deprived area for those not identifying as heterosexual (including those who identified as LGB, other, and those who did not know or did not respond). 24 per cent of those not identifying as heterosexual live in the most deprived 20 per cent of areas, compared with 19 per cent of those identifying as heterosexual (Stats Wales, 2015c).
- 6.45 Using these data, we can also observe some differences in tenure by sexual orientation. A smaller proportion of those not identifying as heterosexual live in owner-occupied accommodation (55 per cent), compared with 70 per cent of those identifying as heterosexual. While, for heterosexual people, the percentage of those in rented accommodation is evenly split between private and social, a higher proportion of those not identifying in this way rent privately (Stats Wales, 2015c).
- 6.46 While the evidence is scarce and not often representative, there is some research suggesting inequality for LGB&T people in addressing housing needs, relating at minimum to expectations of discrimination. While previous research has not identified an increased risk of homelessness for LGB&T people, it has 'identified homophobic and/or transphobic abuse as the most prolific cause of housing problems for the LGB&T population' (Hudson-Sharp and Metcalf, 2016: 91-4).

7. Subjective well-being and community cohesion

Age

- 7.1 Research has demonstrated widely the u-shaped association between age and well-being. This means that well-being tends to peak in the earlier and later age groups (importantly, only up to age 75), while dipping in middle age (ONS, 2016d).
- 7.2 Results from the 2014/15 National Survey for Wales generally follow this pattern for 'satisfaction with life', with joint-top mean scores (8.1) observed for the 16-24 and 65-74 age groups, and the lowest for 45-64 (7.7). A slight dip is also observed for the 75 and over group (7.9). A flatter picture emerges for the mean scores for 'feeling things done in life are worthwhile', with only the 65-74 age group varying with a slightly higher score than other age groups (8.3, compared with 8.0). No dip is observed for the 75 and over group in the mean scores for 'happiness yesterday', with this group joint top with the 65-74 group (7.9, compared with 7.6 for the 45-64 group). This oldest age group also reports the lowest levels of 'anxiety yesterday', with a mean score of 2.2, compared with 2.6 for the 45-64 group (Stats Wales, 2015h).
- 7.3 National Survey for Wales data also provide an insight into feelings about community cohesion by age. These measures (which ask people about feelings of belonging to the local area, whether people in the local area from different backgrounds get on well together and whether people from the local area treating each other with respect) indicate a slight positive association with age, with the highest percentages of respondents agreeing with the statements among the oldest age groups (Stats Wales, 2015e).

Disability

- 7.4 APS data from 2014-15 for the UK provide an insight into any differences in reported well-being by disability status. The mean score for disabled people is lower than that for non-disabled people on the life satisfaction (6.90, compared with 7.85), feeling that things done in life are worthwhile (7.27, compared with 8.01), and happiness yesterday (6.82, compared with 7.67) measures, and higher on the anxiety yesterday measure (3.65, compared

with 2.59), indicating overall lower levels of subjective well-being for disabled people in the UK (ONS, 2015e).

Gender identity

- 7.5 McNeil et al.'s 2012 study based on a UK non-random sample of trans people provides an insight into life satisfaction. The survey, while not representative, identified that just over half of respondents were satisfied or highly satisfied, but some differences were noted by stage of transition. The highest proportion of satisfied people were among those who had undergone transition (75 per cent), and lower proportions were reported among those proposing to undergo transition (31 per cent) and those unsure about transitioning (35 per cent) (McNeil et al., 2012: 16).

Marriage and civil partnership

- 7.6 UK data on subjective well-being (from the 2014-15 APS) suggest higher levels of well-being among those who are married/ civil partnered and lower levels among those who are divorced/ separated. The greatest gap in the mean score for married/ civil partnered people (7.93) and divorced/ separated people (6.94) is observed for the life satisfaction measure. The UK overall mean score for life satisfaction is 7.61. Lower levels of well-being are also observed for single people and higher levels for cohabiting people in the UK (ONS, 2015e).

Pregnancy and maternity

- 7.7 We are unaware of any data related to pregnancy/maternity and well-being or community cohesion.

Race

- 7.8 Combined data from the National Survey for Wales (2012/13-2014/15) provide an insight into two of the measures indicating well-being by high-level ethnic background: satisfaction with life, and feeling that things done in life are worthwhile. No notable difference is observed in the mean scores between those from White - Welsh/ English/ Scottish/ Northern Irish/ British backgrounds and those from all other ethnic groups (Stats Wales, 2015a). Data at a more detailed level of ethnic group is available for the UK overall,

from the 2014-15 APS. These show some small differences by ethnic group for life satisfaction, with the lowest mean score observed for those from Black/ African/Caribbean/ Black British backgrounds (7.13, compared with the UK mean of 7.61), and the highest for those from Gypsy, Traveller, Irish Traveller backgrounds (8.22), although some caution should be used in interpreting these data due to small sample sizes for some groups. Smaller gaps between ethnic groups are seen for worthwhile feelings and levels of happiness yesterday, although the lowest mean scores are observed for those from Mixed/ Multiple Ethnic Groups on both of these measures, while this group also has a high mean score for anxiety yesterday (3.20, compared with the UK mean of 2.86) (ONS, 2015e).

- 7.9 Combined National Survey for Wales data also provide an insight into feelings about community cohesion by high-level ethnic group. The differences are small between the proportion of those from the White - Welsh/ English/ Scottish /Northern Irish/ British group and those from all other ethnic groups agreeing that people in the local area from different backgrounds get on well together and people in the local area treat each other with respect and consideration. There is a greater difference in the proportion who feel that they belong to the local area, with 81 per cent of those from the White - Welsh/ English/ Scottish/ Northern Irish/ British group agreeing, compared with 71 per cent of those from all other ethnic groups (Stats Wales, 2015a).⁴¹

Religion and belief

- 7.10 Combined data from the National Survey for Wales (2012/13-2014/15) suggests that Christians have slightly higher levels of subjective well-being, compared to those of no religion and those from another religion. Mean scores for the Christian group were slightly higher for both life satisfaction (7.8, compared with 7.7/ 7.5 for those with no/ another religion) and feeling that things done in life are worthwhile (8.1, compared with 7.9 for both other groups) (Stats Wales, 2015b).

⁴¹ 'Agreeing' here includes the percentage who 'Strongly agree' and the percentage who 'Tend to agree'.

- 7.11 These data also suggest increased feelings of community cohesion among Christians, with higher percentages from this group agreeing about feelings of belonging to the local area, that people in the local area from different backgrounds get on well together and that people from the local area treat each other with respect and consideration. With the exception of feelings of belonging, those with no religion had the lowest percentages on these community cohesion measures, although some caution should be used in interpreting findings for those from another religion, due to lower levels of precision in the estimates (Stats Wales, 2015b). For both community cohesion and well-being, the older age profile of the Christian group may partly explain the patterns observed.

Sex

- 7.12 The 2014/15 National Survey for Wales showed no difference in the mean scores for life satisfaction between males and females (both 7.9).⁴² UK data on subjective well-being (from the 2014-15 APS), shows slightly higher mean scores for females for life satisfaction (7.64, compared with 7.58 for males) and worthwhile feelings (7.93, compared with 7.70 for males), and very slightly higher scores for reported happiness yesterday (7.47, compared with 7.45 for males); but these data also show higher mean scores for reported anxiety yesterday for females (3.02, compared with 2.70 for males) (ONS, 2015e).
- 7.13 The National Survey for Wales data also suggest slightly lower feelings of community cohesion among females than males, with a small difference observable by sex in the proportion agreeing to each of the statements that they belong to the local area, that people in the local area from different backgrounds get on well together, and that people in the local area treat each other with respect and consideration.⁴³

⁴² Welsh Government using National Survey for Wales 2014/15.

⁴³ Welsh Government using National Survey for Wales 2014/15.

Sexual orientation

- 7.14 Combined data from the National Survey for Wales (2012/13-2014/15) provide an insight into differences in subjective well-being and community cohesion by sexual orientation. Lower mean scores are observed for both life satisfaction (7.3) and feelings that things done in life are worthwhile (7.6) for those who do not identify as heterosexual, compared with those who do (7.8 and 8.0 respectively) (Stats Wales, 2015c).
- 7.15 The data also suggest that feelings of community cohesion are slightly lower among those not identifying as heterosexual, with lower percentages of this group (compared with those identifying as heterosexual) agreeing about feelings of belonging to the local area (72 per cent, compared to 81 per cent), that people in the local area from different backgrounds get on well together (70 per cent, compared with 75 per cent) and that people from the local area treat each other with respect and consideration (69 per cent, compared with 78 per cent). Some caution should be used in interpreting findings for those not identifying as heterosexual, due to lower levels of precision in the estimates for this group (Stats Wales, 2015c).

8. Health and social care

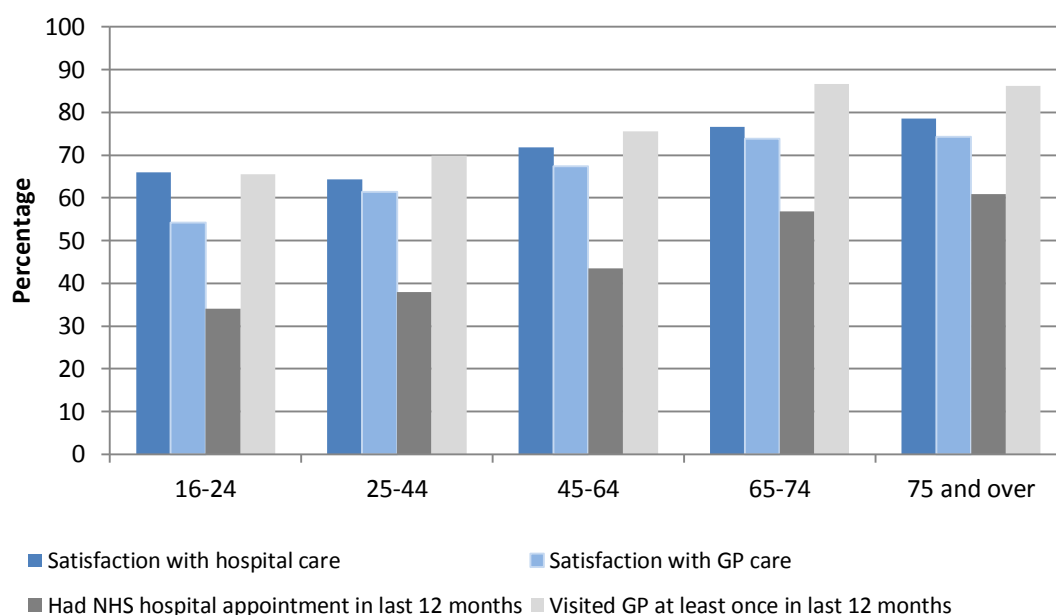
Age

Health

- 8.1 The Welsh Health Survey reports on the health status of adults (aged 16+), with some information provided about children (aged under 16). Data from the 2015 survey continues to show that age is associated with self-reported physical health, which declines as age increases. Self-reported mental health varies with age for adults, dipping in the middle years (25-44) before rising to a peak for the 65-74 age group (Welsh Government, 2016v)⁴⁴.
- 8.2 The 2011 Census also reports on self-reported health status. Similar to the findings from the Welsh Health Survey, 96.9 per cent of those aged 0-15 report Very Good or Good health. This proportion of those who report having Very Good or Good health declines with age: 88.1 per cent of 16-49 year olds; 67.9 per cent of 50-64 year olds; and 44.3 per cent of those aged 65+ (ONS, 2011).
- 8.3 These findings are further supported by data from the National Survey for Wales, 2014/15. The proportion of adults who have had a hospital appointment and the proportion that have seen a GP at least once in the preceding year increases with age (Figure 6), although this is not necessarily an indicator of poor health. Of those who had seen a GP or had a hospital appointment in the last 12 months, those aged 65 and over are also more likely to be satisfied with both GP and hospital care.

