

THE NATIONAL ASSEMBLY FOR WALES: ARRANGEMENTS TO PROMOTE EQUALITY OF OPPORTUNITY 2000-2001

Contents

Preface by the Chair [*](#)

Report to Plenary on the Assembly's Arrangements to Promote Equality [*](#)

Priorities for the next year [*](#)

Annex A: Report from the Permanent Secretary on the promotion of equality in the Assembly –2000-01 [*](#)

1. Introduction [*](#)

2. Summary [*](#)

3. Achievements/Progress [*](#)

4. Public Appointments [*](#)

5. Relationship to Better Wales & Better Government [*](#)

6. Conclusion [*](#)

Appendix A1: Role and functions of the Equality Policy Unit [*](#)

Appendix A2: Specific Divisional Equality initiatives [*](#)

Appendix A3: Equality Audit Maturity Profile [*](#)

Annex B: Annual Report of the Committee on Equality of Opportunity [*](#)

The establishment of the Committee [*](#)

A brief summary of its activities for the previous year [*](#)

Public bodies concerned with the promotion of equal opportunities [*](#)

Forward Look [*](#)

Appendix B1: Committee on Equality of Opportunity - Terms of Reference [*](#)

Preface by the Chair

A vital aspect of the vision for devolved government for Wales was that the National Assembly should promote equality of opportunity for all people. This is reflected in the Government of Wales Act which requires the Assembly to exercise its functions and carry out its business "with due regard to the principle that there should be equality of opportunity for all people". To ensure that this occurs, Standing Orders provide for the Committee on the Equality of Opportunity to audit the Assembly's progress towards that goal. This legal obligation, backed by an Assembly standing committee, has further focussed the Assembly's attention on the need to promote equality. There is a clear commitment from the Cabinet, with all party support and from senior management to see that equality of opportunity is promoted within Wales. However, the size of the task means that we have only begun to address the barriers that exist to equality of opportunity, both within the Assembly itself and in the wider community.

I have been pleased with the start which has been made in promoting equality through the system of public appointments in Wales. The work which has been done in the last year to improve diversity in appointments will help ensure that our public bodies will better represent all sectors of the community. The current review of the remuneration of chairs and members of such bodies promises to help ensure that high calibre people from across the community can be attracted to these important positions and that there is a rational and fair basis for remuneration.

Another area the Committee has focussed on in the last year has been the Assembly's response to the education recommendations of the Inquiry into the Murder of Stephen Lawrence (the MacPherson report). Education provides a vital role in forming attitudes and awareness and if there is to be equality of opportunity for all, then schools need to be a place where diversity is accepted and an understanding of the richness of the world's cultures promoted. The Committee has also been encouraged by the potential for promoting equality of opportunity through the Assembly's procurement policy. The Assembly's statutory obligation to promote equality empowers it to include considerations of equality when purchasing goods and services and we are exploring how we can most effectively do so.

Other issues which the Committee plans to focus on during the coming year include the implementation of the "Lifting Every Voice" report by Roger McKenzie, fulfilling the Assembly's obligations under the Race Relations (Amendment) Act 2000 and responding to the "Just Pay" report of the Equal Pay Task Force. The latter report has revealed that there is still significant gender pay inequity in Wales. To address this issue the Assembly must start by determining the extent of gender pay inequity amongst its own staff and addressing its causes. Only once it gets its own house in order can the Assembly take the lead in addressing this enduring barrier to equality. The Committee will also be exploring what can be done to address the current detention of asylum seekers in Cardiff prison.

This report shows that, while there is much to be done, progress is being achieved. This is greatly assisted by the non-partisan approach that members of the Committee have taken to their role. It has been pleasing to work with a committee which is focused on achieving outcomes for the Assembly and the people of Wales rather than scoring points for their party and I thank all members for their assistance throughout the year. I am also grateful to the Commission for Racial Equality, the Commission on Equality of Opportunity and the Disability Rights Commission for their assistance. The expert advice they have provided to the Committee has been invaluable. I also extend my thanks to the many people who have come to speak to the Committee and shared their insights and to the Assembly officials who have supported the Committee. I would particularly like to thank Roger McKenzie for the work he has done in his report 'Lifting Every Voice'. This report will have a major impact on the way we address, not only institutional racism, but all other aspects of inequality in the Assembly.

Edwina Hart AM MBE

Chair, Committee on Equality of Opportunity

June 2001

Report to Plenary on the Assembly's Arrangements to Promote Equality

This is the second annual report of the Committee on the Equality of Opportunity under Standing Order 14.2 on the Assembly's arrangements to promote the equality of opportunity and their effectiveness. The bulk of the report is contained in its two annexes; Annex A being a report from the Permanent Secretary on the promotion of equality of opportunity and Annex B being the Committee's report on its activity over the last year.

The Committee is pleased to see that progress is being made. This is particularly reflected in strongly expressed commitment of senior management, the development of consultation mechanisms to engage with representative bodies in policy development, and, equality priorities in the Better Wales and Better Government initiatives. There have also been a number of initiatives to target specific barriers to equality, such as improving the public appointments process, addressing the recommendations of the Report of the Inquiry into the Murder of Stephen Lawrence and the "Lifting Every Voice" Report addressing institutional racism within the Assembly.

The maturity profile at Appendix A3 in Annex A shows that the Assembly is making headway in establishing mechanisms and procedures to promote equality but still falls short of functioning with due regard to the principle that there should be equality of opportunity for all people. It is important that the initiatives developed to date are properly implemented and other barriers to equality are identified and addressed to ensure that the Assembly moves towards the model of excellence to which it aspires and which is required by the Government of Wales Act.

Priorities for the next year

The implementation of "Lifting Every Voice", remains a major project for the coming years in order to ensure that the Assembly's internal policies do not have the effect of reducing opportunities of people from black and ethnic minorities – or for other under-represented groups. Responding to the Assembly's new obligations under the Race Relations (Amendment) Act 2000 will further highlight what the Assembly needs to do to secure equality of opportunity.

The Task Force on Equal Pay's report *Just Pay* has highlighted the continued existence of pay inequity. This issue is vital for securing equality of opportunity for women and the Committee considers that the Assembly needs to take the lead in addressing pay equity amongst its own staff and in the public bodies it sponsors.

The Committee also welcomes the work the Assembly is doing to promote equality through its policies regarding the appointment and remuneration of public appointees and by including equality issues in its procurement policies.

Annex A: Report from the Permanent Secretary on the promotion of equality in the Assembly –2000-01

1. Introduction [*](#)

2. Summary [*](#)

3. Achievements/Progress [*](#)

4. Public Appointments [*](#)

5. Relationship to Better Wales & Better Government [*](#)

6. Conclusion [*](#)

Appendix A1: Role and functions of the Equality Policy Unit [*](#)

Appendix A2: Specific Divisional Equality initiatives [*](#)

Appendix A3: Equality Audit Maturity Profile [*](#)

1. Introduction

This report outlines the work that has been done on equality in the Assembly since the last report by the Committee on Equality of Opportunity in July 2000.

I am personally committed to ensuring that the Assembly sets an example of best practice in the way in which it embeds equality of opportunity is embedded in its conduct of business and procedures. The Government of Wales Act puts us under a statutory duty to do so; but there is a wider obligation on us as an organisation to ensure that the staffing of the Assembly reflects the diversity of the population of Wales. The Assembly is a major employer and its work affects the lives of everyone in Wales. An Assembly that is staffed by people from all sections of the community will be more receptive and responsive to their needs. An organisation that is diverse is better able to respond to change. It will be more dynamic because it contains people who can see issues from a range of points of view.

This report shows the progress that has been made. I acknowledge there is still a long way to go, but a significant start has been made.

2. Summary

The second equality audit has provided me with clear evidence of progress on the mainstreaming equality and of an increasing awareness of what is required to achieve this.

There has been progress in the Assembly officials to engagement with different equality groups to influence the development of policy. Consultation mechanisms have been put in place with groups dealing with race, gender and disability issues; and we are developing similar arrangements with gay, lesbian and bisexual groups. I have established Forums with representatives from these community groups, which feed into the work of the Assembly.

The equality audit has built on the work of the Baseline Survey undertaken last year and demonstrates that the Assembly is able to monitor and measure its progress on equality issues. The Equality Policy Unit has worked in conjunction with individual Assembly divisions, reviewing the progress made by each division and assisting in the development of equality action plans using the 5 separate criteria tested in the original baseline survey (business aims; top level commitment; monitoring; training; and consultation).

The audit provides me with evidence across the work of the Assembly of improvements in these respects, and of the growing awareness of the need to take

account of equality at the outset of initiatives and the requirement to involve the statutory and voluntary equality organisations.

3. Achievements/Progress

Since the July 2000 Report, a great deal of work has taken place to develop the Assembly's employment practices and policy delivery. The second round of the equality audit has shown that, since last year: general awareness of equality has been raised; there is now widespread awareness of top level commitment, both at Ministerial and senior management level; there are an increasing number of examples of good practice; there is a growing acceptance of the need to engage, in a meaningful way, with both the statutory and voluntary sector equality bodies; and that, although only a limited amount of equality training has taken place, there is a growing recognition that more is required. As evidence of the progress made, the maturity profile for 2000-01 derived from the equality audit is attached at Appendix 3 together with the profile for 1999-2000 by way of comparison. This profile is a result of semi-structured interviews with each head of division in the National Assembly. The same key questions were asked in each heading of the profile and evidence sought to justify the views put forward. From this a moderated and evidence-based maturity profile has been produced based on each divisional interview (held between October 2000 and April 2001). The key headlines are:

- Business Aims – That there has been little change in this area reflects, for example, a lack still of specific reference to equality in divisional plans (most have general references and commitments) although there is an increase in consideration of equality matters in management meetings.
- Top Level Commitment – The improvement in this area reflects actions by senior managers for example the inclusion of equality on the agenda at meetings and engaging with equality organisations. An example of this is the quarterly "Round Table" meeting which I hold with senior members of the black and minority ethnic communities.
- Monitoring and Adjustment – The improvement in this area relates to an increase in awareness of the need for monitoring and a greater number of evaluations now taking place, although there is still a long way to go in this area and a more systematic approach needs to be developed..
- Guidance and Training – There has been only a slight improvement in this area due in the main to the lack of progress in providing divisions with an equal opportunity awareness raising mechanism. This will be a priority for the coming year.
- Consultation and Communication – The significant improvement in this area reflects an increasing awareness of the need to consult with equality organisations in a meaningful manner and the practical actions now being taken to involve equality organisations in consultation.

