

Dadansoddi ar gyfer Polisi



Analysis for Policy



Llywodraeth Cymru
Welsh Government

Social research number: 46/2026

Publication date: 11/03/2026

The Anti-racist Wales Action Plan measurement framework: a technical document for measuring change

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.

This document is also available in Welsh.

OGL © Crown Copyright Digital ISBN 978-1-83745-288-0

The Anti-racist Wales Action Plan measurement framework: a technical document for measuring change

Authors: Race Disparity Evidence Unit

Full Research Report: Race Disparity Evidence Unit. (2026). The Anti-racist Wales Action Plan measurement framework: a technical document for measuring change. Cardiff: Welsh Government, GSR report number 46/2026.

Available at: <https://www.gov.wales/anti-racist-wales-action-plan-measuring-its-impact-peoples-lives>

Views expressed in this report are those of the researcher and not necessarily those of the Welsh Government

For further information please contact:

Race Disparity Evidence Unit

ECWL – EPC Evidence Support Division

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

EqualityEvidenceUnit@gov.wales

Table of contents

List of tables.....	3
List of figures.....	4
Definitions and glossary.....	5
Abbreviations.....	7
1.1 Background and developments.....	8
1.2 Aims and objectives.....	8
1.3 Relevant past research.....	9
2.0 Methodology.....	11
2.1 Identifying the outcomes we want to measure.....	11
2.2 Common themes.....	12
2.3 Chapter-specific themes.....	13
2.4 Identifying Indicators.....	15
2.5 Making comparisons.....	16
2.6 Data limitations.....	17
3.0 Indicator framework by chapter.....	19
3.1 Leadership (Lead).....	19
3.1.1 Leadership measures.....	19
3.1.2 Data sources and limitations:.....	24
3.2 Education and Welsh language (E&WL).....	25
3.2.1 Education & Welsh language measures.....	25
3.2.2 Data sources and limitations.....	28
3.3 Culture, heritage and sport (CH&S).....	29
3.3.1 Culture, heritage and sport measures.....	29
3.3.2 Data sources and limitations.....	32
3.4 Health (HLTH).....	33
3.4.1 Health measures.....	33
3.4.2 Data sources and limitations.....	36
3.5 Social care (SoCa).....	38
3.5.1 Social care measures.....	38
3.5.2 Data sources and limitations.....	41
3.6 Homes and places (H&P).....	41

3.6.1	Homes and places measures	42
3.6.2	Data sources and limitations:	45
3.7	Local Government (LG).....	46
3.7.1	Local government measures.....	46
3.7.2	Data sources and limitations	48
3.8	Employability and skills, including social partnership and fair work and entrepreneurship (E&S).....	49
3.8.1	Employability and skills, including social partnership and fair work and entrepreneurship measures	49
3.8.2	Data sources and limitations	51
3.9	Nation of sanctuary (NoS).....	51
3.9.1	Nation of sanctuary measures	51
3.9.2	Data sources and limitations	53
3.10	Crime and justice	53
3.10.1	Crime and justice, including hate crime measures	54
3.10.2	Data sources and limitations	57
3.11	Childcare and play (C&P)	57
3.11.1	Childcare and play measures	57
3.11.2	Data sources and limitations	59
4.0	How will this framework be updated in the future?	59
5.0	References.....	60

List of tables

Table 1: Common themes.....	12
Table 2: Impact measures by chapter.....	13
Table 3: Common leadership measures.....	19
Table 4 Specific leadership measures.....	23
Table 5: Common education & Welsh language measures.....	25
Table 6 Specific education & Welsh language measures.....	26
Table 7: Common culture, heritage and sport measures.....	29
Table 8 Specific culture, heritage & sport measures.....	31
Table 9: Specific health measures.....	33
Table 10 Specific health measures.....	35
Table 11: Common social care measures.....	38
Table 12: Common homes and places measures.....	42
Table 13 Specific homes & places measures.....	44
Table 14: Common local government measures.....	46
Table 15 Specific local government measures.....	47
Table 16: Common employability and skills, including social partnership and fair work and entrepreneurship measures.....	49
Table 17 Specific employability and skills, including social partnership and fair work and entrepreneurship measures.....	50
Table 18: Common nation of sanctuary measures.....	52
Table 19: Common crime and justice measures.....	54
Table 20 Specific crime & justice measures.....	55
Table 21: Common childcare and play measures.....	57

List of figures

Figure 1: The ArWAP logic model.....	10
--------------------------------------	----

Definitions and glossary

Administrative data

Information collected by public bodies for operational purposes, and which can be used in research.

Anti-racist

A proactive approach to identifying, challenging, and changing the systems, policies, and practices that result in negative outcomes for Black, Asian, and Minority Ethnic people (Welsh Government 2022a).

Asylum seeker

A person who has left their country of origin and formally applied for asylum in another country, but whose application has not yet been concluded (Welsh Government 2019).

Black, Asian and Minority Ethnic

All ethnic groups except White British, including White minority groups such as Romani Gypsies, Irish Travellers, Roma or Jewish people, and parents and children of mixed heritage (authors' summary based on Welsh Government 2022a).

Confidence interval

Represents a range around an estimate that reflects the uncertainty inherent in using a sample rather than the full population (Office for National Statistics, n.d.c).

Ethnicity

A self-identified cultural identity based on shared heritage, ancestry, language, religion or cultural traditions, and is distinct from race (Office for National Statistics, 2025, adapted).

Ethnic minority people

A shortened term for 'Black, Asian and Minority Ethnic people' (authors' summary based on Welsh Government 2022a)

Gypsy and Traveller

Persons of nomadic habit of life whatever their race or origin, including such persons who on grounds only of their own or their family's or dependants' educational or health needs or old age have ceased to travel temporarily, but excluding members of an organised group of travelling show people or circus people travelling together as such. (Department for Communities and Local Government, 2015)

Hate crime

Any criminal offence which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a protected characteristic (race, religion, sexual orientation, disability, or transgender identity) (Crown Prosecution Service 2024).

Impact

A long-term, meaningful change or difference that results from a policy, action, or intervention such as a reduction in racial disparities in employment.

Indicator

A specific, observable and measurable piece of information that shows whether progress is being made toward an objective, activity or outcome. Indicators are used to monitor change, assess performance, and understand whether policies or actions are having their intended effect (*Adapted from HM treasury, 2020*).

Measure

A way to measure and monitor a given outcome.

National Indicator

Designed to represent the outcomes for Wales and its people that will help demonstrate progress towards the seven well-being goals under the Well-being of Future Generations (Wales) Act 2015 (Welsh Government, 2022b).

Objective

The change which the intervention aims to bring about.

Outcome

Short to medium-term changes or effects that result from actions or interventions such as increased confidence in reporting racism

Output

The immediate, quantifiable results of actions taken—such as the number of people trained or events held.

Protected characteristic

According to the 2010 Equality Act (UK Government, 2010a), it is against the law to discriminate against anyone (at work, in education, as a consumer, when using public services, when buying or renting property, as a member or guest of a private club or association) because of the following protected characteristics:

- age
- gender reassignment
- being married or in a civil partnership

- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Race

Refers to a person's colour, nationality (including citizenship), and ethnic or national origins (UK Government, 2010).

Refugee

A person outside of their country, who has a well-founded fear of persecution because of their race, religion, nationality, membership of a particular social group or political opinion. They are unable or unwilling to return there, for fear of persecution (Welsh Government 2019).

Romani/Roma

An ethnic group believed to have originated in Northern India and migrated through Europe over many centuries (Office for National Statistics, 2025).

Sanctuary seeker

A sanctuary seeker (or "person seeking sanctuary") refers broadly to a person seeking safety and protection, regardless of whether they are legally classified as a refugee or asylum seeker. The term is used to emphasise the individual's need for safety, rather than their immigration status (Welsh Government 2019).

Systemic racism

The Anti-racist Wales Action Plan (ArWAP) defines systemic racism as the deeply rooted racial inequalities experienced by Black, Asian, and Minority Ethnic people in Wales (Welsh Government 2022a).

Abbreviations

Anti-racist Wales Action Plan (ArWAP)

Annual Population Survey (APS)

Nation of Sanctuary (NoS)

National and Local Patient-Reported Experience Measures (PREM)

Police Community Support Officer (PCSO)

Pupil Level Annual School Census (PLASC)

School Health Research Network (SHRN)

Senior Civil Servant (SCS)

Strategic Equality and Human Rights Plan (SEHRP)

Specific, Measurable, Achievable, Relevant, and Timebound (SMART)

National Wellbeing Indicator (NWI)

Workforce Race Equality Standard (WRES)

Workforce Race Equality Standard for Social Care (WRESSC)

1.1 Background and developments

The Anti-racist Wales Action Plan (ArWAP) (Welsh Government 2022a) was developed in response to the growing recognition of the need to address systemic racism and promote racial equality in Wales. The plan is co-produced and aims to create a more inclusive and fairer society by tackling the root causes of racial inequalities and making sure that all individuals, whatever their race or ethnicity, have equal opportunities to succeed.

The ArWAP is a detailed and complex plan that includes actions and commitments across Welsh Government policies in all areas including education, health, employment, housing and many more. It aims to tackle both immediate and long-term issues faced by Black, Asian, and Minority Ethnic communities in Wales. The plan highlights the need for cooperation between government agencies, community organisations, and other stakeholders to reach its goals.

The overarching purpose of the ArWAP measurement chapter (Welsh Government, 2024a, p12) is to create a strong system for tracking progress and evaluating the impact of the actions taken. This includes developing clear indicators to ensure the plan's outcomes are effectively monitored and assessed.

1.2 Aims and objectives

Aim:

The overall aim of this ArWAP indicator framework is to create a robust, structured system for measuring overarching progress of the plan. The framework will help encourage accountability, and continuous improvement in efforts to combat racism and promote racial equality in Wales.

Objectives:

The objectives of this ArWAP indicator framework are to:

1. **Develop clear indicators:** To make sure that the key outcomes of the plan are effectively monitored and assessed.
2. **Encourage accountability:** To promote accountability for delivering measurable progress in advancing racial equality in Wales.
3. **Improve transparency:** To provide clear and accessible information about the impact of actions taken.

Continuous improvement: To enable regular learning and refinement of approaches through monitoring data and the inclusion of lived experiences to address systemic racism and promote racial equality.

By setting out clear indicators, the framework ensures that progress on the key outcomes of the ArWAP are measurable, evidence-based, and open to scrutiny. This is crucial for maintaining a high level of accountability in the efforts to combat racism and promote racial equality in Wales. By establishing these indicators, the framework aims to foster transparency in evaluating the impact of the plan and strengthens accountability across the sectors.