⁴⁴ The overall 'physical' and 'mental' health measures referred to here are the SF-36 summary scores, derived from the combined scores of responses to 36 health status questions that ask respondents about their own perception of their physical and mental health and the impact it has on their daily lives.

Figure 7: Percentage of individuals who had visited a Hospital/GP and satisfaction rates, by age (Wales 2014-15)



Source: National Survey for Wales

8.4 The Welsh Health Survey also collects information about health-related lifestyles. When considered by broad age categories, a lower proportion of the 65 and over group reported smoking and a lower proportion also reported drinking alcohol above recommended guidelines than in the 16-44 and 45-64 groups. Reported levels of physical activity decrease as age increases. There were no notable differences across these groups in terms of fruit and vegetable consumption. Using reported height and weight, the survey data can also provide an indication of the proportion of the population who are obese (BMI of 30 or over). This measure shows that obesity is highest in middle age, with 30 per cent of the 55-64 age group classified as obese compared with the overall proportion of 24 per cent (Welsh Government, 2016v).

8.5 Similar information is available for children from the Health Behaviour in School-aged Children survey (years 7 to 11) (Welsh Government, 2015a). The most recent findings from the 2013/14 survey show that overall 4 per cent smoke at least once a week. The proportion rises across the year groups to 9 per cent for Year 11 pupils. The same trend is observable for drinking alcohol at least once a week, with an overall proportion of 6 per cent

reporting this behaviour, rising to 14 per cent for Year 11 pupils. Reported levels of physical activity broadly decline as pupil age increases, with 21 per cent of Year 7 pupils reporting that they are physically active for 60 minutes every day in past 7 days, declining to 12 per cent of Year 11 pupils. The proportion of pupils who report eating fruit and eating vegetables on a daily basis both broadly decline as age increases.

- 8.6 In 2012 to 2014, life expectancy in Wales at birth for girls was 82.3 years and for boys was 78.5 years. There is some slight variation in life expectancy across Wales' local authorities. While the figure for each local authority is relatively close to the overall figures for Wales, the gap between the lowest life expectancy (Blaenau Gwent) and the highest (Monmouthshire) is quite large. In 2012 to 2014, life expectancy at birth for girls in Monmouthshire was 3.8 years longer than in Blaenau Gwent. The corresponding figure for boys was 4.5 years (ONS, 2015d).
- 8.7 The ONS has also published data on suicide rates in Wales. In 2015, the age-standardised suicide rate in Wales was 13.0 per 100,000 population. While rates do vary between years, annual suicide registrations from 1981 to 2015 for Wales indicate some trends in the data. Suicide rates in Wales for men are consistently higher than for women across all age-groups and while rates do fluctuate across the life cycle, higher rates are generally observed in the 30-49 age range (ONS, 2016g).

Social care

- 8.8 As of 31 March 2015, there were 5,500 looked after children in Wales. Of these, 36.8 per cent were aged 10-15 (Stats Wales, 2016d) though 10-15 year olds only represent 31.8 per cent of children (under 18) at the population level (ONS, 2016f). This suggests that this group are slightly more likely to be in care than other ages.
- 8.9 The Children Act (1989) defines a child in need (CIN) as a child that is unlikely to achieve or maintain, or have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision of services by a local authority.

- 8.10 As of March 2015, there were 19,385 children with this status, equivalent to 3.1 per cent of children under the age of 18 (ONS, 2016f).⁴⁵ Of these children, 53 per cent were referred due to risk of (or actual) abuse or neglect. Parental substance or alcohol misuse, domestic abuse and parental mental ill health were each recorded for roughly 25 per cent of cases. Of those for whom information was available, 81 per cent of children in need had up to date immunisations (Welsh Government, 2016s). An age-breakdown of Children in Need (CIN) can be seen in Table 31, including those on the child protection register (CPR).

Table 31: Percentage of children in need, by age and classification, Wales 2015

	Percentage of category total, by age							
	Number	< 1	1-4	5-9	10-15	16-17	18-20	21+
All CIN	19,385	5	20	26	32	11	5	0
Looked after	5,500	5	17	24	37	16	1	*
On CPR	2,310	10	31	29	27	4	*	*
Other	11,570	4	19	26	31	10	9	1

Source: Welsh Government

* Data cannot be given for confidentiality reasons

- 8.11 At 31 March 2016, 72,259 adults were receiving social services in Wales, of which 82 per cent were community-based and 18 per cent were in care homes. The proportion of adults receiving services who are in care homes increases with age: of adults who were receiving services, 8.6 per cent of those in the 18-64 age group were in care homes, compared to 27.8 per cent of those in the 85 and over group. Those aged 85 and over made up 49 per cent of those in care homes at 31 March 2016 (Welsh Government, 2016f). In terms of the wider population, 6.4 per cent of those aged 65 and over were supported in the community, and an additional 1.8 per cent of this age-group were in care homes at 31 March 2016 (Stats Wales, 2016a).

Disability

- 8.12 There is a number of different data sources that provide an estimate of the proportion of the population in Wales that have a disability and/ or limiting

⁴⁵ The children in need figure includes 1,150 aged 18 or over.

long-term illness. These sources suggest the proportion is around 23 per cent, which is typically higher than for the UK overall and other UK countries individually (Welsh Government, 2015h). In the 2015 Welsh Health Survey, 33 per cent of adults reported being limited in their daily activities by a health problem/ disability (expected to last at least 12 months), with 15 per cent limited 'a lot' (Welsh Government, 2016v).

Health

- 8.13 In 2015, Welsh Government published a Review of Evidence of Inequalities in Access to Healthcare Services for Disabled People in Wales, which identified

“Wide-ranging evidence to suggest that disabled people in Wales experience considerable general and more specific healthcare access issues. Background evidence suggests there is a strong correlation between poverty and disability and that such poverty is compounding already existing inequalities in access to better health.”

(Welsh Government, 2015h: 6)

- 8.14 The association noted above between disability and poverty is supported by data from the Welsh Health Survey, which shows the percentage of people limited by a health problem/ disability ranged from 28 per cent in the least deprived fifth to 42 per cent in the most deprived fifth (Welsh Government, 2016v).
- 8.15 Data from the 2015 Welsh Health Survey indicates that disabled people were at more risk of poor mental health. Of those limited 'a little' or 'a lot' because of a health problem or disability which has lasted, or is expected to last, at least 12 months, 57 per cent had poor mental health compared with 22 per cent of those not limited.⁴⁶ Further data from the 2015 survey shows that a higher proportion of people limited by a health problem or disability smoke daily or occasionally than those not limited, while a lower proportion

⁴⁶ Proportions based on those with SF36 mental health score of 45 or less (lower scores indicate poorer health). For full definitions, see WHS reports.

exceed drinking guidelines. A higher proportion of those who are limited were overweight or obese.⁴⁷

- 8.16 Evidence cited by the EHRC suggests differences in life expectancy for those with serious mental health conditions, estimated in one international review to be 10-20 years lower than the general population. It also suggests a lower life expectancy for those with learning disabilities, with a Public Health England study estimating a reduction of 24 years (EHRC, 2015c: 53).

Social care

- 8.17 As at 31 March 2015, 21 per cent (4,010) of children in need were classified as disabled. Of these, for 24 per cent one disability category was recorded, while for 8 per cent disability was recorded in all eight categories.⁴⁸ The most common impairments recorded for the 4,010 CIN with disabilities were: an inability to perceive risks of physical danger (70 per cent); speech, hearing or eye sight (58 per cent); and memory or ability to concentrate, learn or understand (53 per cent). While autism is not classified as a disability/impairment with respect to the Children in Need register, information was collected on this in the CIN census. As at 31 March 2015, Autism Spectrum Disorders were reported for 9 per cent of all CIN included in the census, of whom 80 per cent were boys. 66 per cent of children with ASD in the CIN census also had a physical or sensory disability (Welsh Government, 2016s).
- 8.18 At 31 March 2015, 8 per cent of children in need had mental health problems. This included 5 per cent of children on the Child Protection Register and 8 per cent of those who were looked after
- 8.19 As at 31 March 2015, 73,883 adults were receiving support and social services from local authorities, of whom 70.0 per cent were aged 65 and

⁴⁷ Figures shown are age-standardised. This is because the age structure of the different groups varies - in particular, those limited by a health problem/ disability tend to be older. Given the close relationship between health and age, this can affect comparability between groups. For further details on age-standardisation and the method used, see WHS reports.

⁴⁸ The categories correspond with the Disability Discrimination Act (DDA) guidance (although the DDA has been replaced by the Equality Act 2010, the guidance has not been changed), and are as follow: mobility; manual dexterity; physical co-ordination; continence; ability to lift, carry or move everyday objects; speech, hearing and eye sight; memory or ability to concentrate, learn or understand; perception of the risk of physical danger.

over (Welsh Government, 2016e). 69.6 per cent of all those receiving support had a physical or sensory disability or frailty. The remaining recipients were receiving care due to a mental health condition (13.5 per cent), learning disability (13.1 per cent), substance misuse (0.6 per cent) or due to their status as 'other vulnerable people' (3.2 per cent). Those aged 65 and over made up the majority of these groups, with the exception of learning disability and substance misuse where the 18-64 age group made up over 85 per cent of each (Stats Wales, 2016b). Higher proportions of those with mental health conditions (34.7 per cent) and 'other vulnerable people' (20.9 per cent) were receiving services in care homes than in the other client groups and than the overall proportion (18.0 per cent).

Gender Identity

- 8.20 Very little evidence is available on the experiences of transgender people with health and social care. The evidence reported in this section is based on smaller-scale and/ or action research and may not be generalisable.
- 8.21 Some transgender people report experiencing 'negative interactions' within general health services (Welsh Government, 2014d). Transgender people also report little awareness or understanding of their needs among staff in Genito-Urinary Medicine (GUM) clinics, resulting in increased apprehension and reluctance to attend. These clinics are generally gender-segregated, resulting in the unwanted 'outing' of some service users (LGBT Excellence Centre, 2012).
- 8.22 Recent research suggests an increased prevalence of mental health issues among trans people. A 2012 study based on a UK non-random sample of 889 participants identified high rates of diagnosed depression and anxiety, and reported that 35 per cent overall had attempted suicide at least once (McNeil et al., 2012). High rates of attempted suicide were also found in a 2015 study in England, which found that 48 per cent of trans young people had made at least one suicide attempt compared with 26 per cent of cisgender [i.e. not trans] young people in the sample (Nodin et al., 2015), although considerable difference in the group sizes here should be noted.