The Equality Policy Unit

The Unit has continued to provide advice and support across a broad range of equality issues to the Assembly as a whole. This has included the drafting of a new Equality Policy, Diversity Strategy, and Training / Awareness Raising Strategy document. The Equality Policy and Diversity Strategy are in draft, and will be put to the Committee later in the year. The Unit has also led on the raising of awareness of the Human Rights Act; the facilitation and co-ordination of the Assembly response to the Immigration and Asylum Act 1999; and the Race Relation (Amendment) Act 2000. As part of its ongoing outreach work the unit has continued to develop its liaison with equality and community groups across Wales, as well as with the statutory and voluntary equality bodies.

In taking this work forward, the Unit has been strengthened by the increase in numbers of staff, including the appointment of a number of secondees who have brought in valuable expertise and experience to the work of the Unit. Overall the work in promoting and mainstreaming equality continues and there is now increasing awareness among Assembly Divisions of the importance of embedding equality in Assembly policy making and working practices. A more detailed account of the work of the Unit is provided at Appendix 1.

As part of the Assembly's commitment to improving outreach work, funds have been provided to the All Wales Ethnic Minority Association (AWEMA), Disability Wales, and the Welsh Women's National Coalition (WWNC), representing black and ethnic minority communities, the disabled and women respectively to enable them to develop their links with the Assembly. Action is being taken to develop and fund similar amounts with the lesbian, gay and transsexual communities in Wales.

In consultation with senior representatives of the black and ethnic minority communities, and as part of the "Round Table" meetings with me, opportunities are

being developed for a secondment to the Assembly at a senior level, as well as work shadowing and placements. The aim is to overcome the perceived barriers to the employment of members of those communities in the Assembly.

Assembly Divisions

Divisions are progressing equality in a positive and practical manner, by acknowledging the importance of equality in their day to day work. The Unit's ongoing work with divisions has highlighted to many of them the need for increasing the level of awareness and the importance of including equality in their policy development and service delivery practices. Of particular note was the general view that further awareness raising and specific job related equality training were needed. The new training strategy which I will launch in the Autumn of 2001 will address this particular requirement. Whilst there has been an increase in the level of consultation between divisions and statutory and voluntary equality bodies, it is recognised that some divisions do more than others. A detailed account of the actions and activities of divisions is provided at Appendix 2.

4. Public Appointments

There have been a number of public appointment initiatives in addition to the Committee's work to improve diversity in appointments:

- a. Independent Assessors – Ministers have agreed that independent assessors should be properly appointed, clearly independent of Ministers and fully trained in equality issues. We will begin recruiting assessors on that basis later this year.
- b. The appointment process has been equality proofed and all person specifications and adverts are cleared with the Equality Policy Unit. Advertisements are brought to the attention of over 100 groups, representatives of women, black and ethnic minorities and disabled people,

5. Relationship to Better Wales & Better Government

a. Better Wales

The promotion of a culture in which diversity is valued and equality of opportunity is a reality is one of the three major themes and values of Better Wales.Com. The strategy document sets out the long-term vision for a better Wales: a tolerant society in which the needs of all social groups are addressed and everyone is given an opportunity to play a full part. A number of policies and initiatives are being introduced across the Assembly to help achieve these aims. Examples of these initiatives which relate directly to objectives in the document and which will contribute to promoting equality of opportunity, include:

- Holding and subsequent roll out of a National Assembly Recruitment Fair, which specifically encouraged applications from the Black and Ethnic minority communities In the subsequent recruitment exercise, the proportion of black and minority ethnic candidates who applied was increased to 4.6% (possibly 7% if all those who preferred not to state their ethnicity are included). The proportion of such candidates out of those recommended for appointment was 2.2% (possibly 3.7% if we count those who did not declare).
- Support of the All Wales Ethnic Minority Association, in its role as a vehicle for consultation with the Assembly. 3-year funding has been agreed to build capacity within the organisation so that the effectiveness of consultation with the black and minority ethnic communities is greatly increased. 3-year funding has also been agreed for Wales Women's National Coalition, Disability Wales and a newly established lesbian, gay and bisexual forum to undertake similar work in their areas of work.
- Quarterly meetings between senior members of the black and minority ethnic communities and senior officials held under my chairmanship.

- The partnership agreement entered into with the Public and Commercial Services Union, to look at the issue of Institutional Racism. The Report "Lifting Every Voice" has been published and its recommendations are being taken forward by a working group which will report to me in June 2001.
- Promoting the need for specific practical equality actions in Divisional Plans. Good progress has been made in this area as can be seen by the many divisional initiative at *Appendix 2*.
- A childcare strategy to provide care and development opportunities for children which will, in turn, allow primary carers to return to work if they wish; the Assembly has provided over £3.05 million in support of its Childcare Strategy and in developing Early Years Development and Childcare Partnerships. A Childcare Strategy Taskforce has been established and met, for the first time, in February 2001. From this, sub groups have been established led by facilitators to consider 5 key areas; maximising existing resources; recruiting and training; childcare to meet the needs of children, families and communities; support infrastructure and information; and contribution to economic development. The task force is due to report in the Autumn.
- Encouraging people from groups traditionally under-represented on the boards of our public bodies to put themselves forward for appointment; this work continues including more contact with the communities and broader advertising. The Public Appointments Unit continues to promote diversity in appointments. A number of Positive Action Initiatives are being considered, including outreach exercises and equality training for Board members.
- Promoting the need for equality of opportunity as a specific requirement of European Structural Funding. In conjunction with WEFO equality awareness training is being developed to ensure that at all stages equality is built into ESF.
- An Information Age Strategy to help open up opportunities for (amongst others) those with physical or sensory impairments. Following a wide-ranging electronic consultation, (both externally and within the Assembly which has set a new standard for consultations in the future), the strategy is to be presented to Plenary on the 3rd of July.
- Developing positive action schemes for under represented groups in the Assembly. A scheme has been bought in from the Civil Service College to provide positive action in the career development of black and minority ethnic staff. In addition a number of employment-related schemes have been initiated and are nearing completion (work shadowing, work-placements and a specific Grade 5 secondment opportunity aimed at underrepresented groups).
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b. Better Government

The Modernising Government White Paper and the subsequent Action Plans that emerged following the meeting of Permanent Heads of Departments at Sunningdale in 1999 emphasise the need for the Civil Service to become more diverse. All Departments are required to formulate Action Plans to demonstrate how they are going to tackle the issue of diversity. The Delivering Better Government Initiative in Wales is my response to the challenge of the Modernising Government White Paper.

The Modernising Government White Paper emphasised that "the public service must be part of, not apart from, the society it serves" and, as a devolved administration, this message is fundamental to the success of the Assembly. Through the Delivering Better Government programme I am demonstrating my strong personal commitment to equality.

One of the seven themes of my Delivering Better Government Initiative is "**Building Equality into all our Policies and Practices**". This Theme is defined as:

"To ensure that the Assembly's policies actively endorse its commitment to equality and diversity and that the Assembly exercises its functions with due regard to the principle of equality of opportunity for all. To ensure that, as an employer, the Assembly finds and draws upon the best talent to meet its needs, from across the whole population. To continue improving the gender balance; and as, a bilingual organisation, to have more staff speaking Welsh. To do more to draw on the potential of disabled people and minority ethnic people".

In taking forward this theme, specific actions have been identified in the Delivering Better Government and Diversity Action Plans, examples of which are:

- Targets have been set for the SCS, and also for grades below the SCS, to address under-representation of women, ethnic minority staff and disabled

- staff in the Assembly;
- Diversity training courses are being developed with training for all SCS members in valuing diversity and managing inclusion;
- Personnel systems such as recruitment, promotion, pay and annual performance appraisal are being and will continue to be equality proofed and reviewed to ensure there is no discrimination against certain groups of staff;

6. Conclusion

In seeking to mainstream equality in the Assembly, the positive start made in the first year has been consolidated and built on. However, there is still a long way to go, and only sustained effort, leadership and practical action over a number of years will achieve this.

Mainstreaming equality is fundamentally about changing the values, beliefs and attitudes of individuals and, as a consequence, the culture of the organisation. Training and awareness raising are key actions in this early stage of development. This is an area in which positive strides are now being made and in the course of 2001 significant headway is expected. This will be a priority task for the Equality Policy Unit in the coming year in devising innovative approaches to raising equality awareness.

The need to promote equality positively and to take practical actions have been further strengthened by the Race Relations (Amendment) Act 2000 and the report "Lifting Every Voice" by Roger McKenzie on institutional racism. Both of these will help us identify and take actions in key areas. Progress on these specific areas is highlighted below:

a. Policy Making

In the past there has been less focus on equality issues in policy making than in employment practice. A major theme emerging from the second equality audit was the need to promote equality in both policy making and service delivery. From the dialogue with divisions and the actions recorded by the EPU it is apparent that there is a lot of good practice across the Assembly, but that there is still a long way to go in involving and consulting under-represented groups and doing so at a much earlier stage of the process of policy development.

b. Staffing

There has been a lot of activity in this area. This has included the introduction of a new flexible work scheme to enable those with domestic and family responsibilities greater flexibility; a more flexible retirement scheme to enable those outside the Senior Civil Service who wish to work up to 65 to do so; the Equal Pay Audit of 1999 and 2000, which fed into the Pay Award for 2000/1; improved maternity, paternity and adoptive leave arrangements; the Recruitment Fair, held with the express purpose of attracting applicants from the ethnic minorities, which had some impact with the induction of 16 such staff into the Assembly. Senior Civil Service vacancies in the Assembly are now usually advertised openly. Other initiatives include development of an Outreach Strategy with work placements industrial placements (of 1 year duration for FE students), secondments, and continuation of the Windsor Fellowship scheme. Finally work is in progress on a new performance appraisal system, including a redesigned annual staff report.