The framework also embeds the principle of continuous improvement. Through regular monitoring and assessment, it encourages ongoing refinement and enhancement of the strategies and actions designed to address systemic racism. The goal is to create a more inclusive and fairer society where all individuals, regardless of their background, race or ethnicity, have equal opportunities to succeed.

1.3 Relevant past research

When the first version of the ArWAP was published in 2022, it included a section titled: 'How We Will Deliver This plan' (Welsh Government, 2022a, pp29-34). This outlined a whole-government approach to embedding anti-racism across Welsh public services. Delivery was structured around shared accountability, with each policy area responsible for implementing and reporting on its own actions. This first version of the ArWAP identified six 'areas of concern' which were developed with community members setting out what 'good' would look like if we moved significantly towards being an anti-racist nation by 2030. These areas of concern were:

- In relation to ethnic minority people's resilience and success despite racism experienced.
- In relation to ethnic minority people's experience of racism in every-day life.
- In relation to ethnic minority people's experience of racism in service delivery.
- In relation to ethnic minority people's experience of racism in the workplace/racism in gaining jobs and opportunities.
- In relation to ethnic minority people's experience when there is a lack of visible role models in positions of power.
- In relation to ethnic minority people's experience of racism in areas beyond the control of Welsh Government (non-devolved areas) for example in your experience as refugees or asylum seekers.

In 2024, the ArWAP was updated, including a new chapter: 'How We Will Measure Change' (Welsh Government, 2024a, p.12). Since the first version of the plan was published, work with ethnic minority people and other key stakeholders revealed the need to expand on the monitoring and measuring aspirations in the first version of the plan to measure its long-term impact. The updated 2024 ArWAP introduces the concept of a logic model, which shows how we expect the actions being taken to lead to change and describes the development of a framework for measuring this change (Welsh Government, 2024a, p.12)

The ArWAP logic model is a map that represents the shared relationships among the inputs, outputs, outcomes, and impact of the plan. The model connects how the delivery of actions will lead to the overall intended effect of the plan (an anti-racist Wales) by 2030. The logic model provides a consistent and comparable approach across chapters to measuring the overall impact of the plan.

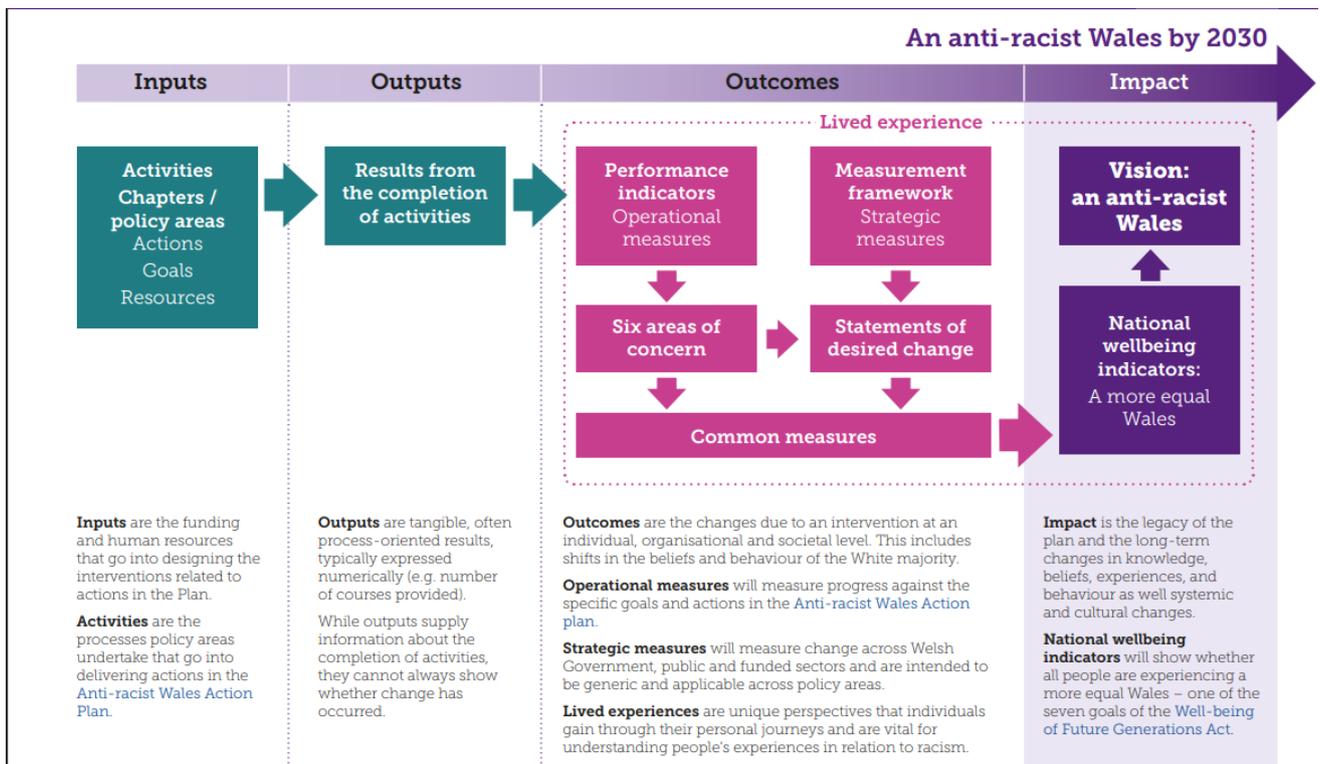


Figure 1: The ArWAP logic model

A summary report, outlining a potential approach to developing an indicator framework for the ArWAP was published in December 2024 (Welsh Government, 2024b). To address the challenge of the complexity and scale of the ArWAP plan and the number of actions it contains, the summary report proposed using key themes, or priority areas when identifying indicators for each ArWAP chapter. These key themes were split into 'common themes that were relevant and applicable to several or all of the chapters (these have been identified by the ArWAP External Accountability Group (EAG)), as well as chapter-specific themes.

This ArWAP indicator framework report builds on the summary report by identifying proposed indicators for each of these key themes, and setting out the methodology used for doing so.

As set out in the summary report (Welsh Government, 2024b, p. 3), it is important to note that the quantitative indicators proposed in this report, are part of a broader measurement and evaluation programme for the ArWAP, including an upcoming process and early impact evaluation. The evidence we need to measure change for the ArWAP will be a mixture of data; quantitative data (numbers and statistics), some of which will be derived from the indicators proposed in this framework, as well as qualitative data including lived experience, which will be derived from other sources such as the planned ArWAP evaluation.

The indicators within this report are intended to provide a high-level, overarching summary of ArWAP's progress and to help assesses whether the plan delivering as intended. Granular reporting of all 200+ ArWAP actions at an individual level is not within the scope of this indicator framework. Where appropriate, observed high level patterns identified by the indicator framework will be explored in further detail through further research, or other elements of the wider measurement and evaluation framework, such as the future ArWAP process and early impacts evaluation.

Each chapter in the ArWAP includes several goals, accompanied by specific actions designed to deliver those goals. Once an action is completed, it should lead to a more general outcome which can be more easily measured. These goals, actions and outcomes have been written in a way that is meant to be Specific, Measurable, Achievable, Relevant, and Timebound (SMART). With 247 actions and associated outcomes in the plan, it is not possible to measure the progress of each of these within this indicator framework. Instead, a small number of foundational outcomes have been identified for each chapter, to enable this framework to look at the impact of the ArWAP at a higher or broader level. Given the large number of outcomes, prioritising key outcomes to measure within this indicator framework was necessary to ensure the framework retained a manageable and useable number of indicators, whilst still collecting enough information to provide a summary of progress for each ArWAP chapter.

2.0 Methodology

2.1 Identifying the outcomes we want to measure

The first step in identifying the outcomes to measure within the ArWAP framework began with a detailed review of the outcomes, associated with each action within the 11 ArWAP technical policy chapters (The ArWAP technical chapters are not publicly available but are available on request by emailing EqualityAndHumanRightsDivision@gov.wales).

Recognising the impracticality of measuring each outcome associated with the 247 actions within the ArWAP individually, key outcomes were chosen by grouping all of the outcomes into themes and selecting key outcomes according to these themes. We identified common themes—relevant and applicable to multiple chapters—and chapter-specific themes, as described in the ArWAP framework summary report (Welsh Government, 2024b). Chapter-specific themes addressed unique challenges and opportunities within specific policy areas. This strategic grouping approach allowed for a more streamlined and manageable indicator

framework, ensuring that the most critical and impactful outcomes were prioritised. Based on the plan’s principles of transparency and accountability, and to ensure the perspective of ethnic minority people were represented in the design of the indicator framework, this process also involved consultation with the ArWAP External Accountability Group (EAG), as well as policy teams and stakeholders responsible for the delivery of the actions within each ArWAP Chapter. All of these stakeholders were consulted on the key outcomes identified for inclusion in the measurement framework and the outcomes chosen were amended according to their feedback.

2.2 Common themes

As described in 2.1 and set out previously in the ArWAP framework summary report (Welsh Government, 2024b), the common themes identified across many ArWAP chapters which the indicator framework will consider in a consistent way are:

Table 1: Common themes

Common themes	Explanation
Wellbeing	Wellbeing includes mental, physical, and emotional health, ensuring ethnic minority individuals have equitable access to resources and support.
Representation and workforce diversity	Representation and workforce diversity are key measures to ensure that ethnic minority individuals are fairly represented across different sectors and have equal opportunities in employment and progression.
Bullying, harassment and complaints	Bullying, harassment, and complaints directly impact the well-being and safety of individuals, particularly within ethnic minority groups. This measure helps to identify and address any discriminatory practices or hostile environments that may exist, across different sectors.
Access to services	Ensuring fair access to healthcare, education, housing, and other critical services is vital for improving quality of life and promoting equality. This measure helps identify barriers and support initiatives that enhance service delivery and accessibility for everyone.

These common themes are present in most, but not all, of the ArWAP Chapters.

2.3 Chapter specific themes

As well as measures which are common across most ArWAP chapters, chapter-specific measures are also crucial to address the specific needs of each chapter. These specific measures were identified and prioritised by the leads for each chapter.