- 8.23 Some individuals who are seeking gender reassignment have difficulties in getting referrals from GPs (Welsh Government, 2014d). Negative interactions in Gender Identity Clinics (GICs) have also been reported. Data published by UK Trans Info on waiting times, collected via FOI requests from GICs, indicates that as at the end of October 2015 63 per cent of patients on the waiting list for UK GICs had been waiting over 18 weeks and 14 per cent had been waiting for over 52 weeks (this was 65 per cent and 16 per cent respectively for the Charing Cross clinic where all adult patients in Wales are referred). The average waiting time for patients seen for the first time between August and October 2015 was 38 weeks (52 weeks for Charing Cross; the estimated waiting time of someone referred end of October 2015 provided by this clinic was 32-52 weeks) (UK Trans Info, 2016).

Marriage and Civil Partnership

- 8.24 We have found little available data related to marriage/civil partnership and health status in Wales. ONS data is available on the number of suicides by marital status from death registrations of those aged 16 and over in Wales and England between 2002 and 2015. The corresponding crude mortality rates, while not age-standardised, are lower for the married group and higher for the divorced group (ONS, 2016h). This corresponds with trends described in earlier analyses of suicide and marital status in Wales and England, where married people were observed to be at lower risk than those who are not. The research also considers the effect of marital status within the context of the wider set of contributory factors (Griffiths et al., 2008).

Pregnancy and Maternity

- 8.25 Of the 30, 164 deliveries in Welsh hospitals in 2014-15, 61 per cent were unassisted, and 26 per cent were by caesarean section (11 per cent elective and 15 per cent emergency caesareans) (Welsh Government, 2015f). Forceps and vacuum assisted deliveries accounted for 8 per cent and 5 per cent of deliveries, respectively. See Table 32 for further detail. Twenty-five per cent of deliveries were induced, and the most common complication was perineal laceration, recorded in 38 per cent of deliveries. Perineal laceration

and caesarean sections are associated with an increased risk of health complications for mothers.

- 8.26 In 2015, of births with known breastfeeding status, 60 per cent were breastfed at birth. 18 per cent of births had no breastfeeding status recorded. Babies of older mothers were more likely to be breastfed than those with younger mothers (Welsh Government, 2016h). This broadly corresponds with evidence reported in the previous review from the 2010 Infant Feeding Survey, which identified higher incidences of breastfeeding in the UK overall among mothers aged 30 or over, as well as those from BME groups, those who left education aged over 18, those living in the least deprived areas, and those in managerial or professional occupations. The survey also estimated rates of initial breastfeeding, which was 71 per cent for Wales – a lower rate than for England (83 per cent) and Scotland (74 per cent) and slightly higher than for Northern Ireland (64 per cent) (Health and Social Care Information Centre, 2012).
- 8.27 As we reported previously, evidence for inequality regarding young women's access to abortion services is unclear, but there has been an indication that the NHS is less likely than private clinics to carry out abortions after 13 weeks. This has the potential to cause inequality in access to abortion services (Welsh Government, 2014d: 7).

Table 32: Number of births by age of mother and delivery method, 2014-15

	All delivery methods							Unassist ed	Other deliveries (1)	All
	All caesarean			All instrumental						
	Elective caesarean	Emergency caesarean	All	Forceps cephalic	Vacuu m	All				
All ages	3,402	4,540	7,942	2,339	1,487	3,826	18,296	100	30,164	
13-15	2	5	7	4	3	7	23	-	37	
16-19	45	197	242	117	115	232	1,091	3	1,568	
20-24	356	807	1,163	470	328	798	4,153	14	6,128	
25-29	916	1,325	2,241	703	452	1,155	5,743	24	9,163	
30-34	1,134	1,350	2,484	706	378	1,084	4,774	37	8,379	
35-39	725	677	1,402	291	174	465	2,109	16	3,992	
40-44	208	167	375	44	35	79	390	5	849	
45-49	15	10	25	4	2	6	12	-	43	
50 and over	1	2	3	-	-	-	1	1	5	

Source: Patient Episode Database for Wales (PEDW), NWIS.

(1) Includes breech extraction, other breech, cephalic vaginal delivery with abnormal presentation of head, and caesarean hysterectomy.

Race

Health

- 8.28 The 2011 Census remains the most detailed source of data we have in relation to health and ethnicity. As we previously reported, there are differences in self-reported health status for different ethnicities (Table 33). White people are the least likely to report their health as being Good or Very good (77.4 per cent). Each other ethnic group is roughly 10 percentage points higher than this. Similarly, white people are more likely to report Bad or Very bad health status. One notable exception to this general trend is for Gypsies and Irish Travellers, 18.5 per cent of whom report Bad or Very bad health. Note that this data has not been adjusted for age, and caution should be used when comparing groups due to smaller sub-group size.
- 8.29 This broad picture is also seen in aggregated data from the National Survey for Wales across multiple years from 2012-2015. While this only allows analysis according to two broad groupings ('White - Welsh/English/Scottish/Northern Irish/British' and 'All other ethnic groups'), self-reported health as either 'Very good' or 'good' is lower for the White group (Stats Wales, 2015a).

Table 33: Percentage of the population by self-reported health status and ethnic group, Wales, as at 27 March 2011

Ethnic group	Very good	Good	Fair	Bad	Very bad
All people	46.6	31.1	14.6	5.8	1.8
White	46.2	31.2	14.9	5.9	1.8
Mixed or multiple ethnic group	58.5	27.0	9.3	3.9	1.3
Asian/Asian British	55.2	33.2	8.4	2.5	0.8
Black/African Caribbean/Black British	60.5	27.1	8.2	2.9	1.2
Other ethnic group	59.4	28.0	7.7	3.3	1.5

Source: Office for National Statistics, 2011 Census

- 8.30 The aggregated data from the National Survey for Wales (2012-2015) also show that the White (Welsh/ English/ Scottish/ Northern Irish/ British) group was more

likely to be satisfied with care received at a hospital appointment than those from all other ethnic groups.

Social care

- 8.31 As at 31 March 2015, there were 5,500 looked after children in Wales (Stats Wales, 2016e). The majority of these (92.8 per cent) were white, 5.6 per cent were children from BME backgrounds, with 3.2 per cent from mixed backgrounds, 1.2 per cent from Asian or Asian British backgrounds, 0.8 per cent Black or Black British backgrounds, and 0.5 per cent from 'other' backgrounds. Ethnicity was unknown for 1.5 per cent (Stats Wales, 2016e).
- 8.32 Children from ethnic minorities may be at a slightly greater risk of being classified as 'In Need' (Stats Wales, 2016e). As at 31 March 2015, 88.7 per cent of children in need were white, and 6.0 per cent were from BME backgrounds (5.3 per cent were unknown). This category includes looked after children, as well as those 'on the child protection register, but not looked after' and 'children in need, but not looked after, and not on the child protection register'. The proportion of children from BME backgrounds was highest in the latter group, at 6.4 per cent. The proportion for whom ethnicity was unknown was highest for those 'on the child protection register, but not looked after' (9.5 per cent).

Religion and Belief

- 8.33 Data from the census remains the most detailed for examining health by religion or belief. As previously reported, there is some variation in self-reported general health by this category (ONS, 2011). For the population as a whole, 77.8 per cent of people report Good or Very Good health. Hindus (89.5 per cent), Muslims (86.3 per cent), Sikhs (83.9 per cent) and those with no religion (84.4 per cent) are more likely to report Good or Very Good health. Christians (74.5 per cent), Jewish people (70.6 per cent) and those from 'Other religions' (67.4 per cent) are less likely to report good health. This is likely to be associated with differing age profiles among religious groups, with self-reported health declining as age increases. The census data show that Christians and Jewish people had an older age profile than the overall population, and Muslims, Sikhs and those with no religion had a lower age profile. The overall figures thus mask some marked variation within broad age categories – for instance, in the 65 and over group, a higher proportion of Muslims (32.5 per cent) reported Bad or Very bad health than was reported for this age group overall (19.3 per cent). However, some groups show consistently higher/

lower reported health, even when breaking down by broad age group. For example, while Hindus have a slightly younger age profile than the overall population, this group were most (or joint most) likely to report Good or Very good health in each age category. It is important to note that comparisons are again problematic due to differences in the sizes of these groups.

- 8.34 Aggregated data from the National Survey for Wales (2012-15) provides a slightly more recent view. Of the three groups for which data are available ('No religion', 'Christian' or 'Another religion'), Christians are slightly less likely to report good health. This is again likely to reflect the older age profile of this group (Stats Wales, 2015b).

Sex

Health

- 8.35 In Wales there is a continuing difference in 'at-birth' life expectancy between males and females (ONS, 2015d). As indicated above, girls born in 2012-15 have a life expectancy of 82.3 years, compared to 78.5 years for boys, which is a difference of 3.8 years. While overall life expectancy is gradually increasing, the gap between genders has closed only marginally over this time (by 1.8 years since 1991-1993).
- 8.36 This effect is slightly lessened for life expectancy of those aged 65 in 2012-14. Here women have a life expectancy of (an additional) 20.6 years (to age 85.6), compared to 18.2 years for men (to age 83.2). This is a gap of 2.4 years, which has narrowed by 1.4 years since 1991-1993 (ONS, 2015d).
- 8.37 The Welsh Health Survey (Welsh Government, 2016v) reports on several other indicators split by gender. Men are slightly more likely to smoke than women, and are more likely to be overweight (although similar proportions of men and women are classified as obese). They are also more likely to be physically active. There is a larger difference for alcohol consumption, with men more likely to consume alcohol at levels above the guidelines (45 per cent, compared with 34 per cent for women) and to binge on alcohol (30 per cent, compared with 19 per cent for women).
- 8.38 The Health Behaviour in School-Aged Children survey provides similar information for children aged 11-16. A similar proportion of girls and boys reported smoking at least once a week. Boys were slightly more likely to report drinking alcohol at least once a week, while a higher proportion of girls reported having more than one drink on a typical day when drinking. Girls were less active than boys, but were more likely to report eating fruit and vegetables on a daily basis and less likely to be

overweight/ obese. The survey also identified that boys are consistently more likely than girls to have suffered an injury, while girls were more likely to report suffering from health complaints on a weekly basis, and rate their life satisfaction lower than boys (Welsh Government, 2015a).

Table 34: Percentage of adults over 16 experiencing illness, Wales 2015

Illness	Sex		
	Men 16+	Women 16+	Persons 16+
Any illness	47	54	51
Mental Illness	10	16	13
Limited at all	31	36	33
Respiratory illness	13	15	14
SF-36 Physical component summary score (a)	49.8	48.1	48.9
SF-36 Mental component summary score (a)	50.5	48	49.2

(a) Mean score, higher scores indicate better health or well-being.