There is now increasing awareness of the need to promote equality through recruitment, promotion and development. The implementation of "Lifting Every Voice" will have a major impact on how the Assembly addresses these issues in the future.

c. Access

Access issues relate both to physical access to the Assembly's buildings including the divisional offices, and access to information by means for example of minority languages, Braille, large print and audio tapes. There is an increasing awareness of the need to consider these issues and there is now new guidance produced by the EPU to make clear the required approach. An example of progress in the area of physical access includes the participation of equality

disability organisations on the design team for the new Assembly Building.

d. Training and Awareness Raising

This must form a vital part of the next year's work to promote equality. This will enable members and staff to understand what is being asked of them and the importance of the issues involved. Awareness raising seminars are due to commence in June 2001. In the coming year in addition to awareness raising for all staff and those members who wish to participate, a package will be developed of more specific training in differing formats to suit individual and team circumstances. A revised induction course for all new entrants will include a substantial equal opportunity element. Following the rollout of the training strategy and the work to be done by the unit assisting divisions in embedding equality into their plans and review processes, Assembly officials will have a more thorough understanding of the practical ways of mainstreaming equality effectively.

JON SHORTRIDGE

June 2001

Appendix A1: Role and functions of the Equality Policy Unit

The Role of the Equality Policy Unit is to take forward the equality obligations of the Assembly in a coherent and consistent manner. The Unit was established in Public Administration, Equality and Public Appointments Division (PEP) in June 1999. The Unit is a general resource for all officials in the Assembly, providing policy guidance and advice on equality issues.

The Equality Policy Unit's main role is to assist the Assembly in meeting its statutory obligations in respect of equality and in meeting the equality objectives in "Better Wales" and in delivering the "Better Government" initiative.

The Equality Policy Unit's main objectives fall into four areas:

acting as a catalyst for, and promoter of, change;

providing a centre of expertise and advice on best practice;

In support of that function, maintaining a dialogue with organisations representing minority and disadvantaged groups;

Assisting and supporting the work on equality of opportunity of the Equal Opportunities Committee, Cabinet Ministers and the Permanent Secretary.

In these respects the Unit has done the following in the past year:

Promoting change

- Worked with Assembly divisions to take forward the findings from the equality baseline survey and the 2nd equality audit.

- In consultation with divisions it has identified and prioritised areas for action. The commitment of senior management to priorities has been secured.
- Continued to monitor divisional plans to see that these priorities are reflected in them;

Developed an equality policy and related training strategy;

Reviewed the Assembly's arrangements for consulting with voluntary sector equality organisations in Wales and developed, with assistance from the CRE, EOC and DRC for each of their areas of responsibility, a body representing those interests, which can facilitate communication with the Assembly. (AWEMA, Disability Wales and WWNC).

Piloted and tested approaches in equal opportunities practice and shared information on best practice;

Advice and expertise

Provided a central resource for the Assembly divisions, including advice and guidance on how equal opportunities can be mainstreamed into specific policy areas, drawing on experience in other parts of the UK;

Kept abreast of legislation and other national equality initiatives in order to keep Assembly policy divisions informed when legislation has the potential to impact on their areas of responsibility; for example Human Rights Act, Immigration and Asylum Act, Race Relations (Amendment) Act, MacPherson Report into the Murder of Stephen Lawrence; and

Monitored developments and commented on European legislation and policy

Dialogue

Maintained and built on good relations and communications with CRE, EOC and Disability Rights Commission;

Equal Opportunities Committee

Supported the Committee by providing advice and guidance on equality policy issues, responding to correspondence on equality issues, contributing to the Equality Annual Report and assisting in the audit / monitoring work of the Committee;

An outline of the work undertaken by the EPU since July 2000 under the specific headings of Race, Gender, Disability, Human Rights, Training and the Equality Audit follows:

Race Issues

- Stephen Lawrence Inquiry Education Working Party:
 1. Education Working Group: the working group was successful in identifying ways in which the recommendations of the Stephen Lawrence inquiry can be taken forward in Wales. This includes discussions with ACCAC regarding the curriculum and the need for a multi-cultural approach, guidance to schools regarding racial harassment and a requirement to monitor reported incidents.
 2. Institutional racism: the Assembly commissioned the Race Equality Advisor of the PCS Union to identify ways in which the Assembly can challenge the issue of institutional racism and to develop an action plan to take forward the key matters.
1. Race Relations Amendment Act 2000 - Implementing the Race Relations (Amendment) Act and ensuring that all staff and divisions of the Assembly are

- aware of the legislation and its implications is a task that has begun this year and will be a continuing issue for the coming year.
2. Immigration and Asylum - Over the year the Unit has kept the Assembly up to date with issues relating to the dispersal programme of asylum seekers to Wales.
 3. Outreach work - Building links with the minority ethnic communities in Wales is a key part of the work of the EPU to ensure that information about the work being undertaken to promote race equality in Wales is available to the public. The Assembly has worked closely in the development of AWEMA to ensure that there is a vehicle for consultation on Assembly work with the BEM communities and to identify and progress issues of concern to the communities.
 4. Provision of advice and guidance to Assembly staff and divisions - Advice has been provided to a number of divisions in the drafting of policies, circulation of information or consultation with equality groups for example, consultation with the BEM communities and on issues relating to language, religion and information about cultural practices.
 5. Leadership Challenge - The Assembly signed up to the Leadership Challenge in 1998 and has continued to work towards meeting that challenge.

Disability

- Established an effective working relationship with officials of the DRC
- Provided funding and contributed to road show events organised by Disability Wales, to develop an effective consultation framework which will enable the Assembly to take account of the views and needs of disabled people when developing policy.
- Formalised a policy for the Assembly on producing information in accessible formats.
- Provided input to the Government's response to the Disability Rights Task Force Report and provided advice to the Assembly on action it needs to take in order to implement recommendations which impact on devolved matters and to progress beyond the minimum requirements of the Disability Discrimination Act.

Gender

- Provided contributions into the childcare strategy, which will make a significant impact on equality for women.
- Contributed to the discussions on the equality requirements of the ESF.
- Provided input into the Assembly ICT strategy.
- Inter-Departmental/Divisional liaison on issues such as domestic violence, and the Childcare Strategy.
- Outreach contacts with gender interest groups. Improving the dialogue and consultation with the Assembly.
- On-going development with key players in the gender equality field i.e. EOC, WWNC, Chwarae Teg, Welsh Assembly of Women, Stonewall etc.
- The Women Unlimited -Wales event was launched on 8 March (International Women's Day). From the initial launch it is proposed in conjunction with other relevant organisations in Wales to have a rollout programme of events, delivered to women across Wales throughout the year. These events will be held locally, at venues women can access easily and will focus on vocational training opportunities, employment and choices. It is also envisaged that childcare, non-vocational education and transport will be key issues.

Sexuality

- Facilitated the setting up and ongoing development of a body, which can represent the lesbian, gay and bisexual communities in Wales. The unit has enabled a working group of representatives from the lesbian, gay and bisexual communities in Wales to be set up. The remit of this working group is to 'establish an open-door dialogue' and ensure a proper mechanism, which feeds into the Assembly and facilitates the flow of information out into the communities of Wales.

Equality Audit

- Taking forward with the relevant sponsor divisions a review of equality practices in ASPBs.
- Continuation of the Equality Audit - semi-structured interviews conducted with all with Divisions, providing an up to date indication of the extent to which equal opportunities issues are currently being identified, addressed and monitored, and the level of knowledge of and commitment to equal opportunities issues within each of the Assembly Divisions.
- Contributing an equality perspective to the Better Government initiative.
- Contributing an equality input to Assembly cross-cutting issues (Social Inclusion, Sustainable Development, Care Strategy etc).

Training

- Piloted equality training in recruitment and selection for AMs with responsibility for public appointments.
- Development and completion of a new Assembly Equality Policy.
- Development of a Diversity Strategy Document.
- Development and completion of an Equality Training Strategy Document.
- Commenced the Assembly wide Training Needs Equality Assessment.
- Launched the Equality Web-site and newsletter.

Human Rights

- Development of a Human Rights Act training programme.
- Ensured that public authorities in Wales are aware of their responsibilities under the Human Rights Act.
- Held two conferences on the Human Rights Act.
- Development of a Human Rights Web site.
- Providing Policy advice on European issues relating to equality, In particular Article 13 of the Amsterdam Treaty;
- Provides Policy advice to the National Assembly for Wales on the European Union Charter of Fundamental Rights.

Appendix A2: Specific Divisional Equality initiatives

Local Government

1. There has been consultation with the statutory equality bodies on a review of the Best Value indicators; agreement was reached on the need to keep them under review. A group including the Welsh Local Government Association, the statutory equality bodies, Syniad (the improvement and development agency for local government in Wales) and the Welsh Language Board has been established to support the development and implementation of a Generic Equality Standard for local government which will be launched at the Local Government Conference this autumn. This will include checklists for race, gender and disability. Consideration is being given to how implementation could be supported by establishing a local government equalities unit.
2. Consultation will be carried out on a new Best Value Order, which would enable local authorities to take account of the ability of the contractor to deliver services to different communities (including awareness training provided to staff) where they are relevant.
3. Equality has been included in draft model codes of conduct for elected and co-opted members and local authority employees. These codes will have statutory effect. Standards committees and a new system for investigating complaints and imposing penalties will underpin the members' code. The employees' code will be part of their terms and conditions of employment.
4. Draft guidance on community strategies refers to the need to ensure that efforts to involve local communities address the issue of how to reach all parts of those communities. This places strong emphasis on making special efforts to consider disadvantaged groups and the accessibility of the information both for disabled people and in minority languages.
5. A study of LA members' allowances which will look at the support which people need to become councillors and other factors which might discourage them is about to be commissioned. This will include consideration of the need for help for those with caring responsibilities, physical facilities, and wider issues of what under-represented groups, including women, ethnic minorities, disabled people and young people, would need to encourage them to think of taking part in council activities.