Table 2: Impact measures by chapter

Chapter	Specific themes	Explanation
Leadership	Cultural maturity	The cultural maturity theme looks at different indicators around the culture of the Welsh Government and how staff are treated as individuals.
Education & Welsh language	Welsh speakers	Understanding the number of ethnic minority students in Wales that are learning Welsh will help us to explore barriers to learning Welsh.
	Exclusions and absenteeism	Data on exclusions and absenteeism will help to identify if particular groups are disproportionately affected.
	Educational attainment	Looking at educational attainment by ethnicity will help to identify disparities and if additional support may be needed.
Culture, heritage & sport	Participation in culture, heritage and sports activities	Measuring participation by ethnicity promotes inclusivity, understanding diverse perspectives, and ensuring equitable representation and opportunities for all communities.

Health	Maternal health	This will help to identify and disparities related to ethnicity to ensure all mothers receive equitable and culturally appropriate care.
	Mental health	Mental health impacts on every aspect of people's lives. Being able to measure by ethnicity will help identify any disparities.
Social care	People receiving care and support	People receiving care and support are some of the most vulnerable in our society. Measuring disparities here ensures nobody is left behind because of their race.
Homes and places	Housing situation	Measuring housing disparities also helps to tackle poor health, mental health, education and employment outcomes.
	Homelessness	Measuring access to housing support helps to ensure services are fair and inclusive for all.
Local Government	Representation of elected members	An important element of ArWAP is to make sure that elected members represent the communities they serve, this includes its diversity.
Employability and skills, including social partnership and fair work and entrepreneurship	Pay gap	To identify and measure any pay inequalities by ethnicity.
Nation of sanctuary	Community cohesion	Indicators that measure community cohesion can

help us to understand how people of different backgrounds get on with each other.

Crime and justice	Community cohesion	This will help us to understand how communities from different backgrounds function together and value diversity
	Hate crime	Measuring and addressing hate crime in all its forms is an important element across the plan.
Childcare and playwork	No chapter specific measures available	There is no appropriate data currently available to support the measurement of this chapter

2.4 Identifying Indicators

Once the priority outcomes were identified, a mapping exercise was then undertaken to identify data sources that could provide useable quantitative indicators to measure these outcomes. Using the following inclusion criteria to guide the selection of indicators and associated data sources, where possible, the indicators must:

- Be relevant to the ArWAP.
- Represent an outcome measure for the group of people being measured (e.g different ethnic groups)
- Be populated by credible, robust and routinely published data (creating new, bespoke data collections for the purpose of this indicator framework was not in scope).
- Be based on a dataset of an appropriate size and scale to allow robust analysis
- Have a clear and well understood interpretation.
- Add value and not be duplicative.
- Support the Welsh Government’s National Equality Objectives (NEOs) (Welsh Government 2025, p6)

Wherever possible we have selected indicators that directly measure an ArWAP goal or outcome. However where no data is currently available that would allow direct

measurement, we have proposed proxy indicators as a substitute. These remain relevant to the original goal or outcome, but provide an indirect measurement instead

The Welsh Government's National Wellbeing Indicators (NWI) (Welsh Government, 2022b), provide a robust means to meet the above criteria (Welsh Government, 2022b). In line with guidance from the Welsh Government's Chief Statistician and the Strategic Equality and Human Rights board, these national indicators were considered first when identifying indicators for the ArWAP indicator framework. Where the national indicators do not cover the outcomes selected for the framework, other sources have been used for indicators which meet the criteria above.

Where possible, indicators from existing policy frameworks have been used, rather than creating bespoke indicators, to avoid duplication (as set out in the criteria above). For most policy areas the Welsh Government has already set out outcome measures which help us understand people's experiences. If these outcome measures can be broken down by ethnicity, we will be able to understand how people's experiences and outcomes differ according to their ethnicity and be able to track changes for different ethnicity groups.

Given the ArWAP's focus on race and inclusion, a further prerequisite was that any data underlying the indicators should deliver a sufficiently effective sample size to permit reliable disaggregation by ethnicity. Where necessary, analysis was undertaken to confirm that confidence intervals for smaller population groups would yield analytically meaningful results. These considerations directed the selection process towards the National Survey for Wales and the Annual Population Survey (APS), both of which provide large samples and publish refreshed data on a regular basis.

2.5 Making comparisons

The alignment of the ArWAP indicator framework with the Welsh Government Strategic Equality and Human Rights Plan (SEHRP) and other equality frameworks is important. The SEHRP outlines the Welsh Government's commitment to promoting equality and eliminating discrimination. Aligning the ArWAP framework with SEHRP, can help ensure there is a cohesive approach to equality across different protected characteristics, including race, gender, disability, and sexual orientation.

This framework also intersects with other equality frameworks, such as the Well-being of Future Generations Act, which emphasises sustainable development principles and long-term equity. This integration ensures that measures taken under the ArWAP contribute to broader governmental goals, creating synergies and enhancing the impact of Welsh Government's equality initiatives.

This requirement to ensure alignment across the Welsh Government's equality action plans was also considered when designing the ArWAP Measurement Framework.

2.6 Data limitations

The Welsh Government's Equality, Race and Disability Evidence Units¹ were established in 2022 to improve the availability, quality, granularity and accessibility of data and evidence about individuals with protected and associated characteristics. The units' annual stakeholder updates outline the wide range of projects underway to improve the equalities evidence base (Welsh Government, 2025a).

However, whilst these longer-term projects are progressing, in order to understand what difference the ArWAP is making in the shorter term, there was a need to make use of currently available data, accepting its limitations, when developing the indicators for the ArWAP indicator Framework.

The data limitations of specific indicators and/or data sources are outlined in Section 3 of this document. However, there are some more general data limitations which are discussed in detail below. Although, this measurement framework is 'unpopulated' (it does not contain raw data), the limitations described below and in Section 3 are intended to provide sufficient detail to also support a future 'populated' version of this measurement framework.

As set out in the summary report (Welsh Government, 2024b, p. 3), our intention is that this framework will be expanded and refined as improvements to the data sources within the equalities evidence base are achieved, or as new data sources become available.

Availability and comparability of data by ethnicity

The ArWAP is an ambitious action plan that covers a wide range of topic areas. Therefore, our proposed indicator framework is comprised of indicators drawn from a broad range of data sources. However, this means that the availability and granularity of ethnicity data will vary between indicators and data sources, depending on the number of participants within each dataset

For example, some indicators are drawn from administrative data sources. Administrative data is data that is collected by organisations (e.g. schools or the NHS) for administrative or operational purposes, with statistical use being a secondary purpose. Because these sources often cover a whole population, indicators derived from these sources may provide more detailed breakdown by ethnicity than indicators sourced from survey data. This is because administrative data sources are often larger, whereas survey data typically contains a smaller number of participants, which means that when the data is aggregated by ethnicity, the sub-group sizes can be too small to allow robust statistical analysis, or to meet disclosure rules for publication.

Self-reporting, proxy-reporting and non-disclosure

Most data sources used in this indicator framework collect ethnicity data via 'self-reporting'. However, there may be some instances where ethnicity data has been reported by

¹ [Equality, Race, and Disability Evidence Units | GOV.WALES](#)

someone else – i.e. via ‘third party’ or ‘proxy’ reporting. Generally, ‘proxy’ responses will be of lower quality than when someone reports their own ethnicity.

Individuals may also choose not to disclose their ethnicity when asked. Non-disclosure rates will vary between data sources and over time.

Sample size limitations

Many of the indicators in the framework are calculated from survey data. However, producing robust and precise estimates of small sub-populations from survey data can be challenging due to sample size limitations. Specifically, if a survey sample is representative of the wider population, smaller sub-populations will be represented by smaller sample sizes and, in general, smaller sample sizes result in less robust/precise estimates. This often reinforces underrepresentation and highlights the need to supplement these gaps by using qualitative evidence.

It is intended that any analysis using the indicator data sources identified, would provide sub-group analysis using the ethnicity groups from the Government Statistical Service ethnicity harmonised standards, to ensure comparability GSS, *Ethnicity Harmonised Standard*, (UK Government, 2025).

. In the 2021 Census, 2.3% of the Welsh population identified as “Asian, Asian British or Asian Welsh”, 1.6% identified as “Mixed or multiple ethnic groups” and 0.9% identified as “Black, Black British or Black Welsh”; therefore given the relatively small size of these populations, it is likely that it will be necessary to aggregate together some of the 18 ethnicity groups set out in the ethnicity harmonised standard to produce sufficiently robust and precise indicator data² in any future analysis. Typically these are aggregated into five groups: Black, Asian, Mixed, White and Other. In some cases it may be necessary to represent the data in only two categories (White and Minority Ethnic). However, this does mean that those smaller sample sizes are not represented individually but grouped together into a broader Minority Ethnic category. When the indicator framework is populated using the data sources identified, every effort will be made to minimise aggregation, where possible.

Alternative solutions will also be explored in future, such as the pooling of survey years to produce bigger sample sizes and more granular breakdowns by ethnic group.

Cohort size limitations

As described above, ethnicity sub-group analysis using the data sources identified for this framework, would likely depend on sub-groups containing relatively small numbers of people. Indicators calculated from relatively small numbers of people can result in volatile changes from year to year. This volatility would be acknowledged as appropriate in any future published analysis. Further to this, there is a risk with very small counts that individuals could be identified. These counts will be routinely suppressed in line with

² in order to achieve statistically robust analysis, or to avoid disclosure control issues.

Government Statistical Service guidance on disclosure control (Government Statistical Service, 2014) to ensure that individuals are not identifiable.

3.0 Indicator framework by chapter

The following section sets out the measures identified for each ArWAP chapter. These include both chapter specific measures and common measures, aligned with the common and chapter specific themes described in 2.1-2.3. The tables are organised into five columns: ‘common theme’, ‘action’, ‘outcome’, ‘measure’ and ‘source’.

The ‘Area of Measurement’ is the high-level category that the measure sits in. These were set out in more detail in section 2.2 above. The ‘action’ and ‘outcome’ columns refers to the specific ArWAP action and associated outcome that the area of measurement relates to (as set out in 2.1 these actions and outcomes are taken from the ArWAP technical chapters). . The ‘measure’ column contains the technical name of the measure identified for that particular outcome. Finally, the ‘source’ column identifies where that measure comes from e.g. the published dataset, or survey.

3.1 Leadership (Lead)

The ArWAP Leadership chapter sets out a vision in which the Welsh Government and the public services it funds are anti-racist, with a culture of zero-tolerance of racism throughout the public sector. The actions and outcomes in this chapter cover both the Welsh Government’s aspiration to be anti-racist, and its leadership responsibility for anti-racism across the wider public sector, promoting a culture of diversity and inclusion.