Source: Welsh Health Survey 2015

- 8.39 Women are also more likely to suffer from ill health of varying types (Table 34), including mental health conditions. However, this difference is not strongly reflected in the number of formal/informal admission to mental health facilities (Welsh Government, 2016d). As noted above, data on suicide registrations show a consistently higher rate for men than women, and this is the case across all age groups.

Social care

- 8.40 Of the 5,500 looked after children in Wales (as at the 31 March 2015), the majority (54.1 per cent) were boys (Stats Wales, 2016f). All males account for 49.2 per cent of the population, but boys aged 0-15 account for 51.3 per cent of the population. Even with this larger proportion, it seems clear that boys are at greater risk of going into care than girls.
- 8.41 Specific gender differences have also become apparent in our data on Children in Need⁴⁹ (Stats Wales, 2016f). Boys account for 55.0 per cent of such children (excluding children unborn at 3 March 2015). They are thus more likely to receive this classification. They also comprise 80 per cent of children in the CIN census recorded as having ASD.

Sexual Orientation

⁴⁹ Children in need are defined as those who receive social services from their local authorities, including children looked after by local authorities.

- 8.42 Aggregated data from the National Survey for Wales (2012-15) allows some breakdown of survey responses by sexual orientation. Given the small sample sizes even over multiple years in the LGB groups, however, the breakdown is only available for respondents identifying as 'Heterosexual' and for 'All other responses' (this includes those who refused an answer, or responded 'don't know', as well as gay/lesbian, bisexual and other). According to this breakdown the proportion of people reporting their health as Very good or Good is slightly lower for 'All other responses' than for the 'Heterosexual' group. No major differences between these groups are observable in other key health-related topics, including satisfaction with care, and treated with dignity and respect, at hospital appointments (Stats Wales, 2015c).
- 8.43 As we previously reported, some small studies found that 56 per cent of Lesbian, Gay and Bisexual (LGB) respondents had contact with health services in the year preceding the studies, and of these 21 per cent were dissatisfied (Bevan Foundation, 2009). In terms of dissatisfaction, Stonewall Cymru reported that 49 per cent of lesbian and bisexual women surveyed had a negative experience accessing health care services in the previous year (2008), and that 28 per cent of gay and bisexual men who had accessed healthcare services reported a negative experience related to their sexual orientation (2012a). The Bevan Foundation also reports that 8 per cent of LGB respondents felt that they had experienced some discrimination at their GP, and 7 per cent felt discriminated against by their local hospital/health service (2009).
- 8.44 Evidence is also available from a small sub-sample (n=189) of respondents from Wales in a wider survey of health and social care staff across Britain. The findings indicate some issues around discrimination and understanding of LGBT health concerns in the health and social services sector in Wales. This includes 30 per cent of staff having heard colleagues use negative or discriminatory language about LGB people in the last five years, and 57 per cent 'with direct responsibility for patient care don't consider sexual orientation to be relevant to an individual's health needs' (Stonewall Cymru, 2015b: 6).
- 8.45 As previously outlined, during pregnancy, same-sex parents or co-parents have reported reluctance to disclose their family status to health professionals, and also report mixed experiences of whether they feel included by maternity professionals (Welsh Government, 2014d). Stonewall Cymru's 2014 study with 969 gay/lesbian and bisexual people, report that 72 per cent expect 'that they would face barriers to

selection as a foster carer if they were open about their sexual orientation' (Stonewall Cymru, 2014: 18).

- 8.46 With regard to mental health, a 2015 study in England identified significantly higher reported rates of attempted suicide and self-harm among young (under 26) LGB people than young heterosexual people. The most recent evidence we have found for Wales is as reported previously: the Stonewall school report indicates that 49 per cent of lesbian or bisexual schoolgirls had symptoms consistent with depression, as did 29 per cent of gay or bisexual schoolboys (2012c); 23 per cent of respondents to this survey had attempted suicide at some point in the past; in 2012, 3 per cent of adult bisexual men and 2 per cent of gay men who responded to a survey indicated that they had attempted suicide in the previous year (Stonewall Cymru, 2012a); a similar survey of lesbian and bisexual women reported that 6 per cent of respondents had attempted suicide in the year prior to the survey (Stonewall Cymru, 2008).

9. Participation in the arts & sports

Age

- 9.1 In summarising data from the 2015 Children's Omnibus Survey, the Arts Council of Wales state

Arts attendance among children and young people has increased slightly from 2014, with almost 9 in 10 (88.7 per cent) attending any of the 9 art forms (including carnivals and street arts) once a year or more in 2015...

Continuing the established trend, younger children are more likely to attend the arts than older children and young adults. Furthermore, the largest year-on-year increase in attendance levels has been seen amongst those children aged 7-10 (up 3.4 percentage points to 96.3 per cent)

(Arts Council of Wales, 2016a: 6).⁵⁰

- 9.2 In 2015 the highest level of participation in the arts was also recorded, with 88.5 per cent of children and young people participating in arts activities once or more times in the year.⁵¹ In a similar pattern to attendance, younger children also have higher rates of participation than older children and young people. Table 35 sets out attendance and participation by age.

Table 35: Attendance at arts events and participation in arts activities of children at least once a year by age, Wales (2015)

Age	Participated in arts activities	
	Attended arts event (%)	(%)
7-10	96.3	98.5
11-15	86.6	92.9
16-18	82.1	67.3

Source: Arts Council of Wales, 2016

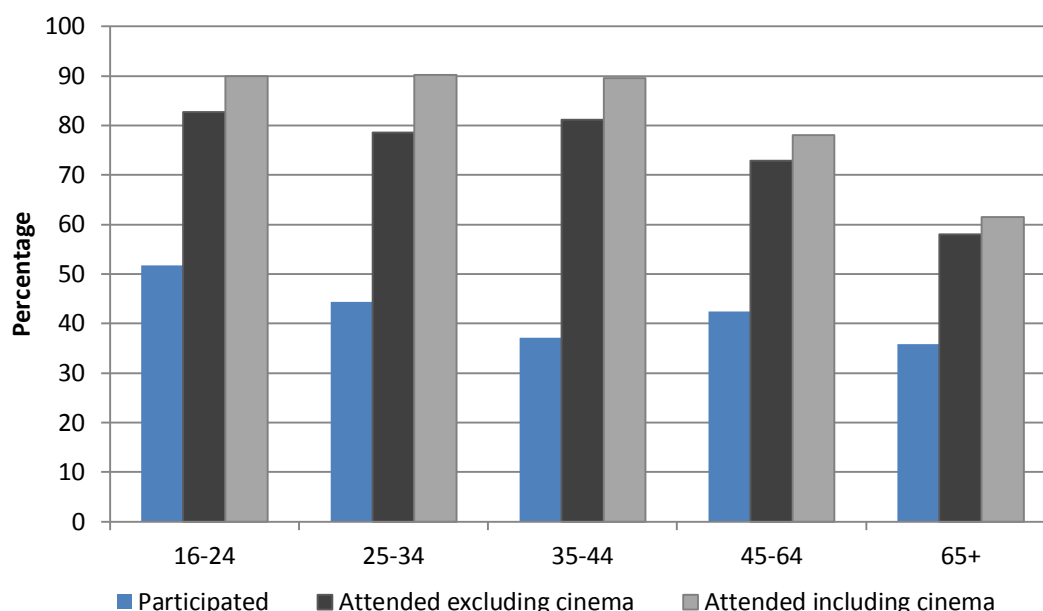
- 9.3 A separate Arts Council survey in 2015 (Arts Council of Wales, 2016b) examined attendance at and participation in the arts amongst adults. This survey used slightly different criteria, so the data cannot be directly compared with the data for children in Table 35.
- 9.4 In terms of age, the Arts Council found that 'adults aged 16-24 and 25-34 are more likely than any other age groups to attend an arts event at least once a year (90.0

⁵⁰ The nine art forms are: plays; musicals; opera; classical music; other live music; dance performances; art or craft galleries or exhibitions; readings, story-tellings and other literature events; carnivals and street arts.

⁵¹ Arts activities are: music activities; drama or theatrical activity; dance activity; film and video making or photography; visual arts and crafts; digital arts; creative writing.

per cent & 90.2 per cent respectively). The level of attendance declines as we move through the age groups, with the lowest level being recorded by those aged 65+ (61.5 per cent)' (Arts Council, 2016b: 5).⁵² The younger age groups continue to show higher attendance rates when 'cinema' is excluded (see Figure 7).

Figure 8: Percentage of attendance at events and participation in arts activities of adults at least once per year, Wales (2015)



Source: Arts Council of Wales, 2015

9.5 A recent upward trend is observable for participation in arts activities amongst adults with 41.2 per cent in Wales taking part in at least one of seven arts activities in 2015.⁵³ This is up from 40.1 per cent and 34.9 per cent in 2014 and 2013 respectively. In terms of age, while the two younger groups show the highest rates for 2015, the trend is more mixed than that for attendance (see Figure 7).

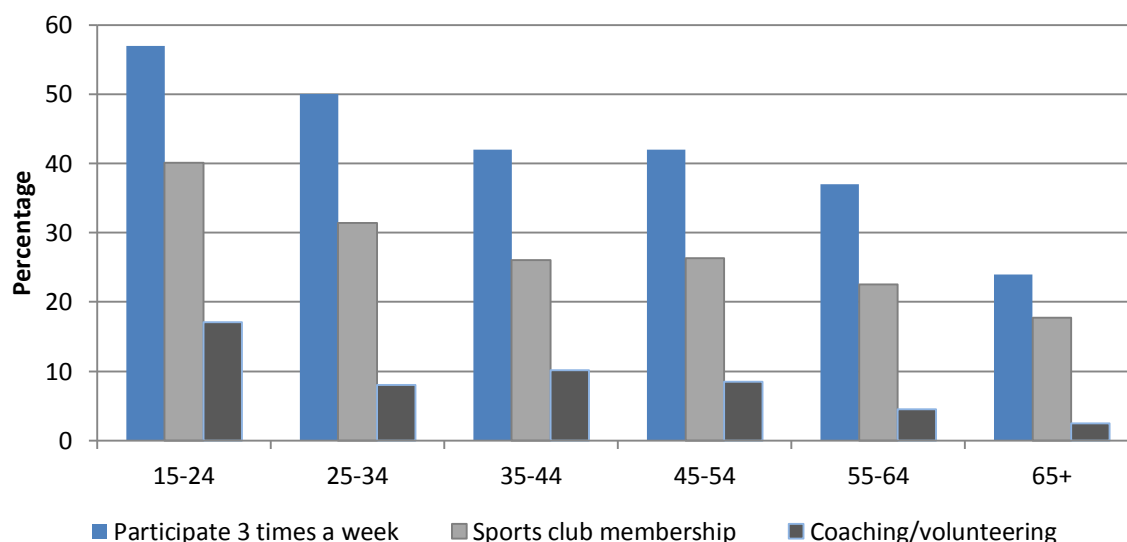
9.6 Sport Wales carried out separate surveys of participation by adults (2014) and school children (2015) in sporting activities. Figure 8 shows a breakdown of the Active Adults survey by age. Consistent with data reported in the previous review, younger people remain more likely to participate in sporting activities three or more

⁵² Events are: cinema; musical (not opera); opera; ballet; contemporary dance; plays; classical music (concerts/recital); jazz (concert/performance); folk, traditional or world music; other live music; art or craft galleries or exhibitions; readings, story-tellings and other literary events; carnivals and street arts; arts festivals (e.g. Music, Dance, Drama, Literature).