Transport

6. The needs of disadvantaged groups have been taken account of in the development of Assembly transport policies; for example, membership of Disabled Persons Transport Advisory Group on the Welsh Transport Forum, consultation of DPTAC, Disability Wales and AWEMA on recent Local Transport Services Grant proposals.
7. Public Transport, given its role in providing accessibility for more socially excluded, less economically advantaged groups, tends to include amongst its passengers a disproportionate number of women, ethnic minority, very young, and older people compared to the proportion in society as a whole. This means that improving public transport, which is a key policy aim of the Transport Policy Division, even without specific targeting on these groups, will have significant benefit to address inequalities in their access to employment, welfare and leisure opportunities.
 8. In addition to its general transport policies, Transport Policy Division has taken forward a number of schemes that include specifically targeted benefits for less advantaged groups these include:
 - Introduction of free bus passes for pensioners and disabled people by April 2001, and free bus travel for this group by April 2002.
 - Blue Badges
9. In addition, the terms of other key transport grants include reference to the importance of ensuring disabled access to all services and infrastructure funded

by the Assembly Transport Grant, and Local Transport Services Grant schemes.

10. One of the overarching criteria for projects submitted for Transport Grant support is that they must contribute directly to addressing accessibility issues or reduce dependency on the car by encouraging modal shift, reflecting the Assembly's need to address the issues of sustainable development, accessibility for all and equality of opportunity.

11. Settlement letters to authorities this year have incorporated a paragraph that states "In preparing proposals for Transport Grant funded schemes, authorities will be expected to build in accessibility for disabled people as a condition of support. Authorities' attention is drawn to the recommendations of the Disabled Persons Transport Advisory Committee established under the Transport Act 1985, the recommendations for mobility and inclusion of the Department of the Environment Transport and Regions (DETR) Mobility Unit and relevant legislation." reinforcing the principles stated in the criteria.

Statistics

12. Statistics Directorate is assisting Pupil Support Division in the development of guidance to schools regarding the collection of ethnic group information from pupils. Once this guidance is in place the Schools Census question will relate to a wider set of ethnic categories.

13. The Assembly is also paying for a much boosted sample size for the quarterly Labour Force Survey in Wales, starting in Spring 2001. This will improve the reliability of a broad span of statistics - particularly labour market information - by gender, race and disability (although sample sizes for ethnic minorities and disabled groups will remain too small for much detailed analysis to be done).

14. One of the 25 key objectives in the Statistics Plan, published by the Assembly in July after extensive consultation, is to produce a report on equality issues by February 2001. A further key objective includes the aim to develop proposals to improve the available data in the fields of equality (with emphasis on race and disability).

The Arts

15. Cymru'n Creu is the Assembly's new Cultural Consortium, facilitated by the Culture Minister to share experiences, set priorities and take action for the benefit of culture in Wales. It comprises representatives from the entire key cultural and economic ASPBs, Broadcasters and Local Government. It will take a key role in developing the cultural industries in Wales.

16. Elan Clos Stephens, Chair of S4C, has offered to host a one-day seminar at the end of May, where the members of the cultural consortium will report back on progress against key questions - accessibility and linguistic issues are among these - the membership of Cymru'n Creu will include representatives of black and minority ethnic organisations.

CADW

17. CADW has published a Guide for Disabled Visitors - a booklet providing information on the facilities available at ancient monuments CADW also issued a consultation document in March 2001 on guidance to local authorities and others on how alterations to accommodate the disabled or provide access for the disabled, can be made to historic buildings.

Health

18. Health Promotion Division's action programme to implement the Assembly's health promotion strategy includes action to improve health information for vulnerable and disadvantaged groups including people with disabilities, people with learning difficulties, people from black and ethnic minority communities.

19. Inequalities in Health Fund - provision has been made so that action to address local inequalities in access to health services can be supported.
20. The Health Promotion strategy document was produced in Braille and large type. (Increasing numbers of Assembly publications are being made available in alternative format such as in tape and larger print)
21. The arrangements for allocating resources for health and health services are currently subject to review which involves advising the Health and Social Services Committee on the most appropriate means of allocating resources in accordance with health need. Given this complex objective a very inclusive Task Group based review process has been set up to ensure full participation across Wales underpinned by evidence based research work led by an expert research team.
22. The findings of the Task Groups and Research Team are reported to a Project Review Group and a National Steering Group. This interactive structure ensures that the practical expertise and insights of the NHS, local government and Assembly officials have been incorporated at all key stages.
23. The Review has also set its central objective in the context of the Assembly's wider policies for improving health and addressing poor health and its specific objective of addressing inequalities in health status.
24. During the planning of the Keep Well This Winter Campaign consideration was given to the needs of Black and Minority Ethnic elderly and their information needs. A poster campaign depicting the diversity of Wales population was developed as well as a specific one aimed at Black and minority ethnic elderly.
25. Funding and active support is being provided for two ethnic minority workers employed to identify some of the health service needs of Wales' Black and minority ethnic populations.
26. The Assembly's new Eye Care Initiative is specifically targeted at the at-risk ethnic minority groups.
27. The funding of an AWETU conference (AWETU are a mental health charity addressing the particular problems of ethnic minorities) which will enable them to respond fully to the draft adult mental health strategy.

Planning

28. Draft Planning Policy Wales - Planning policy can help achieve equal opportunities. The policies in draft "Planning Policy Wales" which issued for consultation on 27 February 2001 were assessed to ensure that they promote equal opportunities. The intention is to make the planning system as accessible as possible to all members of the public.

National Assembly Design Initiative

29. In August 2000 the National Assembly launched an initiative to raise design standards in Wales. A Steering Group has been set up to assist this initiative including representatives of Disability Wales, the Welsh Women's National Coalition and the All Wales Ethnic Minority Association.

30. Part of the initiative is the preparation of updated planning policy on design together with policy on accessibility for all. The policy approach now proposed has sought to move away from seeing the accessibility needs of the disabled as that of a separate group needing special provision, to the inclusive approach of securing improvements to access which take account equally of the needs of all users including people with disabilities and older people. This policy guidance is included in the revised Planning Policy Wales, which also contains revised policy on how the planning system can contribute to reducing crime, which will benefit all sectors of the community.

31. Another part of the Initiative is the preparation of a revised Technical Advice Note on design. This will provide more detailed advice on achieving

accessibility for all and will reflect the current legislative requirements to meet the needs of disabled people. It will also contain advice on how the policy guidance to assist in crime reduction can be applied. The revised advice will be issued in the near future for discussion with the Design Initiative Steering Group, and for public consultation.

Education

Higher Education

32. The Student Hardship Investigation Group has been asked in the course of its work to take evidence from groups including equal opportunities and disability interests. The HE sector is considering how to ensure fairer representation amongst HE teaching staff with a report by January 2002.

School Leadership

33. Leadership Development Programmes - We encourage aspiring headteachers in Wales to study for the National Professional Qualification in Headship (NPQH) and this covers equal opportunities and inclusion issues. We are also developing during 2001 a new set of modules for school leaders other than the headteacher e.g. heads of departments, and deputy heads. These School Leadership Modules will include a unit on equal opportunities and social inclusion.

34. The General Teaching Council for Wales - disability and ethnicity are included as fields within the register of teachers. This information will only be used collectively for monitoring purposes which should help to inform the National Assembly and others about recruitment, retention and progress of disabled teachers and teachers from ethnic minorities.

35. Good Practice Guide for Schools - In July 2000 "Employing Disabled Teachers" a good practice guide for schools was launched. The booklet was compiled by SKILL (The National Bureau for Students with Disabilities) in partnership with the National Assembly and the Teacher Training Agency. Copies of the booklet were sent to all headteachers of schools in Wales, LEAs and other educational organisations.

36. Teaching and Leadership Division has continued to increase the number of aspiring headteachers who undertake the National Professional Qualification for Headship. The qualification includes coverage of equal opportunities issues.

37. Teaching and Leadership Division is developing School Leadership Modules for the broader leadership group within schools and the content will include coverage of equal opportunities.

38. The Schools Management Division is working to promote greater diversity in the composition of school governing bodies in an attempt to make them more reflective of the communities they serve. To date, we have held discussions with LEAs about the need for them to monitor governing body composition in terms of gender, ethnicity and disability. No LEAs in Wales currently hold this information but we will be working with them over the next few months to encourage them to set up systems, which will provide both baseline and regularly updated monitoring information. We are considering reinforcing this request by including a requirement for LEAs to provide annual monitoring information in their Education Strategic Plans from 2002 onwards.

39. Hand in hand with this initiative, the Education Minister has recently agreed proposals for officials to undertake a series of awareness-raising presentations highlighting the role and contribution of school governors, and the rewards, which can derive for people who volunteer. We are aiming to target local and all-Wales racial equality and disability equality groups with the presentations during 2001.

40. The Assembly is producing the Parent's Guides which explain the National Curriculum and its associated assessment and the reporting arrangements in a number of ethnic languages.

41. The Assembly has produced a major study (Extending Entitlement-supporting young people in Wales) which proposes that youth policy should be driven by equal opportunities and social inclusion considerations. Consultation with Race Equality First and the All Wales Ethnic Minority Association ensured that the report reflected the perspective of young people from ethnic minorities and their parents.

42. The setting up of a working party including ESTYN, ACCAC, AWEMA, the South Wales Police and Assembly Officials, to look at the Stephen Lawrence Enquiry report recommendations, relating to education. This will consider in particular at how the issues of race can be mainstreamed into the curriculum.