3.1.1 Leadership measures

Table 3: Common leadership measures

Common measures				
Common theme	Action	Outcome	Measure	Source
Bullying, harassment and complaints	Lead 1: Welsh Government as an employer	Ethnic minority staff and allies feel more confident in reporting incidents of racism and	Inclusion and fair treatment theme score	Civil Service People Survey

		the action that will be taken		
Bullying, harassment and complaints	Lead 1: Welsh Government as an employer	Ethnic minority staff and allies feel more confident in reporting incidents of racism and the action that will be taken	Percentage of ethnic minority staff that agree with the question: During the last 12 months have you personally experienced bullying or harassment.	Civil Service People Survey
Bullying, harassment and complaints	Lead 1: Welsh Government as an employer	Ethnic minority staff and allies feel more confident in reporting incidents of racism and the action that will be taken	Percentage of ethnic minority staff that agree with the question: During the last 12 months have you personally experienced discrimination at work.	Civil Service People Survey
Representation and workforce diversity	Lead 8: Evaluate current anti-racism training provision Develop an evidence-based L&D strategy to drive behaviour	Learning and development opportunities tailored to meet the learning needs of specific groups, enabling more effective	Percentage of ethnic minority staff that agree with the question: There are opportunities to develop my career in the organisation.	Civil Service People Survey

	change, including induction for new recruits and options for mandatory training	behaviour change		
	Develop bespoke training and development for senior leadership teams, policy teams, EAG members, MESN members, and the HR profession			
Representation and workforce diversity	Lead 2: Recruitment target: 20% of all successful candidates recruited externally to be from an ethnic minority background Ethnic minority staff are successful in promotion at a level that exceeds their organisational	More inclusive recruitment and assessment practices Better quality recruitment data to inform inclusive practices	Welsh Government employees by ethnicity.	Welsh Government Internal Management Systems

	population share			
Representation and workforce diversity	<p>Lead 2: Recruitment target: 20% of all successful candidates recruited externally to be from an ethnic minority background</p> <p>Ethnic minority staff are successful in promotion at a level that exceeds their organisational population share</p>	<p>More inclusive recruitment and assessment practices</p> <p>Better quality recruitment data to inform inclusive practices</p>	<p>Percentage from ethnic minority backgrounds that were recruited or promoted.</p>	<p>Welsh Government consolidated annual accounts</p>
Representation and workforce diversity	<p>Lead 22: Supporting the Welsh Government's Arm's Length Bodies and key partners</p>	<p>Recruitment practices are anti-racist</p> <p>Positive action measures are understood and utilised effectively</p>	<p>Percentage of ethnic minority applicants' at each stage of the public appointments process.</p>	<p>Public appointments</p>

Access to services	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
---------------------------	--	-----	-----	-----

Chapter specific measures

Table 4 Specific leadership measures

Chapter specific theme	Action	Outcome	Measure	Source
Cultural maturity	Lead 7: Welsh Government as an employer	SCS actively demonstrate their commitment to anti-racism, fostering a culture of anti-racism across the organisation	Leadership and managing change score	Civil Service People Survey
Cultural maturity	Lead 15: Share learnings from anti-racism resources and training developed Collaborate on a	Senior leaders offered high quality anti-racism training and development, leading to enhanced awareness	Percentage of people that agree with the question: I believe the actions of senior managers is consistent with the	Civil Service People Survey

	programme of leadership training and development for senior leaders in public services	and understanding	organisation's values	
Cultural maturity	Lead 1: Welsh Government as an employer	Establish baseline data (inc. all staff survey). A co-produced maturity matrix to measure our cultural maturity over the next 3 years.	Percentage of ethnic minority staff that agree with the statement: "I think that the organisation respects individual differences".	Civil Service People Survey
Cultural maturity	Lead 1: Welsh Government as an employer	Establish baseline data (inc. all staff survey). A co-produced maturity matrix to measure our cultural maturity over the next 3 years.	Engagement index from People's Survey	Civil Service People Survey

3.1.2 Data sources and limitations:

The measures in the leadership chapter are produced from five data sources: the Civil Service People Survey, Welsh Government internal employee data, internal public appointments data, the Welsh Government Consolidated Annual Accounts and the Cabinet Office Civil Service Statistics Data Browser.

The Civil Service People Survey is an annual, anonymous survey covering civil servants across the UK, including those in Welsh Government.

Internal public appointments data covers each recruitment exercise, the data counts applications rather than unique individuals and only includes appointments made in regulated public bodies³,

The Cabinet Office Civil Service Statistics Data Browser shows the approximate share of ethnic-minority staff by grade and employment status across departments. In published data, headcounts are rounded to the nearest five and any cell with fewer than five staff is hidden to protect privacy.

One limitation is that the data currently only covers the Welsh Government, which doesn't give a full picture of diversity in the wider public sector. This narrow focus can miss important differences outside the Welsh Government.

To solve these issues, it will be important to include data from the wider public sector in future. This would provide complete view of leadership diversity across the public sector in Wales.

3.2 Education and Welsh language (E&WL)

The Education chapter of the ArWAP sets out actions and outcomes that aim to ensure learners and staff of every ethnicity should have opportunity to achieve their full potential and be part of an anti-racist culture.

For Welsh language, the plan sets out actions to promote access to Welsh-medium education and opportunities to use Welsh among ethnic minority communities.

This approach aims to make sure that everyone, regardless of their background, has access to quality education, anti-racist education settings and can engage with the Welsh language and culture

3.2.1 Education & Welsh language measures

Table 5: Common education & Welsh language measures

Common measures				
Common theme	Action	Outcome	Measure	Source
Wellbeing	Data in relation to children will be considered for the	N/A	N/A	N/A

³ [Register of devolved public bodies | GOV.WALES](#)

	production of additional indicators in future updates of the measurement framework			
Representation and workforce diversity	N/A - Common measure not applicable for this chapter; no goals, or outcomes related to this measure within this chapter.	N/A	N/A	N/A
Bullying, harassment and complaints	Data in relation to children and young people will be considered for the production of additional indicators in future updates of the measurement framework.	N/A	N/A	N/A
Access to services	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A

Chapter specific measures

Table 6 Specific education & Welsh language measures

Chapter specific theme	Action	Outcome	Measure	Source
Absenteeism	E&WL 4: Provide schools with dedicated wellbeing resources centred on	Higher levels of wellbeing among	Percentage of half-day sessions attended/missed.	PLASC

	the needs of those from ethnic minority backgrounds.	ethnic minority learners and their families with learners better able to engage with their education.	Percentage of half-day sessions missed for authorised/unauthorised absence (proxy indicator)	
Educational attainment, exclusions and absenteeism	E&WL 5: To take steps to ensure the that exclusions are used in a way that doesn't disproportionately impact specific groups	Reduction in the number of exclusions generally and specifically in the rates of exclusions for those groups of children who are disproportionately excluded	Exclusion rates (per 1,000 pupils) by ethnicity.	PLASC
Educational attainment	E&WL 4: Ensure the well-being of Black, Asian and Minority Ethnic learners	Higher levels of wellbeing among ethnic minority learners and their families with learners better able to engage with their education.	Average capped 9 points score of pupils, by ethnicity with additional attainment measures by ethnicity	PLASC

Welsh speakers	E&WL 41: That the voices of Black, Asian and Minority Ethnic Welsh speakers are heard and listened to and that more is done to promote access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities.	More adults from ethnic minority communities across Wales accessing National Centre for Learning Welsh provision	Rate of unique learners from ethnic minority backgrounds enrolled on Dysgu Cymraeg courses per 10,000 people.	Dysgu Cymraeg and Office for National Statistics data
Welsh speakers	E&WL 42: That the voices of Black, Asian and Minority Ethnic Welsh speakers are heard and listened to and that more is done to promote access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities.	The increased sense of belonging and representation will lead to more ethnic minority families considering Welsh-medium education as an option for their children's education.	Percentage of school aged children from ethnic minority backgrounds enrolled in Welsh-medium education.	PLASC

3.2.2 Data sources and limitations

The Education and Welsh language chapter uses data from four sources: the Pupil Level Annual School Census (PLASC), the Pupils' Attendance Record, the Welsh Examinations Database linked to PLASC, and learner data for Dysgu Cymraeg courses (Welsh Government, 2024a p31).

PLASC is a full annual census of local authority maintained schools (nursery, primary, middle, secondary, and special), collecting data on enrolment, pupil characteristics, language medium provision, free school meal eligibility, additional learning and special educational needs, class sizes, teachers and support staff, and exclusions (Welsh Government, n.d.).

The capped 9 points score measure was introduced in 2018/19 and focuses on Year 11 pupils’ results from a maximum of nine of the qualifications available in Wales, including subject specific requirements. It uses complete school coverage from the Welsh Examinations Database. It is an interim measure and will be subject to future development. As such, long-term comparisons over time should be made with caution. Academic scores also reflect factors beyond classroom teaching such as socioeconomic background, language proficiency and health. No official performance measures were published for 2019/20–2021/22 due to the COVID-19 pandemic. In 2022 exams returned in part to written format, with grades set midway between 2019 and 2021 outcomes (Welsh Government, 2024a p31).

Prior to 2017/18, the Gypsy and Gypsy-Roma ethnic groups were grouped together in PLASC statistical outputs. However, from 2017/18 onwards, these ethnic groups have been reported separately (Welsh Government, n.d.a). The indicators in the Education and Welsh Language chapter have been compiled from published PLASC data and therefore reflect this step-change in the time series.

3.3 Culture, heritage and sport (CH&S)

The actions and outcomes within the culture, heritage and sport chapter of the ArWAP focus on providing equitable access to and involvement in all forms of cultural, heritage and sporting activities (Welsh Government, 2024a, p54). The Welsh Government works with a wide range of culture, heritage and sports bodies to deliver policies and services for the people of Wales at both a local and national level. This includes publicly funded and sponsored bodies that receive Welsh Government funding, and who are expected to participate, proportionately, towards the delivery of the ArWAP actions in this chapter.