⁵³ Arts activities are: music of any kind including singing, playing or helping out in a choir, operatic society, brass band, orchestra, folk, rock or jazz group; drama or theatrical activity of any kind; dance activity of any kind; film and video making, or photography other than family, holiday or party snaps; visual arts and crafts, for example painting, sketching, computer graphics, pottery, wood-turning, jewellery making, weaving, textiles, knitting or sewing; creative writing, for example poetry or stories; digital arts, for example creating and making arts using digital technology.

times a week and to have a sports club membership.⁵⁴ This trend is also seen for those involved in coaching/volunteering, with the exception of the 25-34 age group (Sport Wales, 2016).

Figure 9: Percentage of participation in sport activities by age, Wales (2014)



Source: Active Adults Survey, 2014

9.7 The School Sports survey indicates that younger pupils are slightly more likely to participate in extracurricular sport at least three times a week, with the highest percentage in Years 5 and 6 (51.5 per cent) and the lowest percentage in Years 10 and 11 (44.7 per cent). The overall percentage of pupils (Years 3 to 11) participating on three or more occasions per week in 2015 was 48.0 per cent. Primary-aged children (Years 3 to 6) were also more likely than secondary-aged pupils (Years 7 to 11) to indicate their enjoyment of doing sport in school clubs, with 69.4 per cent of primary-aged children enjoying it ‘a lot’ compared with 39.2 per cent of secondary-aged (Sport Wales, 2015).

9.8 The Welsh Outdoor Recreation Survey, conducted every three years by Natural Resources Wales, measures adult participation in outdoor recreation activities. Findings from the most recent survey indicate that age is a factor in taking visits to the outdoors. While overall the majority of adults (93 per cent) had taken a visit to the outdoors in the last twelve months, the proportion who had taken a visit in the

⁵⁴ In contrast to the School Sports survey, participation in sport in the Active Adults survey is not defined in relation to extracurricular activity only.

75+ age group was significantly lower at 71 per cent (Natural Resources Wales, 2015).⁵⁵

Disability

- 9.9 The Active Adults survey contains data about attendance at or participation in the arts in the previous four weeks (Sports Wales, 2016).⁵⁶ This provides some insight into the relationship between rates of attendance or participation and long-term illness or disability. Lower rates of attendance (25.7 per cent) and participation (10.3 per cent) in the arts were recorded for people reporting a mental or physical condition or illness (expected to last longer than 12 months) than for those without (37.6 per cent and 11.4 per cent respectively), with a notable gap in attendance rates in particular.
- 9.10 This pattern broadly follows that identified by the Arts Council of Wales in its general survey on 'Arts in Wales' (2010), as we reported in the previous review. This survey found that 71 per cent of people who are disabled or have a long term illness attended an arts event, a figure much lower than the figure for all other respondents (90 per cent).
- 9.11 As with those findings, however, lower proportions for those with a mental or physical condition or illness in the Active Adults survey may reflect the higher incidence of older people in this category. Age appears to be a factor for arts attendance in particular, with 47.7 per cent of 15-24 year olds attending an event in the previous four weeks, compared to only 20.7 per cent of those aged 65 and over (Sports Wales, 2016). This association is also indicated in recent National Survey for Wales data (2014-15), in which the 75 and over group had the highest percentage of those choosing 'health not good enough' as the reason for not visiting an arts event, a museum or a historic place in the previous twelve months (Welsh Government, 2016n).
- 9.12 Participation in sporting activities is also lower for those with a long-term mental or physical condition or illness (Sports Wales, 2016). Compared to those who do not

⁵⁵ Visits to the outdoors are defined by taking part in one or more of the following activities: walking; road cycling; off-road cycling or mountain biking; horse riding; fishing; rock climbing or caving; motorised water sports; other water sports; swimming outdoors; snow sports; field sports (shooting/hunting); air sports (hang gliding/ballooning); wildlife watching; running; sightseeing or visiting an attraction; off-road driving or motorcycling; picnicking (as a significant part of the activity); visiting children's playgrounds/taking children to play areas outdoors; informal games (e.g. frisbee or golf); other outdoor activities (Natural Resources Wales, 2015: 16).

⁵⁶ An arts event is defined in a slightly narrower way than for the Arts Council survey reported above, and includes: cinema, the theatre, ballet, opera, or a concert. Participation in the arts is more broadly defined, with illustrative examples only: e.g. singing, dancing, playing music, acting, painting, sculpting.

identify with this category, data from 2014 shows this group were less likely to participate regularly in sports (29.2 per cent, compared with 48.1 per cent), to be a member of a sports club (20.6 per cent, compared with 30.6 per cent), and to be a coach/volunteer (7.0 per cent, compared with 10.6 per cent).

- 9.13 The same trend is observable among schoolchildren. For those who have any disability or impairment, rates of participation in sport at least three times a week (40.2 per cent) and enjoyment of extracurricular sport (45.1 per cent) are lower than for those without (48.8 per cent and 53.7 per cent respectively) (Sports Wales, 2015).
- 9.14 A significantly lower percentage of individuals with a long-term illness or disability (84 per cent) took a visit to the outdoors in the last twelve months than the overall percentage (93 per cent). This compared with 96 per cent of those without a long-term illness or disability. As with above, this pattern also reflects the higher proportion of older people among those reporting a long-term illness or disability, with 20 per cent in this group aged 75+ compared with 6 per cent of those without a long-term illness or disability (Natural Resources Wales, 2015).

Gender Identity

- 9.15 While statistical data are lacking for this group, evidence from smaller-scale surveys or qualitative studies indicates two principal issues around the participation and experiences of transgender people in relation to sport and leisure activities (Women and Equalities Committee, 2016; Welsh Government, 2016t; LGBT Excellence Centre, 2012; Mitchell and Howarth, 2009).
- 9.16 The first of these is access barriers to gender-segregated facilities (i.e. changing rooms). There is evidence indicating that some transgender individuals are refused access to appropriate-gender facilities, while the fear or discomfort around this possible outcome in itself can act as a barrier to participation.
- 9.17 The second issue relates to participation in gender-segregated sports or activities, where barriers arise through issues such as fear of acceptance and others' perceptions of unfair advantages for trans women on women's teams. This issue is further compounded by evidence of inappropriate application, for example in university sport, of a provision in the law allowing exclusion of trans individuals'

participation in ‘gender-affected’ sport to ensure fair competition and safety (Women and Equality Committee, 2016).⁵⁷

Marriage and Civil Partnership

- 9.18 We are currently unaware of any data related to marriage/civil partnership and access to cultural or sporting activities.

Pregnancy and Maternity

- 9.19 We are unaware of any data related to pregnancy/maternity and access to cultural or sporting activities.

Race

- 9.20 The 2010 Arts Council survey reported on attendance and participation in the arts by Black and Minority Ethnic (BME) people. 83 per cent of BME respondents attended at least one event, and 75 per cent attended 2-3 (similar to the rates for white people at 86 per cent and 75 per cent). BME respondents were less likely than white respondents to attend other live music (41 per cent/ 51 per cent), art/craft galleries/exhibitions (31 per cent/ 39 per cent), musicals (19 per cent/ 31 per cent), and pantomime (12 per cent/ 29 per cent). They were more likely to attend readings/storytelling (18 per cent/ 10 per cent) and contemporary dance (18 per cent/ 8 per cent) (Arts Council of Wales, 2010).
- 9.21 In terms of sport participation, the group sizes in the Active Adults survey are not sufficient to enable analysis by ethnic background. However, some insight into participation is available from the School Sports survey, which indicates above average rates of participation in extracurricular sport at least three times a week by pupils in White (48.7 per cent), Mixed/Multiple ethnic (52.2 per cent) and Black/African/Caribbean/Black British (52.1 per cent) groups, with below average rates for pupils in Asian/Asian British (36.2 per cent) and Other Ethnic (39.5 per cent) groups (Sports Wales, 2015). It is likely that these overarching percentages mask further differences in participation by ethnic groups within these categories, as well as by other protected characteristics which intersect in different ways with ethnicity, including sex and religion or belief. For example, cultural attitudes around gender and sports are important in understanding low rates of participation among women from some South Asian communities (Long et al., 2015).

⁵⁷ A ‘gender-affected sport’ is defined as one ‘where the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender as competitors in events involving the sport’ (Women and Equality Committee, 2016: 32).

Religion and Belief

- 9.22 The Active Adults survey reports that those in the 'No religion or agnostic' group are more likely than average to participate in sporting activities three times per week or more (47.0 per cent, compared to the overall rate of 40.5 per cent). Participation is lower than average for Christians (35.9 per cent). While the data are not sufficient to look at other religious groups on this measure, some data are available on any participation in sport in the previous four weeks. Of the four groups for which data are available, three have rates above the Wales total (72.0 per cent): no religion or agnostic (77.4 per cent), Muslim (75.9 per cent) and 'Any other religion' (79.8 per cent). The Christian group is below average at 67.8 per cent. The lower rates of participation recorded for this group may reflect its older age profile than the population in general, with census data indicating 25.4 per cent of Christians in Wales are in the 65 and over group – for whom the rate of sports participation is the lowest – compared with 18.4 per cent of the population in this group overall (Sports Wales, 2016).
- 9.23 As we reported previously, a small survey of Hindu and Muslim women in the Vale of Glamorgan revealed that a lack of women-only leisure facilities is a key barrier to participation for these groups (Welsh Government, 2014e). Concern about participating in sport in a mixed environment for some Muslim women was further underlined in a recent qualitative study (Long et al., 2015).