Ethnic Monitoring

43. All Directors of Education in local authorities have been asked for information on the number of ethnic minority pupils, ethnic groups, ethnic pupil attainment and ethnic pupil attendance. The intention was to provide a better understanding on where LEAs are in terms of data capture with regard to pupil ethnicity.

44. Draft guidance is now being prepared on ethnic monitoring in schools which will closely reflect the draft guidance produced by DfEE. A wide consultation will be held with all of the local education authorities in Wales, a sample of schools, Race Equality Councils and other organisations.

MacPherson Report

45. A Working Party has considered the education recommendations of the MacPherson Report (Recommendations 67-69). A number of responses and further actions have been identified in response to these recommendations, and a report made to the Committee on Equality of Opportunity. These have covered the issues of tackling racism and promoting cultural diversity in the national curriculum; forming a strategy to prevent, address and record racism in schools; and monitoring of these strategies by Estyn.

National Curriculum

46. The first Wales-specific National Curriculum was introduced in September 2000 following three years of extensive research, development and consultation. Although the MacPherson report emerged during the final stages of the curriculum review, its implications were taken into account in the revised curriculum. In addition to the revision of the individual programmes of study, ACCAC (Qualifications, Curriculum and Assessment Authority for Wales) produced two frameworks, one on Personal and Social Education (PSE) and one on Work Related Education. This was to respond to the Ministerial aims of the review which included reviewing best practice on PSE and giving greater emphasis to helping prepare all pupils for the opportunities, responsibilities and experiences of adulthood and working life.

47. The PSE Framework was developed by a cross-sectoral working group and gives explicit attention to the Assembly's key policy priorities of promoting equality of opportunity, tackling prejudice and stereotyping, respecting others and valuing cultural diversity. The Framework defines PSE as "all that a school undertakes to promote the personal and social development of its pupils". Symbols are used in the National Curriculum subject orders to show where work in each subject explicitly contributes to the learning outcomes for PSE.

48. The underlying aim of the Framework is to ensure that PSE is not sidelined by schools to specific lessons, but delivered through every subject.

ACCAC guidance on equal opportunities:

49. ACCAC has been remitted by the Assembly to produce guidance, which emphasises and highlights opportunities to address equal opportunities issues across the curriculum, for example in English, Maths or Music. This guidance will:

- map opportunities in each subject to promote equality of opportunity, including tackling racism,
- include examples and case studies for schools to use in delivering the curriculum to promote cultural diversity and tackle racism.

50. There has been broad support for this guidance in principle by the Equal Opportunities Commission (EOC), the Commission for Racial Equality (CRE) and the Disability Rights Commission (DRC). The intention is for the guidance to be published on the Internet in August 2001.

LEA/Assembly Working Party

51. A joint LEA/Assembly working group is about to be set up, including representatives from ACCAC and Estyn, to develop the detail of the support arrangements for minority ethnic pupils. This is likely to include the examination of many of the above issues, and particularly the arrangements for distribution of the EMAG.

52. In June 2000, the Secretary for Education and Children launched the Estyn report on 'Standards and Quality in Primary and Secondary Schools – providing for pupils learning English as an additional language'. The report highlighted good practice for English as an Additional Language (EAL) provision, the data deficit on ethnic minority pupils and policies for tackling racism and promoting racial equality in schools.

Ethnic Minority Achievement Grant (EMAG)

53. Funding under the Grants for Education Support and Training (GEST) programme for the *Ethnic Minority Achievement Grant* has been increased by £2m on last year.

54. The objective of the grant is to improve the equality of educational opportunity for all minority ethnic groups including, in particular, measures to assist pupils for whom English is an additional language and measures to improve standards of achievement and to tackle the risk of under achievement.

55. In July 2000 the "Employing Disabled Teachers", a good practice guide for schools was launched. The booklet was compiled by SKILL (the National Bureau for Students with Disabilities) in partnership with the National Assembly and the Teacher Training Agency. Copies of the booklet were sent to all headteachers, LEAs and other educational organisations.

56. Teaching and Leadership Division has set up the General Teaching Council for Wales, which is making good progress with its register of teachers. Disability and ethnicity have been included in the fields for the register but the data will be used only in aggregate form for monitoring purposes. It should help the National Assembly and others in looking at recruitment, retention and progress of disabled teachers and teachers from ethnic minorities.

Community Regeneration and Social Inclusion

Communities First

57. The Communities First programme is a non-prescriptive, community-centred approach to community regeneration, targeted at the most deprived communities in Wales. Extensive and inclusive consultation exercises are being carried out in relation to Communities First enabling all sectors of society to contribute views and ideas. One of the consultation points on Communities First was whether "communities of interest or special need merit investigation and/or support beyond the provision made by the Assembly's current programmes and initiatives". The Commission for Racial Equality, Race Equality Councils in Wales and the RNIB are among the list of contacts.

Confiscated Assets Fund

58. In 1999/2000, the UK Anti-Drugs Co-ordinator signalled that assets seized from drug traffickers would be channelled back into anti-drugs activity through a new Confiscated Assets Fund (CAF). One of the categories of funding for which proposals were sought from the CAF related to the difficulties young people, ethnic minorities and women had in accessing services. In 2000-2001, the Assembly obtained funding from the CAF for the following projects:

- Production of a leaflet in line with "Drugs-Your Questions Answered" for ethnic minority groups. This leaflet was produced in 5 languages – Punjabi, Gujarati, Bengali, Somali and Cantonese.
- A part-time Creative Therapy Worker linking in with a Woman's Worker to provide a service targeted at groups who have been difficult to engage with, including vulnerable women.

Voluntary Sector

59. The Assembly has funded development officer posts for both the Black Voluntary Sector Network, which was set up to offer advice for black communities who suffer prejudice, discrimination and racism, and also the All Wales Ethnic Minority Association. For the Black Voluntary Sector Network funding under the Support for Voluntary Intermediary Service Scheme has increased in 2001-2002 to address issues of capacity building. In addition all voluntary sector members of the Voluntary Sector Partnership Council, including those representing ethnic minorities, gender and disabilities will receive a modest sum from a new Partnership Capacity Building Fund to assist them in representing their constituents' interests on the Council.

60. Work is currently being taken forward in the area of ageing and ethnicity through Age Concern Cymru and black and minority ethnic groups in Wales. A Business Plan for 2001-2004 with ACC ensured that this includes action to bring together relevant bodies to consider current and future issues for the older minority ethnic population. We will also want to see effective joint working with the black and ethnic minority groups in Wales in fulfilling this programme of work.

Finance

Procurement

61. Finance Accountability Division is working with the Equality of Opportunity Committee to introduce consideration of equality issues into the procurement process by requiring contractors to adopt an equality code of practice.

Assembly Sponsored Public Bodies(ASPBs)

62. Finance Planning Division's responsibilities include co-ordinating the programme of quinquennial reviews of ASPBs and similar bodies. The guidelines for questions to be addressed by these reviews include:

"Is the ASPB working effectively at the strategic level, what is its contribution to the wider objectives of the Assembly, is it conducting its business in accordance with Assembly principles and values (for example partnership, inclusiveness, equal opportunities, better government)."

63. Under the review programme announced on 10 May 2000, quinquennial reviews are currently underway on the Welsh Development Agency, Countryside Commission for Wales, Welsh Language Board and the National Museums and Galleries of Wales. The aim is that most of the ASPBs will have been reviewed by the end of 2003.

64. In addition, Finance Planning is currently undertaking a review, announced by the Finance Minister on 10 January 2001, of the remuneration and expenses of Chairs and Members of ASPBs and NHS bodies. The aim of the review is to make remuneration and expenses of Assembly public appointees more consistent and to ensure that remuneration arrangements are not a barrier to diversity, in order that a greater number and range of people are able to apply for public appointments.

European Division

GB EQUAL

65. National Assembly officials have worked very closely with the three equality commissions and representatives of other equality organisations in Wales in feeding into the development of the GB EQUAL Community Initiative Programme. This partnership approach was also integral to the development of the Wales Implementation Plan for EQUAL, which is an initiative aimed at combating all forms of discrimination and inequality in relation to the labour market."

66. This initiative that has particular emphasis on tackling discrimination in race issues amongst others. The All Wales Ethnic Minority Association (AWEMA) have played a key part in those discussions Note: This is a GB programme led by DfEE in consultation with the National Assembly and Scottish Executive

Economic Affairs

67. The Assembly recently signed a financial agreement with the organisation to fund the Economic Development Committee of AWEMA. The grants totalling £166,000 will be used to employ staff to support the Committee and for the provision of IT equipment. They will be paid over the next three years.

68. A G7 in Economic Development Division was seconded to AWEMA on a part time basis for 2 months from February. His task was to help AWEMA to prepare its response to the National Assembly's Economic Development strategy and help it prepare a framework economic development strategy of its own. He has been working closely with AWEMA's economic development committee.

Culture and Sport

69. A number of social and cultural events have been awarded grants from the National Assembly for Wales. For example a grant was awarded to the Somali Dragons Football Club for the establishment of a junior football team in Cardiff.

Housing

70. The Assembly has widely distributed the report "From the Margins to the Centre" by Mutale Nyoni which recommended that a national BME housing strategy be incorporated within the National Housing Strategy. The Assembly is pursuing all the recommendations in the report. A successful joint conference on BME housing needs with the Commission for Racial Equality (CRE) was held in October 2000.

Registered Social Landlord (RSLs) Regulations

71. The Assembly requires by regulation, RSLs to provide information to tenants in a form appropriate for those who have difficulties with written material. This is reflected for example, in the Assembly's guidelines and charter on stock transfer. The charter will be published in large print and also provided on audiotape.

Housing Asylum Seekers & Refugees

72. The Assembly will be looking at issuing guidance and examples of good practice on housing asylum seekers and refugees in 2001.