3.3.1 Culture, heritage and sport measures

Table 7: Common culture, heritage and sport measures

Common measures				
Common theme	Goal	Outcome	Measure	Source
Wellbeing	N/A – Either no outcomes related to this measure	N/A	N/A	N/A

	within this chapter, or there is insufficient data available.			
Representation and workforce diversity	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Bullying, harassment and complaints	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Access to services	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A

Chapter specific measures

Table 8 Specific culture, heritage & sport measures

Chapter specific theme	Action	Outcome	Measure	Source
Participation in culture, heritage and sports activities	CH&S 10: To work with our sponsored bodies to ensure they use their spending powers to embed anti-racist practice, facilitate equality of access and outcomes, and maximise participation for Black, Asian and Minority Ethnic people.	Increased opportunities for Black, Asian and Minority Ethnic women and girls to participate at a grassroots level in sport relevant to their needs	Percentage of ethnic minority Women who participate in sport 3 or more times a week.	NWI ⁴ 38 Percentage of people participating in sporting activities three or more times a week. National Survey for Wales
Participation in culture, heritage and sports activities	CH&S 10: To work with our sponsored bodies to ensure they use their spending powers to embed anti-racist practice, facilitate equality of access and outcomes, and maximise participation	Increased opportunities for Black, Asian and Minority Ethnic women and girls to participate at a grassroots level in sport relevant to their needs	Percentage of minority ethnic girls who participate in sport 3 or more times a week.	NWI 38 Percentage of people participating in sporting activities three or more times a week. School Survey Report

⁴ NWI (National Wellbeing Indicator)

	for Black, Asian and Minority Ethnic people.			
Participation in culture, heritage and sports activities	CH&S 9: To work with our sponsored bodies to ensure they use their spending powers to embed anti-racist practice, facilitate equality of access and outcomes, and maximise participation for Black, Asian and Minority Ethnic people.	Increased opportunities to participate and initiate culture, heritage and sport initiatives that meet the needs and aspirations of Black, Asian and Minority Ethnic groups at a grassroots level	Percentage of people attending an arts, culture or heritage event at least 3 times a year	NWI 35 Percentage of people attending or participating in arts, culture, or heritage activities at least three times a year. National Survey for Wales

3.3.2 Data sources and limitations

The data landscape for the culture, heritage and sport chapter of the ArWAP is complex because of its breadth and the large number of organisations involved. The diversity of entities within the sector means that data collection methods and standards can be very different, leading to inconsistencies and gaps in the available data, whether that is data on the workforce in the sector, or data on participation and attendance in culture, heritage and sporting activities.

The measures in the culture, heritage and sport chapter are produced from two data sources: the National Survey for Wales and the School Sport Survey for Wales. These sources have been chosen because they are appropriately high-level for the aims of this indicator framework, avoiding the issue of needing to reconcile different data sources produced by multiple organisations, and are robust; they are currently used to underpin existing National Wellbeing Indicators.

National Survey for Wales questions relating to culture, heritage and sport underpin a number of National Well-Being Indicators. Therefore, it is anticipated that these questions will be included in future versions of the National Survey for Wales and so will meet the requirement of the ArWAP Indicator Framework for consistency of indicator sources over time. However, the sample sizes limit the extent to which intersectional analysis by ethnicity and sex can be undertaken, particularly for ethnic minority women. This introduces challenges to tracking participation trends over time.

The School Sport Survey for Wales provides more detail on ethnicity and underpins a national indicator, but it is conducted every few years rather than annually. This limits its usefulness for year-on-year comparisons, even though it offers more detailed breakdowns when sample sizes allow.

3.4 Health (HLTH)

This chapter in the ArWAP sets out actions and outcomes that seek to address health inequalities experienced by ethnic minority people in Wales and aims to ensure that all citizens have access to services appropriate to their needs, without fear of racism. The actions and outcomes within the Health chapter focus heavily on the workforce; to ensure staff within the sector can work in safe, inclusive environments, with anti-racist leadership and confident in support and opportunities to meet their potential. The chapter explains that this focus on actions and outcomes for the health workforce is anticipated to drive anti-racist improvements in health services received by citizens in Wales.

3.4.1 Health measures

Table 9: Common health measures

Common measures				
Common theme	Goal	Outcome	Measure	Source
Wellbeing	Goal: the NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees	People from Black, Asian and Minority Ethnic backgrounds have greater and more equitable access to	Self-reported general health among National Survey for Wales respondents	National Survey for Wales

	or service users	healthcare services		
Access to services	HLTH 13: We will identify and break down barriers which prevent equitable access to healthcare services for Black, Asian and Minority Ethnic people.	People from Black, Asian and Minority Ethnic backgrounds have greater and more equitable access to healthcare services	Average satisfaction with the state of health services in Wales by ethnicity	National Survey for Wales
Representation and workforce diversity	HLTH 5: Staff will work in safe, inclusive environments, built on good anti-racist leadership and allyship, supported to reach their full potential, and ethnic minority staff and allies; both be empowered to identify and address racist practice.	Black, Asian and Minority Ethnic staff have increased confidence that they will work in a safe and inclusive workplace that recognises and promotes their performance and progression.	Ethnic representation in agenda for change bands 1-9 and executive senior posts versus overall workforce. ⁵	Workforce Race Equality Standard (WRES) Indicator 1 ⁶ WRES Indicator 2 ⁷ National report 2024 - NHS Wales

⁵ Agenda for Change bands 1-9 refer to the pay grading system used for most NHS staff in Wales, England, and Scotland (excluding doctors, dentists, and some senior managers). The bands range from Band 1 (the lowest pay) to Band 9 (the highest for non-medical roles), reflecting increasing levels of responsibility, skills, and experience required for each role.

⁶ Percentage difference by ethnicity between the organisations Board executives and non-executive membership and its overall workforce.

⁷ The percentage of staff by ethnicity who believe their organisation provides equal opportunities for career progression or promotion.

Bullying, harassment and complaints	HLTH 5: Staff will work in safe, inclusive environments, built on good anti-racist leadership and allyship, supported to reach their full potential, and ethnic minority staff and allies; both be empowered to identify and address racist practice.	Black, Asian and Minority Ethnic staff have increased confidence that they will work in a safe and inclusive workplace that recognises and promotes their performance and progression.	Percentage of staff reporting harassment, bullying or abuse by ethnic group, NHS organisation, and gender.	WRES Indicators: 10 ⁸ , 11 ⁹ , 12 ¹⁰ National Report 2024 - NHS Wales
--	---	--	--	---

Chapter specific themes

Table 10 Specific health measures

Chapter specific theme	Action	Outcome	Measure	Source
Maternal health	HLTH 12: We will identify and break down barriers which prevent equitable access to healthcare services for Black, Asian and Minority Ethnic people.	Effective collection and analysis of ethnicity data allows targeted interventions and improvements to address health inequalities for Black, Asian and	Overall satisfaction with maternity services in Wales, by ethnicity	NHS Wales Core Patient Reported Experience Measure (PREM) questionnaire

⁸ Percentage of Black, Asian or Minority Ethnic staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months, compared to their White colleagues

⁹ The percentage of Black, Asian and Minority Ethnic staff experiencing harassment, bullying or abuse from other staff members in the last 12 months, compared to their White colleagues

¹⁰ The percentage of Black, Asian and Minority Ethnic staff experiencing harassment, bullying or abuse from colleagues in the last 12 months, compared to their White colleagues

		Minority Ethnic communities in relation to maternity services.		
Mental health	HLTH 14:Black, Asian and Minority Ethnic people will have confidence that action is being taken to address health inequalities and their voice is heard in shaping decisions which affect them	Increased provision for and access to mental health services for Black, Asian and Minority Ethnic people in Wales.	Warwick-Edinburgh mean mental wellbeing score, by ethnicity ¹¹ . Adult and children breakdown	NWI 29 Mean mental wellbeing score for people. Adult mental wellbeing - National Survey Children's mental wellbeing - SHRN Data Dashboard - Public Health Wales

3.4.2 Data sources and limitations

The measures in the Health chapter are produced from three data sources: the National Survey for Wales (NSW) (Welsh Government, n.d.b), the Workforce Race Equality Standards (WRES) (NHS Wales, n.d.) National Report and the National and Local Patient-Reported Experience Measures (PREM) questionnaire for maternity services (Cwm Taf Morgannwg University Health Board, 2023).

All sources in this chapter share similar statistical limitations. Ethnicity is self-reported and sometimes not declared, resulting in small sample sizes for many minority groups and wide confidence intervals when working with the data. This will generally restrict analysis to just two broad categories, White and Ethnic Minority, which masks important subgroup differences. Even the WRES indicators, which use four categories (White, Black, Asian or

¹¹ The Warwick-Edinburgh mean mental wellbeing score measures average mental wellbeing in a group, allowing comparison by ethnicity. Caution is needed as ethnicity is self-reported and sample sizes for minority groups are often small, so results may not be fully representative or precise.

Other), conceal significant variation within groups. Only one year of WRES workforce data is currently available, so trend analysis isn't yet possible but will be possible in future.

In the National Survey for Wales, only respondents who attended hospital in the reference period can answer the satisfaction questions. Attendance patterns vary by age, sex, deprivation and ethnicity, so differences in 'satisfied' percentages may reflect who attends rather than how patients are treated. The NSW shift in 2020–21 from face-to-face to telephone or online interviewing, along with pandemic-related service changes, disrupts comparability across years. The key satisfaction question was not asked in the 2022–23 survey, and future questionnaire revisions may further alter or drop it. Satisfaction is inherently subjective and can be influenced by expectations, media coverage or recent experiences, all of which introduce bias.

The WRES National Report's board-level ethnicity data cover small groups of executives and non-executives. With boards often comprising fewer than twenty members, a single resignation or appointment can markedly shift representation percentages. Non-declaration of ethnicity is high among board members (25.2%) and even higher among non-executives, potentially masking under-representation.

WRES workforce data compares the disparity ratio of ethnic-minority representation in Agenda for Change Bands 1–9¹² and executive senior posts against the overall workforce. Because ethnicity declaration is voluntary and many staff choose not to disclose, small counts, particularly in senior grades, can produce unstable ratios. Changes in the overall workforce composition can also skew band-specific ratios even if absolute numbers remain unchanged.

The WRES bullying and harassment measure is based on self-reported survey responses. Some staff may hesitate to disclose mistreatment, while others may report more readily depending on personal resilience or past experiences. Low response rates in certain ethnic subgroups produce volatile percentages, making year-on-year comparisons unstable. Furthermore, the source categories (patients, colleagues and managers) can overlap. For instance, an abusive comment may involve both a patient and a manager, so attribution may be imperfect.

The National and Local PREM maternity questionnaire asks women to rate their overall experience of care. In a maternity setting, satisfaction can be shaped by highly personal factors which vary widely between individuals. Response rates among ethnic-minority women may also be lower, and some may be less willing to report negative experiences, leading to potential non-response bias. As questions and modes of administration evolve, comparability over time should be treated with caution.

¹² Agenda for Change bands 1-9 refer to the pay grading system used for most NHS staff in Wales, England, and Scotland (excluding doctors, dentists, and some senior managers). The bands range from Band 1 (the lowest pay) to Band 9 (the highest for non-medical roles), reflecting increasing levels of responsibility, skills, and experience required for each role.