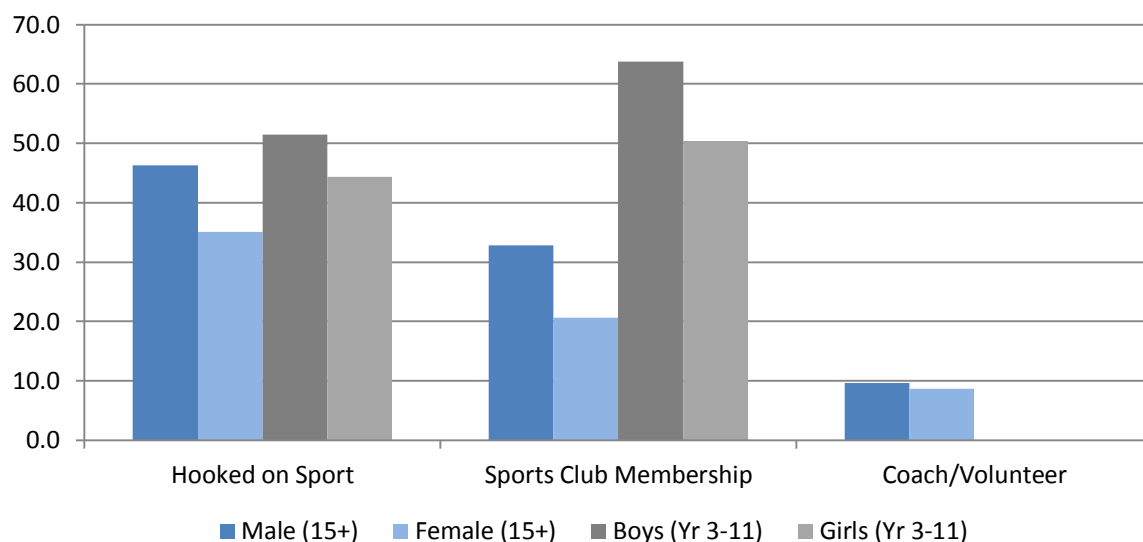
Sex

- 9.24 The Arts Council survey indicates that girls (aged 7-18) are more likely to attend at least one art event per year than boys, at a rate of 91.6 per cent of girls compared with 86.0 per cent of boys (Arts Council, 2016a). This gap is the widest seen in the past five years, although attendance for both groups has increased.
- 9.25 Conversely, the gap between girls and boys in overall participation in arts activities narrowed in 2015 to 1.5 percentage points from 3.1 the previous year. Girls remain more likely to have participated in the arts at least once a year. For some activities there are large inter-gender differences. For example, the gender gap in dance participation has grown since 2014, with 35.4 per cent of girls (34.6 per cent in 2014) having participated at least once a year compared with 14.1 per cent of boys (16.5 per cent in 2014). Girls also remain more likely to participate in drama or theatrical activities, with the gap staying at around ten percentage points (40.4 per

cent/ 30.1 per cent). Boys are more likely to participate in digital arts activities (45.2 per cent/ 40.2 per cent).

- 9.26 For adults, the difference between female and male attendance in arts activities grew in 2015 to 3.8 percentage points from 1.4 the previous year, with females more likely to attend (Arts Council, 2016b). Females remained more likely than males to attend musicals (25.5 per cent/ 15.6 per cent), and plays (34.8 per cent/ 25.9 per cent), while differences in other categories were generally quite small.
- 9.27 The gender gap in participation in the arts widened again in 2015, from a roughly equal proportion in 2014, with 44.6 per cent of females and 37.6 per cent of males participating in an art activity at least once in the year. The largest gap in the activity types was in visual arts and crafts where females were more likely than males to participate (30.6 per cent/ 18.2 per cent). Differences were small in the other categories, with the second largest gap in film/video/photography where males were more likely to participate (13.9 per cent/ 9.4 per cent).
- 9.28 The Active Adults and School Sports surveys both indicate a gender gap in terms of sport participation, with male participation higher (see Figure 9). Findings from the Active Adults survey show that relative to men, in 2014 women were less likely to participate in sport three or more times a week (35.1 per cent/ 46.3 per cent), to be members of a sports club (20.6 per cent/ 32.8 per cent), or to be a coach/volunteer (8.6 per cent/ 9.6 per cent) (see Figure 9). However, on all three measures, the gap has narrowed slightly since the 2012 survey.
- 9.29 The School Sports survey (2015) showed that girls are less likely than boys to participate in sport three or more times per week (44.4 per cent/ 51.5 per cent), or to be a member of a sports club (50.4 per cent/ 63.8 per cent) (Figure 9). Male pupils were also more likely to enjoy sport (both within and outside school), and express more confidence in trying new activities. While the gaps between girls and boys on these measures is only small for primary-aged pupils (2-3 percentage points), this widens among secondary-aged pupils, up to 21.2 percentage points between the proportion of girls and boys that enjoy P.E. 'a lot' (Sports Wales, 2015).

Figure 10: Percentage of adults and children by sport involvement, Wales



Source: Active Adults Survey, 2014 and School Sports Survey, 2015

Sexual Orientation

- 9.30 The Active Adults survey reports that gay or lesbian respondents were more likely to have had any participation in sporting activities in the previous four weeks than average (77.9 per cent/ 72.0 per cent) (Sports Wales, 2016). In 2014 Stonewall Cymru surveyed 969 gay/lesbian and bisexual people on a range of life experiences in Wales, including sport. Building on findings from their 2012 sport survey (Stonewall Cymru, 2012b) which we previously reported on, Stonewall Cymru found higher perceptions of barriers to sports participation among men, with bisexual men the group least likely to have participated in sport in the previous twelve months (Stonewall Cymru, 2014). The survey also identified that among respondents 24 per cent of gay men who play team sports played for a team specifically for LGB people. This compared with 7 per cent of lesbian survey respondents. Fifty-five per cent of all respondents indicated that they would be more likely to consider joining a team if it was LGB-friendly.

10. Physical security

Age

- 10.1 Younger age groups are at higher risk of being victims of violent crime⁵⁸ and intimate violence⁵⁹, according to data reported from the Crime Survey for England and Wales. EHRC analysis of this data for 2012/13 provides a breakdown for respondents in Wales by protected characteristic, and shows that ‘the reported experience of violent crime was lower for all age groups aged 35 and over compared with those aged 16–24’, for whom the percentage reporting experience of violent crime in the past 12 months was 8.5 per cent (EHRC, 2015d: 98). While data is only available for Wales and England combined for the 2014/15 Crime Survey, this continued to show that those aged 16-24 were more likely than other age groups to be the victim of a violent crime. It also shows that ‘the prevalence of intimate violence was highest amongst younger age groups and decreased with age’. Both women and men in the younger age groups were more likely to be victims of domestic abuse than in older age groups, with the highest percentage (of all age groups) of people who had been a victim of abuse in the last year for women aged 16-19 (12.6 per cent) (ONS, 2016b).
- 10.2 Age has also been highlighted as a factor in the experience of hate crimes. Worry associated with hate crime has a large effect on the quality of life of young victims (16-19), with hate-related bullying in schools reported to be a significant problem. Of those hate crimes motivated by age itself (though the data does not indicate what ages were targeted), victims were most likely of all groups not to report the crime to police because it was believed they could not do anything to help (Race Equality First, 2014: 14).
- 10.3 As previously reported, data from the 2013/14 National Survey for Wales indicates how safe respondents feel in their homes and in public spaces. Older people aged 75 and over were most likely to feel unsafe (36 per cent, compared with 21 per cent for all age groups) when walking alone in their local area after dark, and on public transport after dark (34 per cent, compared with 21 per cent for all age groups). However, older people did not feel any more unsafe than other age groups when at home after dark (Stats Wales, 2014).

⁵⁸ ‘Violent crime covers a wide range of offences, from minor assaults such as pushing and shoving that result in no physical harm through to serious incidents of wounding and homicide’ (ONS, 2016e).

⁵⁹ ‘Intimate violence is the collective term used to describe domestic abuse, sexual assault and stalking’ (ONS, 2016e).

- 10.4 Data collected on the protection of vulnerable adults in Wales for 2014-15 provides information about the characteristics of adults who may be at risk of harm. In 2014-15, the data show that 'the most common victims of alleged abuse continue to be women aged 65 and over, who made up 46 per cent (1,845) of all completed referrals [for adult protection] in 2014-15; 63 per cent (2,550) of completed referrals were for women' (Welsh Government, 2016q: 6). Alleged abuse was more likely to occur in the vulnerable adults' own homes or in care homes than in other settings.

Disability

- 10.5 The Crime Survey for England and Wales shows that, in 2014/15 for Wales and England combined, 'both women and men with a long-term illness or disability were more likely to be victims of any domestic abuse in the last year (16.0 per cent and 8.8 per cent respectively), compared with those without a long-term illness or disability (6.8 per cent and 3.2 per cent respectively)' (ONS, 2016e).
- 10.6 Disability was recorded as a motivating factor in 10 per cent of all recorded hate crimes in Wales in 2015/16 (Home Office, 2016).⁶⁰ Analysis of hate crime strand by offence type in Wales and England in 2015/16 suggests that where disability is a motivating factor, this is more likely to be in violence against the person offences and 'other notifiable' offences⁶¹, when compared with the breakdown of offence type by hate crime overall (see Table 36).

Table 36: Percentage of offence types within each hate crime strand, Wales and England, 2015/16

Offence type	Monitored hate crime strand					Total
	Race	Religion	Sexual orientation	Disability	Transgender	
Violence against the person	31	33	42	43	42	34
with injury	8	6	13	11	11	9
without injury	23	27	30	32	31	25
Public order offences	59	50	46	31	47	55
Criminal damage and arson	7	14	6	9	4	7
Other notifiable offences	3	3	5	17	7	4

Source: Home Office

⁶⁰ The motivating factor is recorded according to the victim's perception, and it is on this basis that the hostility element of hate crimes are recognised. See Home Office (2016: 21).

⁶¹ Other notifiable offences included crimes such as theft, burglary and sexual offences, for example.

- 10.7 Disabled victims of hate crime surveyed by Race Equality First were the second most likely group to suffer multiple impacts as a result of their experience, and also to contemplate suicide. They are more likely than other groups to consider moving out of their area or concealing that they are disabled. Half of the victims in this group, in relation to their most serious incident, knew their perpetrator (Race Equality First, 2014: 15).
- 10.8 Results from the 2013/14 National Survey for Wales suggest that those with a limiting long-term illness feel less safe than those without. Higher proportions of those with a limiting long-term illness reported feeling unsafe after dark at home (8 per cent, compared with 3 per cent of those without), when walking in the local area (35 per cent, compared with 17 per cent) and when travelling by public transport (34 per cent, compared with 16 per cent) (Stats Wales, 2014). This finding is supported by EHRC analysis of the 2012/13 Crime Survey for England and Wales, which found a statistically significant difference between disabled and non-disabled people in Wales in the percentage who feel very unsafe or unsafe being alone at home or in local area (during the day or after dark), at 36 per cent, compared with 26 per cent of non-disabled people (EHRC, 2015g).
- 10.9 Data on the protection of vulnerable adults for 2014-15 provide information about the main category of vulnerability. Forty-two per cent of completed referrals for adult protection were for adults with a physical disability or frailty, 20 per cent were for adults with an organic mental health problem (due to brain impairment rather than a psychological cause), and 17 per cent for adults with a learning disability. The main category of vulnerability varies with age, with adults with a learning disability making up the largest group (46 per cent) of the 18-64 age group. Those with a physical disability or frailty accounted for 54 per cent of completed referrals in the 65 and over group. There were few differences in these proportions by sex for the 65 and over group. In the 18-24 group, males were more likely to have a learning disability as the main category, whereas females were more likely to have a physical disability or functional mental health problem (Stats Wales, 2016q).