Black and Minority Ethnic Housing Policy

73. The Assembly will shortly be consulting on the introduction of a BME Housing Strategy for Wales, which will address key issues such as capacity building, fair access to housing and tackling racist harassment.

74. The project co-ordinator for the BME Housing Project funded by the Assembly has recently been appointed. The project will consider the feasibility of establishing a black-led housing organisation, promote good practice in providing BME housing services, increase awareness of and engagement with relevant groups and communities and facilitate enhanced minority representation in housing organisations.

Countryside

75. Environmental Wales (EW) is the National Assembly for Wales grant scheme which gives funding to voluntary and community groups for practical environmental projects. The organisations funded by EW during 2000-2001 includes the Black Environment Network. They have been granted aid to fund a Development Officer whose aims will be to bring forward environmental participation by ethnic groups in Wales.

Children and Families

76. The Child Protection and Placements Team is currently considering the specific needs of black and ethnic minority children in child protection procedures. The Commission for Racial Equality and the Wales Council for Voluntary Action (WCVA) have been invited to submit comments.

Children First Programme

- The Children First programme aims to improve services for disabled children and their families. Circular 4/2001 (published on 16 February) sets out 11 key objectives for children's social services in Wales. Objective 6 deals with services for disabled children:

"To ensure that children with specific social needs arising out of disability or a health condition are living in families or other appropriate settings in the community where their assessed needs are adequately met and reviewed."

- Additional sub-objectives have been introduced under Objective 6 to reflect the importance of these services. Local authorities are required set out in their Children First Action Plans for 2001-02 what action they intend to take to increase provision of family support services (including short-term breaks) including:

Better integrate disabled children into mainstream leisure and out-of-school services;

Improve information for planning purposes;

Provide better information for parents; and

Increase the availability of key workers and other measures to improve co-ordination.

77. A number of other projects are ongoing such as:

Purl Mentoring Project- ethnic minority pupils poor self-esteem or inappropriate behaviour, give rise to concern will be mentored by role models from the ethnic community.

Black Caribbean Project-the project will identify pupils from the Black Caribbean community at risk of underachievement or exclusion and provides mentoring and support in schools, helping each institution to develop strategies for their inclusion.

Baban Cymru (Newport) Parent resource to be delivered by Health Visitors to new mothers in Newport ethnic minority considerations. Training materials to be translated into ethnic languages.

Social Worker/Voluntary Sector Co-ordinator- This partnership is hoping to appoint a black applicant for this position. They will be responsible for specialist management in addition to the co-ordination of services within the Butetown/Grangetown/Riverside locality.

Social Care

78. A new anti-natal screening policy to prevent the transmission from mother to baby of HIV/Aids has been developed with the help of a multi-sectored group of professionals with Race Equality First providing Black representation. Particular consideration was given to the needs of Black and minority ethnic women during pregnancy and birth.

79. Section 64 Grant Aid: The Assembly provides core funding to a number of voluntary organisations working in the social care sector for people with physical and/or sensory disabilities, learning disabilities and mental health problems via the section 64 grant scheme. A new, three-year, grant round will commence in April 2001. The main aim of the grant aid is to enable voluntary organisations to help the Assembly achieve its objectives for people with disabilities, including its objectives in relation to equal opportunities for people with disabilities;

80. Direct Payments Scheme: The use of direct payments, enabling people with disabilities to have greater control over their community care to promote individual independence, is increasing in Wales. An Assembly Regulation extending the Scheme to over 65's came into force in July 2000 and further regulations will be introduced in the summer of 2001 to further extend the scheme to include carers, 16 and 17 year old disabled children and persons with parental responsibility for disabled children;

81. Deaf/blind Consultation: During 2000, the Assembly took part in a joint England/Wales consultation exercise on services for deaf/blind people. The consultation concluded in September 2000. Having considered the recommendations, the Assembly has decided that guidance, under Section 7 of the Local Authorities Social Services Act 1970, should be issued to Social Services Departments in Wales. The guidance will call on authorities to identify deaf/blind people and to ensure that assessment and service provision is appropriate to people with dual sensory impairment. The guidance will be issued in Wales in the summer of 2001.

Personnel

82 Personnel Division is a key division in promoting equality within the work of the Government of Wales. Obviously it has a vital function in increasing the diversity of Assembly civil servants and ensuring fair and equal treatment of staff. Personnel is also responsible for project managing some of the key diversity projects including recruitment, promotion and the performance management system.

Better Government

- Commitments promoting diversity in the Delivering Better Government Action Plan, supported by the Cabinet Office and financed (£180K) by the Invest to Modernise Fund.
- Several awareness raising initiatives
- Sponsorship of a visit by a member of staff to Bangladesh to assist the Government's administrative reform programme.
- Roger McKenzie's talk to a staff seminar on Institutionalised racism.

83. Recruitment and Selection

- The Recruitment Fair, held in March 2000 with the express purpose of attracting applicants from the Ethnic Minorities, had some impact with of 16 such staff joining the Assembly.

- Most Senior Civil Service posts are now advertised externally.
- We have developed our Outreach Strategy with work placements (10th/12th Year school students), industrial placements (of 1-year duration for FE students), and secondments. We are targeting these schemes to achieve Diversity.
- We are continuing with the Windsor Fellowship scheme of experience in the Assembly for members of the Ethnic Minority community.
- We have started to make plans for future recruitment, which will be equality-proofed and will include Diversity Targets (Ethnic Minorities, "New Deal", and Disabled people).
- We have made plans for all recruitment and internal selection schemes to be equality-monitored.
- We have equality-proofed our procedures for promotion boards, taking place in 2001.

84. Performance and Development

- The induction course was revised in January, with an extra element on family-friendly policies.
- TSW have trained all tutors on Diversity issues, and Diversity will be incorporated in future training courses.
- "Diversity and Inclusion for Managers" training has been devised, and will start with the SCS in May.
- Plans are in hand to equality-proof all internal training courses.
- The CSC has been awarded the contract to run a Management Development Programme for under-represented groups.
- The Equal Opportunities Team has continued to administer the Nursery Consortium and its associated finances
- The Equal Opportunities Officer has continued to fulfil the role of advisor in harassment cases
- Flexible working review "WorkChoices" launched on 29 March 2001. Providing working patterns so that staff can combine work with their other responsibilities and commitments. Includes relaxation of core time, to allow more flexibility at lunchtime and end of day; a new internal job-advertising policy intended to encourage part-time working and job-sharing; a new career-break scheme, available for a wider variety of reasons; up to 3 months unpaid Special Leave in any 12 month period for almost any reason.
- Age discrimination was addressed by the introduction of a flexible retirement age between 60 and 65 for all staff below the SCS..
- Equal Pay Audit 1999 fed into the Pay award for 2000/1.
- Improved maternity, paternity and adoptive leave arrangements fed into the 2000 pay settlement.

Appendix A3: Equality Audit Maturity Profile

	Innocence	Awareness	Understanding	Competence	Excellence
	1	2	3	4	5
Business Aims, Strategy and Management Systems	<p>No clear links between Equal Opportunities and business aims.</p> <p>No account taken of equal opportunities in management systems</p>	<p>General Reference to Equal Opportunities in Group Plans</p> <p>Some functions (e.g. special Training) in place to support equal opportunities</p>	<p>Mention made of Equal opportunities in Group Plans.</p> <p>Group Policies and procedures take equal opportunities into account at the design stage.</p>	<p>Strategic aims for Equal Opportunities reflected in the divisional plans.</p> <p>Equal opportunities recognised as core value in development of Divisional Policies and procedures.</p>	<p>Ethical and business benefits of Equal Opportunities integral to division strategy and plans.</p> <p>Equal Opportunities fully integrated into all management systems, and promotes equal opportunities culture.</p>
*Perception of Top Level Commitment	No visible support or commitment	<p>Public declaration of support, backed by some visible actions</p> <p>Equal Opportunities appears an occasional agenda item at management meetings</p>	<p>Public declaration of support backed by frequent visible actions</p> <p>Equal Opportunities appears on most agendas at management meetings</p>	<p>Consistent top management communication and demonstration of support for equal Opportunities.</p> <p>Equal Opportunities a Regular feature at meetings</p>	<p>Top Management actively communicate, demonstrate and promote equal Opportunities inside and outside the organisation</p> <p>Equal Opportunities a feature at all meetings</p>
Monitoring and Adjustment	No Monitoring in Place	Ad hoc or partial monitoring done , but not focussed or comprehensive and not used to effect change	Regular monitoring occurs. Some changes made as a result, but not in a systematic way	All appropriate processes and procedures monitored on a rolling programme from and equal opportunities perspective	Comprehensive focused monitoring integrated into review and planning process. Actively pursued.
Guidance and Training	No specific training or guidance provision for Equal Opportunities. No recognition of the need for equality training or guidance.	Recognition of the need for equality training and guidance but no specific provision made for all staff. Training available for key personnel	<p>Provision for equality training made for all staff but not promoted.</p> <p>Guidance material available but not disseminated</p>	Equality training actively promoted and included as part of group Training and Development plan. Guidance material available, ad hoc dissemination	<p>Mandatory tailored and evaluated training in equal opportunities integral to the groups training provision.</p> <p>Guidance material available and regularly disseminated</p>
Communication, Consultation and Awareness	No process to communicate Equal Opportunities policies and procedures. No external consultation	Ad hoc approach to communication and consultation	Equal Opportunities issues regularly communicated in a way that meets the needs of various audiences. Consultation on a regular basis but with limited groups	<p>System in place to encourage contributions and feedback.</p> <p>Consultation on a regular basis with a wide range of appropriate groups</p>	<p>Information and feedback systems in place which maximise involvement and commitment</p> <p>Consultation on a regular basis with a wide range of appropriate groups from the outset.</p>