3.5 Social care (SoCa)

As with the ArWAP Health chapter, the actions and outcomes within the Social Care chapter aim to ensure that anti-racist practice is embedded throughout the social care workforce and delivery of services. This includes what the Welsh Government and their statutory, private and third sector partners can do for adults and children who use social care services and their families: improving access to and experience of services, through an anti-racist lens. Secondly, what the Welsh Government can do for, and what expectations are of, the social care workforce, to improve both practice and their experience, again through an anti-racist lens.

3.5.1 Social care measures

Table 11: Common social care measures

Comon measures				
Common theme	Goal	Outcome	Measure	Source
Access to services	SoCa 27: To improve qualitative and quantitative data, research, evidence, analysis, intelligence and understanding; including a significant increase in the lived experience data gathered from Black Asian and Minority Ethnic people to address existing data gaps and support the delivery of all	Improved service provision for Black, Asian, Minority Ethnic people	Children receiving care and support per 100,000 children by ethnicity and care and looked-after status. Made up form the following indicators: <ul style="list-style-type: none"> • All children in care rate • Children looked after rate • Children on the child protection register but not looked after • Children receiving care but not looked after and not on the child protection register. 	Children receiving care and support census

	the social care Goals and Actions.			
Wellbeing	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Bullying, harassment and complaints	SoCa 19: To ensure that ethnic minority people seeking a career or role within social care in Wales will experience no barriers to employment. They will have access to high quality training throughout their career, feel safe within their workplace, and have full confidence in their leadership to operate a zero tolerance policy of	People have confidence to raise complaints and confidence that they will be resolved if they experience racism from other people working in social care	Percentage of social care workers reporting bullying, discrimination or harassment by ethnicity and source.	WRESSC indicators 8 ¹³ ,9 ¹⁴ ,10 ¹⁵

¹³

the percentage of social care workers reporting bullying, discrimination or harassment from an individual or family.

¹⁴ the percentage reporting bullying, discrimination or harassment from colleagues.

¹⁵ the percentage reporting bullying, discrimination or harassment from managers

racism and any other form of discrimination or inequality.

Representation and workforce diversity	SoCa 12: To ensure that ethnic minority people seeking a career or role within social care in Wales will experience no barriers to employment. They will have access to high quality training throughout their career, feel safe within their workplace, and have full confidence in their leadership to operate a zero tolerance policy of racism and any other form of discrimination or inequality	Improved processes and policies developed in line with anti -racist principles and practices which result in increased numbers of Black, Asian and Minority Ethnic people in senior positions and the improved retention of Black, Asian and Minority Ethnic people across the workforce as a whole	Percentage of respondents who sought career progression in the last 12 months. Percentage of respondents who agree that employer acts fairly regarding promotion	WRESSC 3 ¹⁶ Staff Survey
Access to services	N/A – Either no outcomes related to this measure within this	N/A	N/A	N/A

¹⁶ Percentage of staff (a) who have sought a progression opportunity in the last 12 months and (b) who would consider seeking a progression opportunity, comparing Black, Asian and Minority Ethnic staff compared to White colleagues (staff survey).

chapter, or
there is
insufficient
data available.

3.5.2 Data sources and limitations

Whilst workforce data is available through the Workforce Race Equality Standard Social Care (WRESSC), there is limited data available about the ethnicity of service users . This means it is currently difficult to develop a comprehensive measure/s for this framework covering service users.

The measures in the Social Care chapter are produced from two sources: the Children Receiving Care and Support dataset (Welsh Government, n.d.c)

and the Workforce Race Equality Standards Social Care (WRESSC) survey (Social Care Wales , 2024)

The Children Receiving Care and Support data are based on a snapshot of children who are still receiving care and support from 1 January to 31 March each year. This approach doesn't include short-term interventions and cases opened or closed outside that period. Any child without a recorded ethnicity is excluded from breakdowns, which may bias estimates for smaller groups. Variations in local authority recording practices can introduce inconsistencies, and in published data, counts are rounded to the nearest five or suppressed for disclosure control.

The WRES Social Care survey relies on voluntary, self-reported experiences of staff. Individuals may hesitate to disclose sensitive issues such as bullying, discrimination or harassment, leading to under-reporting. Small sample sizes in some ethnic groups can cause large swings in year-on-year percentages that reflect statistical noise rather than real change. The survey captures only recognised and reported incidents, and source categories (for example, manager versus colleague) can overlap, making attribution imperfect. Some ethnic groups, such as 'Other' or 'Mixed', appear to be missing, suppressed or under-recorded. Responses are wholly voluntary, with 'neutral' or 'I don't know' options available, recall bias may further affect the results. All these limitations can affect data quality.

3.6 Homes and places (H&P)

The actions and outcomes within the "Homes and Places" chapter aim to ensure equitable access to decent, secure housing conditions that meet the needs of Black, Asian and

Minority Ethnic people in Wales, as well as embedding anti-racism within the housing sector’s workforce and leadership (Welsh Government, 2022a, pp81-82)..

3.6.1 Homes and places measures

Table 12: Common homes and places measures

Common measures				
Common theme	Goal	Outcome	Measure	Source
Wellbeing	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Representation and workforce diversity	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Bullying, harassment and complaints	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Access to services	H&P 14: To recognise that safe, culturally appropriate accommodation is necessary in order for individuals to flourish in other parts of their lives and to address the lack of site provision and poor quality of Gypsy and Traveller	Improved access to quality rental mobile homes for Gypsy, Roma and Traveller Communities.	Percentage of Authorised Caravan Sites, by Local Authority.	All Wales caravan count

accommodation in Wales.

<p>Access to services</p>	<p>H&P 5: Research and evaluation relating to homes and places commissioned, by the Welsh Government, Local Authorities and Third Sector</p> <p>Organisations will be delivered in a way that enables the experiences of people sharing protected characteristics, including race, to be captured and reported on to ensure programmes are aligned to deliver on priorities, such as reducing levels of overcrowding and homelessness.</p>	<p>Better evidence delivers better policies, programmes and initiatives for all.</p>	<p>Rate per 10,000 households assessed as homeless or threatened with homelessness by ethnicity.</p>	<p>Homelessness data collection, Welsh Government</p>
<p>Access to services</p>	<p>H&P 5: Research and evaluation relating to homes and places commissioned, by the Welsh Government, Local Authorities and Third Sector</p> <p>Organisations will be delivered in a way that enables the experiences of people sharing protected characteristics, including race, to be</p>	<p>Better evidence delivers better policies, programmes and initiatives for all.</p>	<p>Percentage of eligible households threatened with homelessness, by outcome and ethnicity.</p>	<p>Homelessness data collection, Welsh Government</p>

captured and reported on to ensure programmes are aligned to deliver on priorities, such as reducing levels of overcrowding and homelessness.

Chapter specific measures

Table 13 Specific homes & places measures

Chapter specific theme	Action	Outcome	Measure	Source
Housing situation	H&P 7: Working with organisations and people sharing protected characteristics including Race, prepare Local Housing Market Assessments in accordance with revised guidance issued in March 2022, to ensure Local Authorities accurately assess the housing needs of their local population. Once housing need is identified, work with key partners to deliver housing that better meets demand	Local authorities and Housing Associations can build affordable housing that meets the needs of ethnic minority people and others in their communities.	Percentage that own or rent their home, by ethnicity.	Annual Population Survey

3.6.2 Data sources and limitations:

The Housing chapter acknowledges the need for better data and evidence within the sector, to better understand inequalities and experiences of racism within the sector (Welsh Government, 2022a, p82). Data often lacks detailed ethnicity breakdowns and consistency across organisations working within the housing sector, making it difficult to measure the effectiveness of actions aimed at improving housing conditions and reducing homelessness for ethnic minority groups. Limited data on Gypsy Roma Traveller communities and their living conditions is also highlighted as a particular evidence gap.

The measures in the Homes and Places chapter are produced from three data sources: the Homelessness Data Collection (Welsh Government, n.d.d), the Gypsy and Traveller Caravan Count (Welsh Government, n.d.e) and the Annual Population Survey (ONS, n.d.).

Ethnicity is self- or household-reported in all sources. All sources also share some common statistical limitations; ethnicity information is available aggregated in five broad categories, which can mask important subgroup differences. Small counts for some groups within survey estimates can lead to uncertainty and wide confidence intervals, and suppression for disclosure control can affect all sources.

The Homelessness Data Collection collects information on households applying to local authorities for housing assistance and local housing authorities' activities under the Housing (Wales) Act 2014 (UK Government 2014). This includes the prevention and relief of homelessness as well as the number of homeless households in temporary accommodation. Individual households can make multiple applications in a given year. The ethnicity of the lead applicant is collected, however, the ethnicity of other household members is not collected.

The Gypsy and Traveller Caravan Count provides biannual snapshots (in January and July of each year) of the number of Gypsy and Traveller caravans on authorised and unauthorised sites in Wales. These counts are designated "Official Statistics in development," and the January 2025 count is the most recent count to be undertaken while the series has been paused for review (Welsh Government, n.d.e). They do not estimate household numbers or capture families living in bricks-and-mortar housing, so they understate total accommodation need. The data does not describe quality of living conditions or accommodation preferences.

The Annual Population Survey (ONS, n.d.) provides data on tenure which is derived from self-reported interviews and are subject to sampling variability, especially for smaller ethnic-minority groups. Low sample counts produce wide confidence intervals, making some year-to-year comparisons unreliable for measures which use this data. Less detailed ethnicity categories are reported¹⁷, which masks within-group differences. The survey does not include those in communal establishments, potentially under-representing transient or newly arrived populations.

¹⁷ The five harmonised standard high-level categories of ethnicity are: White, Mixed or Multiple ethnic groups, Asian or Asian British, Black, Black British, Caribbean or African, and Other ethnic group.

3.7 Local Government (LG)

Local government in Wales consists of the 22 unitary authorities, 731 town and community councils, 4 national park authorities, 3 fire and rescue authorities and 4 corporate joint committees.

The actions and outcomes of the local government chapter focus on promoting and supporting diversity of local democracy across Wales. This includes supporting and enabling Black, Asian and Minority Ethnic people to stand for local elected office as well as creating an environment where everyone wants and feels able to participate in democracy, including by exercising their right to vote.

The chapter identifies that local government is an essential part of the Welsh public sector, which should include exhibiting best practice as an anti-racist employer – several actions and outcomes within this chapter relate to ensuring equality of opportunity for progression for all employees within the sector, and appropriate diversity within leadership roles.

The chapter states that the essential public services provided by local government are considered elsewhere within the ArWAP and so are not covered by the actions and outcomes for this chapter (Welsh Government, 2022a, p94).