Gender Identity

- 10.10 Thirty-five transgender hate crimes were recorded in Wales in 2015/16. These accounted for 1.5 per cent of the total number of hate crimes recorded in Wales (Home Office, 2016). As seen in Table 36 (above), data from Wales and England suggests the type of offence for transgender hate crime is slightly more likely to be violence against the person, than for hate crime overall.

- 10.11 It has been reported that safety in public spaces is a significant concern for transgender people, particularly in town centres at night (LGBT Excellence Centre, 2012). This is supported by the findings of the All Wales Hate Crime Research Project. Of all the protected groups surveyed, transgender respondents were most likely to fear hate crime; most likely to experience multiple impacts from their experience; and were ten times more likely to have suicidal thoughts. This group generally did not know the perpetrator (67 per cent). Of those surveyed that did not report the hate crime, 21 per cent said they did not do so because of a previous negative experience (Race Equality First, 2014: 19).

Marriage and Civil Partnership

- 10.12 The percentage of women experiencing domestic abuse in the previous year varies according to marital status, as indicated in data from the 2014/15 Crime Survey for England and Wales. For Wales and England combined, the highest percentages were observed for separated women (19.8 per cent) and women who are divorced /have a legally dissolved partnership (18.7 per cent), compared with the lowest (3.6 per cent) for married/ civil partnered women. The percentage of men experiencing domestic abuse varied by marital status in a similar pattern, but with lower proportions in each category. This ranged from 9.4 per cent of separated men to 2.4 per cent of married/ civil partnered men (ONS, 2016e).

Pregnancy and Maternity

- 10.13 Many victims of domestic abuse experience this abuse whilst pregnant. A UK review on maternal safety reported that between 40 to 60 per cent of women experiencing domestic abuse are abused during pregnancy. It is also estimated that 30 per cent of domestic violence starts during pregnancy and that more than 14 per cent 'of maternal deaths occur in women who have told their health professional they are in an abusive relationship' (Lewis, 2007).

Race

- 10.14 Race was judged to be a motivating factor in 73 per cent of hate crimes recorded in Wales in 2015/16 (Home Office, 2016). Fifty-nine per cent of hate crimes in Wales and England that included a racially-motivated factor were recorded as public order offences, which is a higher percentage than for this type of offence for hate crime overall (see Table 36, above). Data are also available for Wales on the number of

racist incidents⁶², of which there were 2,613 recorded by police in 2015/16. This is an increase of 7 per cent from 2014/15 (Home Office, 2016).

- 10.15 Ethnic minority respondents to the Race Equality First survey were 1.5 times more likely than white respondents to think that hate crime has a negative impact on the community. The perpetrator was known to the victim for two thirds of respondents from ethnic minorities, in relation to their most serious incident (Race Equality First, 2014: 16).
- 10.16 Data on the protection of vulnerable adults in Wales is available by ethnicity. For the 2014-15 completed referrals for adult protection, 89 per cent of vulnerable adults were from a White background, and fewer than 2 per cent were from BME backgrounds. Information on ethnicity was unknown or refused for the remaining referrals (Stats Wales, 2016p).

Religion and Belief

- 10.17 There is considerable intersectionality between religious and racially motivated hate crime (Race Equality First, 2014: 16-17). In 2015/16, 5 per cent of hate crimes in Wales had religion judged to be a motivating factor and were recorded as such. Data on the type of offence is available for Wales and England combined (see Table 36, above), and shows that a higher percentage (14 per cent) of religion-based hate crimes were recorded in the offence category 'criminal damage and arson' than were recorded in this category overall (7 per cent) (Home Office, 2016).
- 10.18 A high percentage of victims of faith hate crime (78 per cent) reported in the Race Equality First survey that more than one perpetrator was involved, in relation to their most serious incidents. Fifteen per cent of faith related hate crime victims had chosen to conceal their religious identity in order to avoid future incidents (Race Equality First, 2014: 17).

Sex

- 10.19 The Crime Survey for England and Wales suggests that males are more likely to be a victim of violent crime than women. In 2012/13 in Wales, 3.8 per cent of males reported being a victim of violent crime compared with 1.5 per cent of females. Intersectional analysis by age and gender for Wales and England in 2012/13 shows an increased likelihood of being the victim of violent crime for males in each age

⁶² A 'racist incident' is defined as any incident, including any crime, which is perceived to be racist by the victim or any other person. The coverage is wider than for the race hate crime collection as non-notifiable offences, as well as notifiable offences, are included (Home Office, 2016).

group until the 75 and over group, although both the percentages overall and the gap between males and females generally decreases with age (EHRC, 2015d: 99, 102). Crime Survey data for Wales in 2012/13 for children aged 10-15 also shows that boys (11.3 per cent) are more likely to be a victim of violent crime than girls (2.6 per cent) (EHRC, 2015d: 105).

- 10.20 The Crime Survey also shows, conversely, that females are more likely than males to have experienced intimate violence, in all categories of abuse covered by this term. The 2014/15 findings for Wales and England combined show that women were twice as likely as men to have experienced domestic abuse (since age 16, and in the last year) and five times as likely to have experienced sexual assault (since age 16) (ONS, 2016e). Experimental data on domestic abuse-related offences recorded by the police between April and September 2015 suggests that in Wales 11 per cent of all offences were domestic abuse-related, and 33 per cent of violence against the person offences were domestic abuse-related (ONS, 2016e).
- 10.21 In the period 2015/16, there were 7,648 total prosecutions for violence against women and girls. The majority of these prosecutions were for domestic violence (6,664), with smaller numbers for rape (217) and sexual offences excluding rape (767) (Crown Prosecution Services, 2016). Roughly three quarters of prosecutions for domestic violence and sexual offences resulted in a conviction, while only just over half of prosecutions for rape resulted in a conviction (see Table 37).

Table 37: Number of prosecutions and conviction rate for violence against women and girls, Wales 2015/16

	Prosecutions	Successful	Unsuccessful	Conviction rate (%)
Domestic Violence	6,664	5,087	1,577	76.3
Rape	217	115	102	53.0
Sexual offences	767	566	201	73.8

Source: Crown Prosecution Service

- 10.22 Females are more likely than males to feel unsafe after dark at home, when walking in the local area or when travelling by public transport, according to data from the 2013/14 National Survey for Wales. While the difference between females and males in the percentage feeling unsafe at home after dark was small (3 percentage points), the gap was much larger for walking in the local area after dark (22 percentage points) and travelling by public transport after dark (20 percentage points) (Stats Wales, 2014).

Sexual Orientation

- 10.23 In 2015/16, sexual orientation was deemed a motivating factor in 15 per cent of hate crimes recorded in Wales. Hate crime data for Wales and England in 2015/16 shows that these hate crimes were more likely to involve offences including violence against the person than for hate crime overall, and had the highest percentage of offences involving injury (see Table 36, above) (Home Office, 2016). There is also evidence to suggest LGB people are more likely than heterosexual people to be the victim of crime (of any sort) (Hudson-Sharp and Metcalf, 2016: 37).
- 10.24 The Race Equality First survey found that respondents who were victims of homophobic hate crime were more likely (of groups covered by hate crime legislation) to physically retaliate during the incident (along with victims of transgender hate crime), avoid the location following the incident, and conceal some aspect of their identity. Respondents in this group were highly likely to be victimised by more than one perpetrator (78 per cent of respondents, in relation to their most serious incident). After transgender victims, this group is the second most likely to live in fear of hate crime (Race Equality First, 2014: 18).
- 10.25 While there has been little comparative research undertaken on patterns of domestic abuse by sexual identity, a recent research review summarises the current picture available of domestic abuse for LGB people. Estimates of prevalence vary, including rates between men and women in same-sex relationships; however, there is evidence to suggest that emotional abuse is one of the most common forms of domestic abuse experienced by LGB people, particularly lesbians, with physical or sexual abuse more likely to be experienced by men (Hudson-Sharp and Metcalf, 2016: 35). A qualitative research project in 2014 explored the barriers faced by LGBT people in accessing Domestic Abuse, Stalking and Harassment, and Sexual Violence Services in Wales. Based on interviews with professionals in the LGBT domestic and sexual violence sectors, and written submissions from LGBT people, the research identified barriers on three levels: individual (relating to LGBT people's knowledge and perceptions); interpersonal (relating to control/ abuse from others in relation to their sexual identity); and structural and cultural (relating to 'the way existing services have been designed with the needs of heterosexual, cisgender women in mind) (Welsh Government, 2014a: 1).

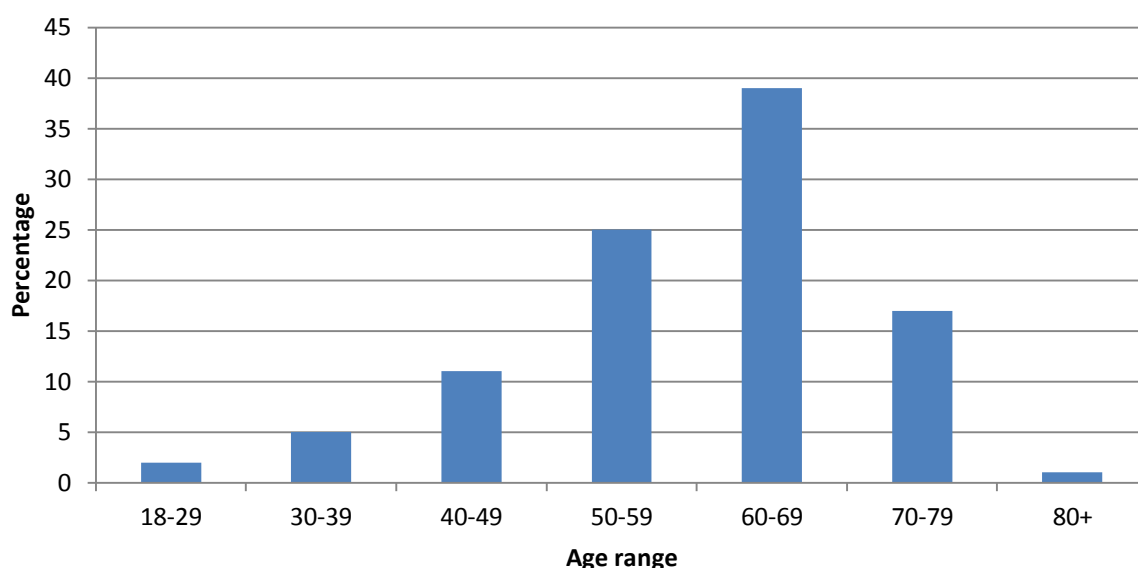
11. Public participation and representation

Age

- 11.1 Surveys conducted following national elections and referenda provide an insight into one aspect of political participation. The general trend seen from studies conducted following the UK general election in 2015, the National Assembly for Wales election and the EU referendum in 2016, is of higher proportions of voters among the older age groups.
- 11.2 The EHRC report analysis of the online panel data collected in the British Election Study. The EHRC note that ‘the use of an online survey means that the respondents may not be representative of the population eligible to vote, and this is supported by the high reported percentages voting (92.6% in 2015) compared with actual turnout (66.1% in 2015). For Wales, the proportion of participants in who confirmed they had voted in the 2015 general election (92.7 per cent) was similarly higher than voter turnout (65.7 per cent); however, these data show a general trend of an increasingly higher proportion of voters as age increases (with the exception of the 25-35 age group) (EHRC, 2015a).
- 11.3 Representative surveys conducted on behalf of the Electoral Commission show a similar difference for these age groups voting in the EU referendum and the National Assembly elections. Based on a sample of 751 adults in Wales in total, 84 per cent of the 18-24 age group said they had voted in the EU referendum, compared to 96 per cent of the 65 and over group (Electoral Commission, 2016a). The gap is more marked in the survey following the National Assembly elections in 2016 (n=701), where 55 per cent of the 18-24 age group said they had voted, compared with 88 per cent of the 65 and over group (Electoral Commission, 2016b: 128).
- 11.4 A reverse trend is observable for age relating to whether people feel they can influence decisions affecting the local area. Aggregated data from the National Survey for Wales over three years (2012-2015) provides a breakdown by smaller age groups and shows that the percentage of people agreeing they feel they can influence local decisions decreases with age (Stats Wales, 2015d).