NATIONAL ASSEMBLY EQUALITY AUDIT MATURITY PROFILE 2000-2001

	Innocence	Awareness	Understanding	Competence	Excellence

	1	2	3	4	5
Business Aims, Strategy and Management Systems	No clear links between Equal Opportunities and business aims. No account taken of equal opportunities in management systems	General Reference to Equal Opportunities in Group Plans Some functions (e.g. special Training) in place to support equal opportunities	Mention made of Equal opportunities in Group Plans. Group Policies and procedures take equal opportunities into account at the design stage.	Strategic aims for Equal Opportunities reflected in the divisional plans. Equal opportunities recognised as core value in development of Divisional Policies and procedures.	Ethical and business benefits of Equal Opportunities integral to division strategy and plans. Equal Opportunities fully integrated into all management systems, and promotes equal opportunities culture.
*Perception of Top Level Commitment	No visible support or commitment	Public declaration of support, backed by some visible actions Equal Opportunities appears an occasional agenda item at management meetings	Public declaration of support backed by frequent visible actions Equal Opportunities appears on most agendas at management meetings	Consistent top management communication and demonstration of support for equal Opportunities. Equal Opportunities a Regular feature at meetings	Top Management actively communicate, demonstrate and promote equal Opportunities inside and outside the organisation Equal Opportunities a feature at all meetings
Monitoring and Adjustment	No Monitoring in Place	Ad hoc or partial monitoring done , but not focussed or comprehensive and not used to effect change	Regular monitoring occurs. Some changes made as a result, but not in a systematic way	All appropriate processes and procedures monitored on a rolling programme from and equal opportunities perspective	Comprehensive focused monitoring integrated into review and planning process. Actively pursued.
Guidance and Training	No specific training or guidance provision for Equal Opportunities. No recognition of the need for equality training or guidance.	Recognition of the need for equality training and guidance but no specific provision made for all staff. Training available for key personnel	Provision for equality training made for all staff but not promoted. Guidance material available but not disseminated	Equality training actively promoted and included as part of group Training and Development plan. Guidance material available, ad hoc dissemination	Mandatory tailored and evaluated training in equal opportunities integral to the groups training provision. Guidance material available and regularly disseminated
Communication, Consultation and Awareness	No process to communicate Equal Opportunities policies and procedures. No external consultation	Ad hoc approach to communication and consultation	Equal Opportunities issues regularly communicated in a way that meets the needs of various audiences. Consultation on a regular basis but with limited groups	System in place to encourage contributions and feedback. Consultation on a regular basis with a wide range of appropriate groups	Information and feedback systems in place which maximise involvement and commitment Consultation on a regular basis with a wide range of appropriate groups from the outset.

Annex B: Annual Report of the Committee on Equality of Opportunity

The establishment of the Committee

The Committee on Equality of Opportunity is provided for by the Assembly's Standing Orders to audit the Assembly's arrangements for promoting equality of

opportunity for all people in the exercise of the Assembly's functions and the conduct of its business. Section 48 and 120 of the Government of Wales Act 1998 impose on the Assembly a duty to further the principle that there should be equality of opportunity for all.

The Committee's terms of reference are set out in Standing Order 14 (Annex B). A list of the Committee's membership is at Annex C. A summary of the Committee's agendas for 2000-01 are at Annex D.

The Committee has a strong interest in seeing that a dialogue with organisations representing minority and disadvantaged groups takes place at all levels in the Assembly. In order to help to achieve this, members agreed at the first meeting that the commissions set up to address equality issues in Wales - the Equal Opportunities Commission, the Commission for Racial Equality and Disability Wales and the Disability Rights Commission - should receive a standing invitation to attend meetings of the Committee as advisers in accordance with Standing Order 14.4.

Standing Order 14 requires the committee to have particular regard to the need for the Assembly to avoid discrimination on grounds of gender, race or disability. While maintaining this focus, the Committee also has regard to other sources of discrimination and social exclusion including age, religious beliefs and sexual orientation.

The Committee has taken a manifold approach to auditing the way the Assembly fulfils its duty to promote equality of opportunity for all. In addition to the annual reporting process, this has included raising issues of interest and concern with the relevant Minister, the Permanent Secretary, or policy division; commissioning reports on particular issues; receiving briefs and presentation from organisations outside the Assembly and maintaining a close dialogue with the equality commissions. The Public Administration, Equality and Public Appointments Division also attends the meeting of the committee and provides support and advice and responds to issues raised.

A brief summary of its activities for the previous year

MacPherson Report into the Murder of Stephen Lawrence

The Committee commissioned a report from officials into how the Assembly could address the education recommendations of the Report of the Inquiry into the Death of Stephen Lawrence. The Committee formed a steering group to facilitate direction by the Committee and a working group including education officials, ACCAC (Qualifications, Curriculum and Assessment Authority for Wales), Estyn, the Commission for Racial Equality, the Association of Directors of Education in Wales, Race Equality First, South Wales Police and the All Wales Ethnic Minority Association. Extensive consideration was given to how to facilitate enrichment of the whole curriculum to promote understanding of cultural diversity. The report also addresses school strategies for tackling racism and inspection systems to ensure their implementation. This was a challenging process and extensive deliberation was required to arrive at the final consensus. The Committee will continue to monitor the implementation of its recommendations over the coming year.

Public Appointments

The Committee gave extensive consideration to the processes by which public appointments are made in order to secure a broader representation from across the community. It was particularly noted that relatively few people from ethnic backgrounds, people with a disability and women held public appointments. To help address these concerns, the Chair commissioned Wendy Morgan to prepare a report to advise on a programme of action designed to achieve applications for public appointments which are broadly representative of the Welsh population, particularly in respect of gender, race, disability; and which enable appointments to be made so that public bodies better reflect the communities they serve. This report made a wide range of recommendations to broaden the pool of people applying for and being appointed to public positions.

Remuneration of public appointees was also pursued by the Committee. The Committee welcomed the Government's consultation paper on the remuneration of public appointees and supported the remuneration of all chairs of Assembly sponsored public bodies according to the responsibilities and workload of the individual positions.

Pay Equality

The Equal Opportunities Commission's Task Force on Equal Pay's report *Just Pay* which was released early in 2001 highlighted that the pay gap between men and women has remained at an unacceptably high level. The Committee is concerned that this issue be addressed in Wales, starting with the Assembly. It was pleasing to note that the Assembly was commended in the report for undertaking an equal pay review for its staff. The Committee has begun discussions with the Equal Opportunities Commission and the Trade Unions Congress on how to respond to the report in Wales and plans to facilitate the development of a joint action plan.

Race Relations (Amendment) Act

The Race Relations (Amendment) Act 2000 came into force in April 2001 and placed a general duty on all public authorities to eliminate racial discrimination. It also empowers the Commission for Racial Equality to draft codes of practice for any person specified under the Act and, following consultations and approval by the Home Secretary, for those codes to be tabled in Parliament and enforced by the Commission.

The Committee has noted that the statutory duties imposed by the Act on public bodies will have a significant effect in promoting racial equality. The Committee is therefore facilitating discussion on the operation of the Act and will take an active interest in the development of codes of conduct. It is also exploring options for integrating the work the Assembly does in response to the Act with its other equality priorities so that the work done to address racial equality as a result of the duties imposed by the Act is fully integrated with addressing equality issues generally.

Contractors' Equality Compliance

The Committee explored the extent to which the Assembly could ensure that those whom it contracted to provide services could be required to meet equality standards in their policies and practices. It was informed that the Assembly was not an equality enforcement agency so did not have the power to ensure conformity with equality legislation but that it was in a strong position to influence those with whom it did business. Section 120 of the Government of Wales Act gave the Assembly a duty to promote equality so such considerations would be relevant when selecting tenders for contracts. The Committee is continuing to encourage the development of procurement policies which reflect the Assembly's duty to promote equality.

McKenzie Report

The Committee welcomed the report by Roger McKenzie, *Lifting Every Voice: A Report and Action Programme to address institutional racism at the National Assembly for Wales* as a useful way forward to address institutional racism within the Assembly. It has encouraged the implementation of the report's recommendations by the Assembly and by the political parties in Wales. The Committee will continue to monitor the report's implementation and will be considering the Assembly's proposed action plan at its July 2001 meeting.

Local Government

The Committee appreciates that local government has a vital role in ensuring equal opportunity for all as both a provider of many vital public services and as a major employer. The Committee is therefore concerned to see that local government promotes equality of opportunity and to ensure councils receive the necessary support to achieve this end. The Committee has held discussions with the Welsh Local Government Association and Syniad on the challenges faced by local government and programmes to address them, including the Equalities Toolkit, the Generic Equalities Standard, Charter for Councillors in 2000, Best Value in Local Government and local government Equality Audits. The Committee will continue to meet with the WLGA to facilitate this work.

Presentations from organisations concerned with equal opportunity

To better inform itself of current equality issues and provide advice to the Assembly about community concerns, the Committee received a number of

presentations from organisations interested in promoting equality. Such presentations usually led to referral of issues to the responsible agency or further consideration of and action on matters by the Committee. The Committee received presentations from the National Health Services' Human Resources Division, the Welsh Women's National Coalition, Stonewall (national campaigning group working for legal equality and social justice for lesbians, gay men and bisexuals), Commissioner for Public Appointments, Welsh Language Board, Wales Council for the Blind, SENSE Cymru, Chwarae Teg, Disability Wales, and the Trade Unions Congress Women's Committee.

Public bodies concerned with the promotion of equal opportunities

Equal Opportunities Commission

In accordance with Standing Order 6.6, the Committee considered the Annual Report of the Equal Opportunities Commission on 14 February 2001.

The report covered six themes and for each looked at the current situation, legal cases related to the theme and future developments. The themes were:

- equal pay;
- work/life balance;
- stereotyping women's and men's roles;
- women in public and political life;
- future legal framework; and
- mainstreaming equality at national, regional and local levels.

Commission for Racial Equality

In accordance with Standing Order 6.6, the Committee considered the Annual Report of the Commission for Racial Equality on 22 November 2000.