3.7.1 Local government measures

Table 14: Common local government measures

Common measures				
Common theme	Goal	Outcome	Measure	Source
Wellbeing	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Representation and workforce diversity	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A

Bullying, harassment and complaints	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available..	N/A	N/A	N/A
--	---	-----	-----	-----

Access to services	Embed anti-racism at the heart of our strategic partnership working with local government	More inclusive policies and practices that address systemic racial inequalities fostering improved public trust, particularly among marginalized communities, by ensuring fair access to services and opportunities.	Percentage of people satisfied/dissatisfied with their ability to access local facilities and services, by ethnicity	N/A
---------------------------	---	--	--	-----

Chapter specific measures

Table 15 Specific local government measures

Chapter specific theme	Action	Outcome	Measure	Source
Influencing decisions	LG 5 Establish the nature and extent of public participation strategies.	Communities feel more represented and involved in local government decision making.	Percentage of respondents that agree they have the opportunity to participate in making decisions about the running of their local	National Survey for Wales
	Evaluate the impact of guidance			

published in 2023 on involvement and participation in local government.

authority services, by ethnicity.

Influencing decisions	LG 5	Communities	Percentage of	National
	Establish the nature and extent of public participation strategies.	feel more represented and involved in local government decision making	respondents that agree they can influence decisions in their local area, by ethnicity.	Survey for Wales
	Evaluate the impact of guidance published in 2023 on involvement and participation in local government.			

3.7.2 Data sources and limitations

The measures in the Local Government chapter are produced from the National Survey for Wales. The Local Government Candidates Survey is undertaken every 5 years with the next survey scheduled for 2027. Therefore, year-on-year comparisons are not possible. The need to aggregate data into a small number of ethnic groups and exclude candidates who did not report their ethnicity represent additional analysis limitations.

The local government chapter faces challenges in collecting and comparing workforce data across the different local authorities. There are inconsistencies in the way data is currently collected and recorded and data is not centralised, making it more difficult to collect and compare across different local authorities.

Additionally, there is a need to measure representation and people's perception of their community and services which are often difficult to measure with quantitative indicators.

3.8 Employability and skills, including social partnership and fair work and entrepreneurship (E&S)

Key priorities set out in the employability and skills chapter include actions and outcomes enhancing cross-government collaboration to address pay gaps, embedding anti-racism and inclusion into social partnership structures, and increasing awareness of workplace rights. This includes embedding anti-racism within the employability programmes funded or delivered by Welsh Government, to ensure the skills training and employment prospects that exist in Wales are accessible to all. The chapter also aligns closely with the Leadership chapter, particularly in promoting ethnic minority recruitment, progression, and fair workplace practices.

3.8.1 Employability and skills, including social partnership and fair work and entrepreneurship measures

Table 16: Common employability and skills, including social partnership and fair work and entrepreneurship measures

Common measures				
Common theme	Goal	Outcome	Measure	Source
Wellbeing	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Representation and workforce diversity	E&S 11: To reduce and eliminate the ethnicity pay gap between ethnic minority and white employees	More diverse, cohesive and productive workplaces which enable Minority Ethnic people to reach their full potential	Employment rate by ethnicity and sex (proxy indicator).	Annual Population Survey

Representation and workforce diversity	E&S 11: To reduce and eliminate the ethnicity pay gap between ethnic minority and white employees	More diverse, cohesive and productive workplaces which enable Minority Ethnic people to reach their full potential	Percentage not In education, training or work, by ethnicity and sex (proxy indicator).	NWI22 Percentage of people not in education, employment, or training, measured by different age groups.
Bullying, harassment and complaints	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Access to services	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A

Chapter specific measures

Table 17 Specific employability and skills, including social partnership and fair work and entrepreneurship measures

Chapter specific theme	Action	Outcome	Measure	Source
Pay gap	E&S 9: To reduce and eliminate the ethnicity pay gap between	An improving trend in the pay gap between ethnic	Estimated hourly median wages, by ethnicity and sex.	NI17 Pay difference for gender,

ethnic minority and white employees	minority and white workers	disability, and ethnicity.
--	----------------------------------	-------------------------------

3.8.2 Data sources and limitations

The measures in the Employability and Skills chapter are produced from the Annual Population Survey.

The Annual Population Survey allows analysis by five broader groups, aligned with the GSS ethnicity harmonised standard: White, Mixed, Asian, Black, and Other (UK Government, 2025)

. Additional Asian subgroups have been included, but these estimates are less reliable and should be interpreted with caution owing to wide confidence intervals. The upcoming Transformed Labour Force Survey (Office for National Statistics, n.d.b) is expected to provide larger and more representative samples, allowing for more detailed and robust breakdowns in the future. In the meantime, year-on-year changes, especially for smaller sub-groups, should be treated carefully, and very small samples have been suppressed from visual reporting.

3.9 Nation of sanctuary (NoS)

This chapter outlines Wales’s commitment to supporting sanctuary seekers and recognises that many of the most pressing challenges faced by sanctuary seekers, such as immigration status, asylum processing, and access to public funds, are governed by the UK Government and therefore fall outside the devolved competence of the Welsh Government. This creates a structural limitation: while Wales can offer support services, advice, and advocacy, it cannot directly reform the system. The chapter explicitly acknowledges this limitation, noting that sanctuary seekers are vulnerable to outcomes like homelessness, poor health, and exploitation due to their precarious legal and financial status. In response, the Welsh Government commits to working closely with the UK Government to influence policy and mitigate harm, while also strengthening devolved services to provide culturally competent, accessible support within its remit.

3.9.1 Nation of sanctuary measures

As immigration falls outside of Welsh legislative powers, data sits predominantly with the UK Government and data specific to Wales is very limited or unavailable, which is reflected in the limited number of measures identified below.

Common measures

Table 18: Common nation of sanctuary measures

Common Theme	Goal	Outcome	Measure	Source
Wellbeing	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Representation and workforce diversity	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	
Representation and workforce diversity	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Bullying, harassment and complaints	N/A – Either no outcomes related to this measure within this chapter, or there is	N/A	N/A	N/A

insufficient data available.

Access to services	NoS 2: Implement our Migrant Integration Framework for Wales.	Migrant experiences and outcomes in Wales will be better understood. Inequalities can be addressed to improve integration	Rate of GP events per person in Wales by country of birth.	SAIL Databank
---------------------------	---	---	--	---------------

3.9.2 Data sources and limitations

Data relating to the outcomes experienced by sanctuary seekers living in Wales can be very hard to gather due to the comparatively small proportion of sanctuary seekers accessing services, data security considerations and the fear of persecution which many arrivals may have towards Welsh service providers because of experiences which displaced them.

Some data on sanctuary seekers is currently published by UK Government, but not on all migration schemes and often not at a Wales level. This is a challenge the Welsh Government are seeking to partially address through the implementation of our Migrant Integration Framework for Wales (Welsh Government, 2024c) and ongoing discussions with UK Government.

3.10 Crime and justice

Criminal justice (prison, police, probations, courts and related areas) is not yet devolved in Wales. The Crime and Justice chapter of the ArWAP acknowledges this limitation and instead outlines how the Welsh Government is working in collaboration with UK justice partners to deliver on their ArWAP actions, whilst focussing actions on the key areas where we have responsibilities and powers to drive change using our as Welsh Government

This includes through the Criminal Justice Anti-Racism Action Plan for Wales (CJARWAP) (HM Prison and Probation Service, 2022), which sets out commitments to build an anti-racist justice system with partners across Wales.

3.10.1 Crime and justice, including hate crime measures

Table 19: Common crime and justice measures

Common measures				
Common theme	Goal	Outcome	Measure	Source
Wellbeing	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Representation and workforce diversity	C&SJ 2: To use the levers within the Welsh Government PCSO commitment to tackle discrimination and support an anti-racist approach.	A more robust, systematic, consistent approach to collecting police workforce data on ethnicity and race in Wales, resulting in a stronger evidence base to inform the decision making process in the recruitment of ethnic minority personnel.	Police workforce by officer rank, sex and country (2021 to 2024)	Home Office, police workforce data

			The Welsh Government funded PCSOs represent the communities they serve.	
Bullying, harassment and complaints	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Access to services	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A

Chapter specific themes

Table 20 Specific crime & justice measures

Chapter specific theme	Action	Outcome	Measure	Source
Community cohesion	C&SJ 14: To tackle racism through building cohesive and integrated communities	Foster cohesion and forge links between people from different backgrounds.	Percentage of people that agree that people treat each other with respect.	National Survey for Wales

Community cohesion	C&SJ 14: To tackle racism through building cohesive and integrated communities	Foster cohesion and forge links between people from different backgrounds.	Percentage of people agreeing that people from different backgrounds get on well together.	National Survey for Wales
Hate crime	C&SJ 7: To ensure that Wales continues to strive to be an anti-racist country and so is a safe place to live, by eliminating hateful attitudes and supporting victims of racially motivated hate crime.	<p>Bystanders will better understand hate crime and be motivated to act in an anti-racist way in support of victims.</p> <p>Increased awareness of the option of third-party reporting if victims or bystanders do not feel comfortable approaching the police to report a hate crime.</p>	<p>Proportion of police recorded hate crime victims by known ethnicity – racially or religiously aggravated offences</p> <p>Rate of police recorded religiously aggravated offences per 10,000 people by religion.</p> <p>Police recorded hate crimes per 10,000 people by race or religion as the motivating factor.</p>	<p>Police recorded crime and outcomes data</p> <p>Home Office, police recorded crimes and outcomes FOI request and census data 2021</p> <p>Home Office, police recorded crimes and outcomes FOI request and census data 2021</p>

3.10.2 Data sources and limitations

The Crime and Justice chapter draws on three sources: the National Survey for Wales (Welsh Government n.d.b.), Home Office Police Workforce data (Home Office n.d.), 2021 Census data (Office for National Statistics 2022), and Home Office Hate Crime statistics (Home Office n.d.a).

Home Office hate crime statistics only cover offences reported to the police and correctly flagged as racially or religiously motivated. Many records in 2023/24 list victim ethnicity as 'unknown', and different police forces can vary in how often they capture this detail, introducing geographic bias. Research shows reporting rates differ by ethnicity (Ministry of Justice 2024), offence type and local context, so actual prevalence may be under-recorded in certain groups.

Improvements in recording practices can create apparent increases that reflect better data capture rather than genuine rises, and variations in how different police forces flag hate crimes introduce further inconsistency. Only one motivation is recorded per offence, so incidents driven by multiple factors may be under-counted.