- 11.5 A view on representation by age is available from the *Local Government Candidates Survey* (Welsh Government, 2013), as previously reported, which provides detailed data on the ages of councillors as at 2012 (Figure 10).⁶³

Figure 11: Percentage of elected local councillors by age, Wales 2012



Source: Local Government Candidate Survey

- 11.6 The data indicate that participation in public representation is more prevalent among older people. Sixty-one per cent of local councillors were male and over 50.

Disability

- 11.7 Survey data collected following the 2015 UK general election, the National Assembly for Wales election and EU referendum in 2016 suggest little difference between those who are disabled and those who are not in the proportion of people who vote (EHRC, 2015; Electoral Commission 2016a and 2016b).
- 11.8 Analysis of the 2013/14 National Survey for Wales shows that a lower percentage of people who identify as disabled feel they can influence decisions in their local area (20.9 per cent), compared with those who are not disabled (25.2 per cent). This difference was found to be statistically significant (EHRC, 2015f).
- 11.9 Welsh Government provides data on the chairs and members of executive Welsh Government Sponsored Bodies, Local Health Boards and NHS Trusts appointed by Welsh Ministers. Table 38 sets out the protected characteristics of board members across the different public bodies as at 1 April 2016, including the percentage who identify as disabled. These figures suggest that disabled people are underrepresented as board members, given that as at March 2016, 21.1 per cent of

⁶³ The next survey will next be conducted following the 2017 local elections.

the working age population of Wales identified as disabled (Stats Wales, 2016u).

However, disability data should be treated with a degree of caution, given that some people may be reluctant to declare disability.

Table 38: Composition of public boards by protected characteristic, Wales, April 2016

	Male %	Female %	Ethnic minority %	Disabled %
Executive	54	46	6	7
Advisory	58	42	2	2
National Parks	55	45	0	0
Local Health Boards	49	51	8	4
NHS Trusts	77	23	9	9
Community Health Councils	46	54	0.9	11
Unregulated	67	33	3	2

Source: Welsh Government

11.10 At local government level, in the 2012 survey of candidates, 14 per cent of elected councillors considered themselves to be disabled (91 per cent of these were over the age of 50) (Welsh Government, 2013: 24).

11.11 In terms of mental health, 98 per cent of elected councillors described their mental health as 'good' or 'very good', 2 per cent said that their mental health was 'fair', while less than 1 per cent said that it was 'poor' or 'very poor' (Welsh Government, 2013: 23).

Gender Identity

11.12 There is a lack of available data to explore the representation of transgender people in public office. A recent research review identifies barriers to the public participation of transgender people, which have been explored in qualitative research studies. The barriers identified primarily relate to expectations of discrimination in the process of appointment, as well as expectations of negative attitudes more widely if holding public office (Hudson-Sharp and Metcalf, 2016: 99-100).

Marriage and Civil Partnership

11.13 We are unaware of any data related to public representation and marriage/civil partnership status.

Pregnancy and Maternity

- 11.14 We are unaware of any data related to public representation and pregnancy or maternity status.

Race

- 11.15 Survey data collected following the 2015 UK general election, the National Assembly for Wales election and EU referendum in 2016 give a mixed picture for political participation through voting when considered by ethnicity. This may in part reflect the often very small numbers included in the samples of those from ethnic minority backgrounds. 2015 data following the general election shows little difference between White and BME groups in the proportion who voted. A lower proportion of those from BME backgrounds than from White backgrounds said they had voted in the National Assembly elections (50 per cent, compared with 73 per cent of the White group) and EU referendum (reported as 74 per cent, compared with 91 per cent of the White group) (EHRC, 2015f: 36; Electoral Commission, 2016a and 2016b).⁶⁴
- 11.16 Aggregated data from the National Survey for Wales (2012-15) and analysis of the 2013/14 National Survey for Wales suggest there is little difference between those from White and ethnic minority backgrounds in the percentage who feel they can influence decisions in their local area (Stats Wales, 2015a; EHRC, 2015b).
- 11.17 The overall proportion of people from BME backgrounds in Wales is relatively small, at just over 4 per cent of the total population in 2011. This varies by age group, with a higher proportion of BME people among the younger age groups, from 6.6 per cent of 16-24 year olds, 5.6 per cent of those aged 25-49, to 1.6 per cent of those aged 50 and over (ONS, 2011). According to this broad categorisation, those from ethnic minorities are represented to varying degrees of proportionality on the boards of public bodies, from (as at April 2016) just 0.9 per cent of those on Community Health Councils, up to 9 per cent of NHS Trust board members (Table 38, above). Within this data, there may be further variations in the representation of individual ethnic groups, though the small population sizes for these ethnicities make comparisons difficult.

⁶⁴ The survey found the overall proportion in Wales confirming they had voted in the referendum was 90 per cent. This compares with actual turnout of 71.7 per cent in Wales for the referendum. While the EU referendum survey followed a random design, the technical report notes the disproportionate representation of voters, compared with non-voters, obtained in the sample (for the UK overall). This is also in line with the outcomes from previous post-election opinion polls. It ascribes this trend to the increased receptiveness of voters (over non-voters) to opinion polls, and also speculates that 'it is probably regarded as more socially desirable to have participated in a civic event' (Electoral Commission, 2016b: 2).

- 11.18 The proportion of elected councillors from ethnic minority backgrounds is lower, as indicated in the 2012 local candidates survey, which reported that 0.6 per cent of elected councillors were from ethnic minority groups. None of these were female. A slightly higher proportion of unelected candidates were from ethnic minority groups – 2.8 per cent (Welsh Government, 2013: 13).

Religion and Belief

- 11.19 Survey data collected following the 2015 UK general election, the National Assembly for Wales election and EU referendum in 2016 shows slightly higher proportions of voters among Christians than those with no religion or from religious minorities (EHRC, 2015f; Electoral Commission, 2016a and 2016b). This may be related to the older age profile among Christians, given the higher proportions of voters among the older age groups.
- 11.20 Aggregated data from the National Survey for Wales (2012-15) and analysis of the 2013/14 National Survey for Wales suggest there is little difference between different religious groups, or those with no religion, in the percentage who feel they can influence decisions in their local area (Stats Wales, 2015b; EHRC, 2015b).
- 11.21 The survey of local government candidates in 2012 showed that 83 per cent of elected councillors said that they were Christian, 15 per cent had no religion, and the remaining 2 per cent said they were 'other' (including Judaism, Islam, Hinduism, Buddhism and any other religion). Among unelected candidates, the proportions with no religion and 'other' were higher, at 25 and 6 per cent respectively (Welsh Government, 2013: 14). This suggests that Christians may be over-represented in local councils, as they comprise around 57 per cent of the population in Wales; age may be an explanatory factor in this, given the older age profile of this religious group and the age distribution of elected councillors (see Figure 10, above).

Sex

- 11.22 Survey data collected following the 2015 UK general election, the National Assembly for Wales election and EU referendum in 2016 suggests there is little difference between females and males in political participation through voting (EHRC, 2015f; Electoral Commission, 2016a and 2016b).
- 11.23 Analysis of 2013/14 data from the National Survey for Wales suggests females are slightly less likely to feel they can influence decisions in their local area, with 22.8 per cent feeling this compared with 25.6 per cent of males. This difference is statistically significant (EHRC, 2015b).

- 11.24 In terms of representation, 42 per cent of both Welsh Assembly members and the Cabinet are women. This picture is broadly replicated in the composition of public body board members in Wales, with some exceptions – women comprise only 23 per cent of NHS Trust board members, while they are in the majority on Community Health Councils (CHCs), comprising 54 per cent (Table 38, above).
- 11.25 A further insight into representation at a senior level in public bodies is provided by Chwarae Teg's research report from 2015. This report identifies the proportion of women who are chairs and chief executives of public bodies in Wales. The report identified that less than 25 per cent of Welsh Government Sponsored Bodies board chairs were female, as were 15 per cent of chief executives of these bodies. In NHS Wales bodies (CHCs, local health boards and NHS Trusts), 44 per cent of chairs and 35 per cent of chief executives were female. Of the unregulated bodies, only 13 per cent of chairs were female (Chwarae Teg, 2015).
- 11.26 The survey of local government candidates in 2012 identified that 32 per cent of elected councillors were female. This also reflects the gender balance among unelected candidates (31 per cent female) (Welsh Government, 2013: 9).
- 11.27 While females occupy a high proportion of positions in schools and local authorities, their representation at senior levels in these organisations does not reflect these overall proportions. In 2016, 75 per cent of qualified teaching staff (including head teachers) in maintained schools in Wales were female, compared with only 59 per cent of head teachers (Stats Wales, 2016v). Using data from 2014, the EHRC report that 72 per cent of local authority staff are female, compared with only 18 per cent of local authority chief executives (EHRC, 2014: 6).

Sexual Orientation

- 11.28 Aggregated data from the National Survey for Wales (2012-15) shows no notable differences between those who identified as heterosexual and those who did not (including those who did not give a response) in the proportion of people who feel they can influence decisions affecting their local area (Stats Wales, 2015c).
- 11.29 The *Local Government Candidates Survey* identified that 98 per cent of elected councillors identified as heterosexual, compared with 95 per cent of unelected candidates. It also reports the sexual orientation of county councillors, with 3 per cent reporting that they were Lesbian, Gay or Bisexual (Welsh Government, 2013: 15).

11.30 Similarly as outlined above for transgender individuals, research suggests experiences or expectations of discrimination or negative attitudes act as a barrier to public participation for LGB people (Hudson-Sharp and Metcalf, 2016: 97-8). Stonewall Cymru's recent survey of 969 LGB people in Wales supports this picture, with over half of respondents believing they would face barriers to selection for a public appointment as an open LGB candidate, and two thirds believing they would for a school governor position. Over three quarters felt that LGB politicians were subject to a greater level of scrutiny than heterosexual politicians (Stonewall Cymru, 2014: 6, 12).

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