Police Workforce data is a census-type data collection drawn from Home Office returns annually, on the 31 March each year so the data is a snapshot of the workforce as of that date. Ethnicity is self-declared and voluntary, and small counts among minority groups make year-to-year figures volatile.

3.11 Childcare and play (C&P)

The Childcare and Play chapter sets out a collaborative strategy to embed anti-racism across the sector. The actions and outcomes within the ArWAP Childcare and Play chapter are split into three areas: workforce, parents and children.

Actions for improving the workplace experience for Black, Asian and Minority Ethnic staff consider ensuring anti-racist leadership, greater racial diversity in the sector and opportunities for progression for all.

Other actions focus on identifying and removing barriers to childcare services for all parents and families, as well as ensuring all children have access to culturally appropriate childcare settings that explore and celebrate diversity.

3.11.1 Childcare and play measures

Table 21: Common childcare and play measures

Common measures

Common theme	Goal	Outcome	Measure	Source
--------------	------	---------	---------	--------

Wellbeing	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Representation and workforce diversity	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Bullying, harassment and complaints	N/A – Either no outcomes related to this measure within this chapter, or there is insufficient data available.	N/A	N/A	N/A
Access to services	C&P 7: The Welsh Government will continue to work people from Black, Asian and Minority Ethnic Communities, to identify barriers faced by these communities in accessing services including how	People from ethnic minority backgrounds have equal access to childcare services	Percentage of adults that have used formal childcare for their child	National Survey for Wales.

barriers to
access to
services can
be removed.

3.11.2 Data sources and limitations

The ArWAP Childcare and Play chapter highlights that a lack of ethnicity data within the sector makes analysis challenging. There are no mandatory requirements placed on private sector childcare providers to collect ethnicity data and to report on them if they do. This makes it very difficult to understand the data landscape within the sector.

Existing data is mostly qualitative and exploratory, and we have only been able to identify one measure from the currently available data. This indicator, described in table 13, could be used to help understand the extent to which people from ethnic minority backgrounds can access childcare. There are of course limitations with using this measure as there may be more than one reason why people from ethnic minority backgrounds choose not to, or cannot access childcare. It is therefore important to conduct further research into why this may be the case.

The measure reflects reported use rather than unmet need or suitability, and can be influenced by affordability, availability, eligibility, working patterns and cultural preferences.

The measure comes from the National Survey for Wales. Examining the data for this NSW questions, shows low sample sizes pose a particular challenge for the Childcare and Play chapter indicators. A number of survey years have ethnic-minority samples below 40, which will limit sub-group analysis by ethnicity and will produce wide confidence. The survey questions needed to produce the indicator may also not appear in every wave of the NSW, which could lead to larger gaps in the time series. Future changes in survey mode or question wording can further affect comparability over time.

4.0 How will this framework be updated in the future?

To ensure the ArWAP indicator framework remains relevant, robust and fit for purpose, it will be reviewed annually. This schedule aligns with the release cycle of most data sources identified to populate the framework, which are typically updated annually. Consequently, more frequent updates would not be feasible given the availability of data.

As the equalities data landscape continues to evolve, we will proactively consider the incorporation of new and improved datasets and sources that can enhance the breadth, granularity and quality of indicators of the framework. Our approach will remain flexible and forward-looking, recognising the importance of adapting to improvements in data collection and analysis over time.

In addition, the measures within the framework will be regularly reviewed and revised in close collaboration and coordination with policy colleagues and the ArWAP governance groups. This will ensure that the framework evolves alongside the ArWAP programme itself and stays closely aligned with the priorities and needs of its users, which may include changing or removing measures. Where significant changes are made, these will be

documented and communicated transparently to maintain continuity and trust in the framework.

5.0 References

Crenshaw, K. (1991) *Mapping the margins: Intersectionality, identity politics, and violence against women of color*. *Stanford Law Review*, 43(6), pp. 1241–1299.

Crown Prosecution Service (CPS) (2024) *Hate Crime*. Available at: <https://www.cps.gov.uk/hate-crime> (Accessed: 9 February 2026).

Cwm Taf Morgannwg University Health Board (2023) *Maternity Patient Reported Experience Measure (PREM) 2022 Report*. Available at: <https://ctmuhb.nhs.wales/.../maternity-prem-2022-report-qsc-24-may-2023-pdf/> (Accessed: 29/01/26).

Department for Communities and Local Government (2015) *Planning policy for traveller sites*. London: DCLG. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/457420/Final_planning_and_travellers_policy.pdf (Accessed: 1 February 2026).

Greenwald, A.G. and Banaji, M.R. (1995) 'Implicit social cognition: attitudes, self-esteem, and stereotypes', *Psychological Review*, 102(1), pp. 4–27.

Government Statistical Service (2014) *Guidance for tables produced from administrative sources*. Available at: <https://analysisfunction.civilservice.gov.uk/policy-store/gssgsr-disclosure-control-for-tables-produced-from-administrative-sources> – Government Analysis Function (Accessed 29/08/25)

HM Prison and Probation Service (2022) *Criminal Justice Anti-Racism Action Plan for Wales*. Available at: <https://www.gov.uk/government/publications/criminal-justice-anti-racism-action-plan-for-wales> (Accessed: 29 January 2026).

HM Treasury (2020) *The Magenta Book: Guidance for evaluation*. London: HM Treasury. Available at: <https://www.gov.uk/government/publications/the-magenta-book> (Accessed: 9 February 2026).

Home Office (n.d.) *Police workforce, England and Wales: statistics*. Available at: <https://www.gov.uk/government/collections/police-workforce-england-and-wales> (Accessed: 29 January 2026).

Home Office (n.d.a.) *Hate crime, England and Wales: data and publications*. Available at: <https://www.gov.uk/government/collections/hate-crime-statistics> (Accessed: 29 January 2026).

Macpherson, W. (1999) *The Stephen Lawrence Inquiry: Report of an Inquiry by Sir William Macpherson of Cluny*. London: The Stationery Office (Cm 4262-I).

Ministry of Justice. (2024). *Statistics on Ethnicity and the Criminal Justice System, 2022*. [online] GOV.UK. Available at: <https://www.gov.uk/government/statistics/ethnicity-and-the-criminal-justice-system-2022/statistics-on-ethnicity-and-the-criminal-justice-system-2022-html> [Accessed 01/09/25]

NHS Wales (n.d.) *Workforce Race Equality Standard for Wales*. Available at: <https://www.nhs.wales/sa/workforce-race-equality-standard/> (Accessed: 29/01/26).

Office for National Statistics (2022) *Census 2021 results*. Available at: <https://www.ons.gov.uk/census> (Accessed: 29 January 2026).

Office for National Statistics (2025) *New study launched to better understand Roma communities*. Available at: <https://blog.ons.gov.uk/2025/04/30/new-study-launched-to-better-understand-roma-communities/> (Accessed: 1 February 2026).

Office for National Statistics (ONS) (2025) *Ethnicity harmonised standard*. Adapted from: Government Analysis Function. Available at: <https://analysisfunction.civilservice.gov.uk/policy-store/ethnicity-harmonised-standard/>

Office for National Statistics (n.d.) *Annual Population Survey*. Available at: <https://www.ons.gov.uk> (Accessed: 29 January 2026).

Office for National Statistics (n.d.b) *Labour Force Survey*. Available at: <https://www.ons.gov.uk/surveys/informationforhouseholdsandindividuals/householdandindividualsurveys/labourforcesurvey> (Accessed: 29 January 2026).

Office for National Statistics (n.d.c) *Uncertainty and how we measure it for our surveys*. Available at: <https://www.ons.gov.uk/methodology/methodologytopicsandstatisticalconcepts/uncertaintyandhowwemeasureit> (Accessed: 9 February 2026)

Social Care Wales, Welsh Government & NHS Wales (2024) *Workforce Race Equality Standard (WRES) social care report*. Available at: <https://socialcare.wales/research-and-data/workforce-race-equality-standard> (Accessed: 29 January 2026)

UK Government (2010) *Equality Act 2010 – Section 9: Race*. Available at: <https://www.legislation.gov.uk/ukpga/2010/15/section/9>

UK Government (2025) *Annex C: Government Statistical Service harmonised categories for ethnicity*. Available at: <https://www.gov.uk/government/consultations/equality-race-and-disability-bill-mandatory-ethnicity-and-disability-pay-gap-reporting/annex-c-government-statistical-service-harmonised-categories-for-ethnicity> (Accessed: 29 January 2026)

Welsh Government (n.d.a) *Pupil Level Annual School Census (PLASC)*. Available at: <https://www.gov.wales/pupil-level-annual-school-census-plasc> (Accessed: 26/01/26). Welsh Government (n.d.b) *National Survey for Wales*. Available at: <https://www.gov.wales/national-survey-wales> (Accessed: 29/01/26).

Welsh Government (n.d.c.) *Children receiving care and support: statistical dataset*. Available at: <https://statswales.gov.wales> (Accessed: 29 January 2026).

Welsh Government (n.d.d) *Homelessness data collection*. Available at: <https://statswales.gov.wales> (Accessed: 29 January 2026).

Welsh Government (n.d.e) *Gypsy and Traveller Caravan Count*. Available at: <https://statswales.gov.wales> (Accessed: 29 January 2026).

Welsh Government (2019) *Nation of Sanctuary: Refugee and Asylum Seeker Plan*. Cardiff: Welsh Government.

Welsh Government (2022a). *Anti-racist Wales Action Plan*. Available at: <https://www.gov.wales/anti-racist-wales-action-plan-section-a-html> (Accessed 15/06/25)

Welsh Government (2022b) National wellbeing indicators. Available at: <https://www.gov.wales/national-wellbeing-indicators> (Accessed 15/06/25)

Welsh Government (2024a). *Anti-racist Wales Action Plan: 2024 update*. Available at: <https://www.gov.wales/anti-racist-wales-action-plan-2024-update-html> (Accessed 16/06/25) Welsh Government (2024b) *Anti-racist Wales Action Plan: Impact Measurement Framework*. Available at: <https://www.gov.wales/anti-racist-wales-action-plan-impact-measurement-framework-html> (Accessed 16/06/25)

Welsh Government. (2024c). *Migrant Integration Framework*. [online] Available at: <https://www.gov.wales/migrant-integration-framework-html> [Accessed 01/09/25].

Welsh Government (2025) *Strategic Equality and Human Rights Plan 2025 to 2029*. Available at: [https://www.gov.wales/strategic Equality and Human Rights Plan 2025 to 2029](https://www.gov.wales/strategic-equality-and-human-rights-plan-2025-to-2029) [HTML] | GOV.WALES (Accessed: 29/08/25)