The main issues arising from the report were the Race Relations (Amendment) Bill, the development of the Human Rights Act 1998, the Commission's relationship with the Committee and work arising from the Stephen Lawrence report. Since the publication of that report there had been a 40% increase in recognised racial incidents and a 120% increase in reports to the Police. The Crown Prosecution Service in Wales was now co-operating with the Commission and significant work was being undertaken with Health Authorities with a vigorous monitoring procedure now in place. The Committee noted that some weaknesses had been experienced at local government level but that it was hoped that these would be addressed through the Leadership Challenge.

Disability Rights Commission

The Disability Rights Commission opened for business on 25 April 2000 and has not yet produced an annual report.

Forward Look

The Committee remains focused on helping the Assembly and Assembly sponsored public bodies (ASPBs) work to give equality of opportunity for all by ensuring that equality principles are mainstreamed throughout the Assembly. To facilitate this, the Committee will continue to be a place for public dialogue between Assembly Members, the Assembly Cabinet and , the equality commissions and groups concerned with equality issues. Through this dialogue, the Committee will keep the spotlight on the Assembly's equality obligations, highlight the expressed needs of groups within the community and recommend actions for change.

In addition, the Committee will facilitate ongoing action in the following areas:

Equal Pay

The Committee has expressed its concern at the rate of progress in addressing the gender pay imbalance in Britain identified by the Equal Opportunities Commission's Equal Pay Task Force. It has therefore undertaken to facilitate the development of an action plan in response to the recommendations of the Task Force and ensure that issues of pay equality are addressed in the Assembly and its sponsored public bodies.

McKenzie Report

The McKenzie Report has set out current best practice in recruitment, selection and other personnel issues and indicated other avenues for action to address institutional racism within the Assembly. The report has received general acceptance but will require significant work over the medium term to be implemented. The Permanent Secretary has established a working group to develop an action plan to facilitate this. The Committee will continue to monitor and as appropriate provide advice on the Assembly's response to the McKenzie Report recommendations.

Procurement Policy

The Assembly has a duty to ensure those it contracts with to provide services to fulfil its functions do so in a way that advances equality of opportunity. It also has significant power within the marketplace in Wales as a major consumer of goods and services. The Committee is concerned to see that the Assembly fulfils this duty and uses this power to encourage the implementation of practices which further equality of opportunity. It will therefore continue to monitor the development of procurement policies

Race Relations (Amendment) Act implementation

The Race Relations (Amendment) Act will have a significant impact on promoting equality principles by imposing general and specific duties on public bodies to work against racial discrimination. As noted above, the Committee will have a role in facilitating its implementation through monitoring, advice and dialogue with the Commission for Racial Equality and sees the implementation of the Act as an opportunity to advance equality of opportunity for all.

Committee on Equality of Opportunity

June 2001

Appendix B1: Committee on Equality of Opportunity - Terms of Reference

Extract from Government of Wales Act 1998

Section 48

1. The Assembly shall make appropriate arrangements with a view to securing that its business is conducted with due regard to the principle that there should be equality of opportunity for all people.

Section 120

1. the Assembly shall make appropriate arrangements with a view to securing that its functions are exercised with due regard to the principle that there should be equality of opportunity for all people.

2. After each financial year the Assembly shall publish a report containing:

- a) A statement of the arrangements made in pursuance of subsection (1) which had effect during that financial year; and
- b) A statement of how effective those arrangements were in promoting equality of opportunity.

STANDING ORDER 14 - COMMITTEE ON EQUALITY OF OPPORTUNITY

Title and Terms of Reference

14.1 There shall be a Committee on Equality of Opportunity, which shall audit the Assembly's arrangements for promoting in the exercise of its functions and the conduct of its business the principle that there should be equality of opportunity for all people. The Committee shall also have particular regard to the need for the Assembly to avoid discrimination against any person on grounds of race, sex or disability.

14.2 The Committee shall submit an annual report to the Assembly on those arrangements and their effectiveness. It shall also review and report to the Assembly its conclusions on the Annual Reports submitted to the Assembly by public bodies concerned with the promotion of equal opportunities.

Membership

14.3 The Assembly shall elect an Assembly Secretary to chair the Committee, together with other Members elected so far as practicable to reflect the balance of political groups in the Assembly and having regard to the desirability of each subject committee being represented on the Committee. Members who are not members of the Committee may attend its meetings when these are in public. Any such Members who have specific constituency or regional interests to pursue in relation to the work of the Committee may in advance of any meeting seek the chair's permission to make representations to the Committee at that meeting; but they may not vote. Members may also write to the Chair requesting that their observations on any aspect of the Committee's work be tabled for consideration by the Committee at its next meeting; and the chair shall arrange for such tabling to take place.

14.4 Without prejudice to paragraph 8.14, the Committee shall, from time to time, appoint such advisers as it requires to enable the views of minority or disadvantaged groups to be put before it.

Reports

14.5 The Committee may report to the Assembly from time to time in addition to submitting its annual report.

Appendix B2: Membership of Committee on Equality of Opportunity

MEMBERSHIP OF COMMITTEE ON EQUALITY OF OPPORTUNITY

The membership of the Committee as at June 2001 was:

Edwina Hart (Chair) Labour Gower

Lorraine Barrett Labour Cardiff South and Penarth

Eleanor Burnham Liberal Democrat North Wales

Christine Gwyther Labour Carmarthen West and Pembroke

Richard Edwards Labour Preseli Pembrokeshire

Ann Jones Labour Vale of Clwyd

Helen Mary Jones Plaid Cymru Llanelli

Janet Ryder Plaid Cymru N Wales

Owen John Thomas Plaid Cymru S Wales Central

Jonathan Morgan Conservative S Wales Central

David Melding Conservative S Wales Central

Jane Hutt (Labour: Vale of Glamorgan) chaired the Committee from 23 June 1999 until 4 April 2000

Carwyn Jones (Labour: Bridgend) was a member from 23 June 1999 until 4 April 2000

Christine Chapman (Labour Cynon Valley) was a members from 23 June 1999 until 9th November 2000

Kirsty Williams (Liberal democrats Brecon and Radnorshire) was a member from 23rd June 2000 until 9th November 2000.

Christine Humphries (Liberal Democrat North Wales) joined following the 9th November and resigned 31st March as an Assembly Member.

Appendix B3: Meetings of the Committee on Equality of Opportunity

13 April 2000 - EOC-03-00

Chair's Report

Equality Audit and Committee's Revised Forward Work Programme

Disability Rights Commission
Presentation

The Committee's First Annual Report

Public Appointments

Scrutiny of Assembly Sponsored Public Bodies

Minutes of the previous meeting

25 May 2000 - EOC-04-00

Chair's Report

The Committee's Annual Report and draft Work Programme for Equality Policy Unit

Public Appointments in NHS Wales

Presentation - Stephen Redmond and Paul Hopkins, NHS Human Resources Division, National Assembly for Wales

Stephen Lawrence Enquiry

Building a Better Wales Together

Minutes of the previous meeting

29 June 2000 - EOC-05-00

Chair's Report

Listening to Women

Presentation - Ruth Marks, Audrey Jones and Gabrielle Suff, Welsh Women's National Coalition

Stephen Lawrence Enquiry

Minutes of the previous meeting

Discrimination and Sexuality

Presentation - Angela Mason, Executive Director, Stonewall

Equality in the Public Sector: The Welsh Local Government Association (WLGA)

Presentation - Councillor Rhiannon Hughes, Denbighshire County Council and Paul Griffiths, Head of Corporate Affairs, WLGA

11 July 2000 EOC-06-00

Chair's Report

Stephen Lawrence Inquiry

The NHS Wales Human Resource Strategy

Minutes of the previous meeting

25 October 2000 EOC-07-00

Public Appointments

Presentations: Dame Rennie Fritchie, Commissioner for Public Appointments and Wendy Morgan, Senior Personnel Officer, BBC Cymru Wales

Chair's Report

Stephen Lawrence Inquiry

Language in Equal Opportunities

Presentation: Rhodri Williams, Chair and Rhys Dafis, Public and Voluntary Sectors, Welsh Language Board

Voluntary Code of Practice on Sexuality

Presentation: Angela Mason, Executive Director, Stonewall

Minutes of the previous meeting

22 November 2000 - EOC-08-00

Chair's Report

Stephen Lawrence Inquiry

The work of EOC Wales in a devolved setting

Presentation: Julie Mellor, Chair, Equal Opportunities Commission

Annual Report of the Commission for Racial Equality

Supporting Deaf-blind People in Wales - Challenging Exclusion

Presentation: Vanessa Webb, Director, Wales Council for the Blind and John Micklewright, General Manager, SENSE Cymru

Minutes of the previous meeting

17 January 2001 - EOC-01-01

Chair's Report

Stephen Lawrence Inquiry

The Race Relations Amendment Bill

Presentation: Dr Mashuq Ally, Head of the Commission for Racial Equality in Wales

Contract Compliance

Presentation: Winston Roddick, Counsel General, National Assembly for Wales

EQUAL programme: Wales Implementation Plan

Presentation: Damien O'Brien, European Affairs Division, National Assembly for Wales; Ruth Marks, Director, Chwarae Teg; and Howard John, Director, Disability Wales

Minutes of the previous meeting

14 February 2001 - EOC-02-01

Chair's Report

Annual Report of the Equal Opportunities Commission

Stephen Lawrence Inquiry

'Best Value' in Local Government and Equality Audit of Local Government in Wales

Presentation: Bethan Evans, Syniad, and Steve Thomas, Welsh Local Government Association

Minutes of the previous meeting

21 March 2001 - EOC-03-01

Chair's Report

Race Issues in the National Assembly for Wales

Presentation: Roger McKenzie, TUC

Public Appointments - Remuneration of Chairs and Members of Assembly Sponsored Public Bodies

Equal Pay in Wales

Presentation: Felicity Williams, Sue Dye and Heledd Hayes, Wales TUC Women's Committee

Stephen Lawrence Inquiry

Wales Council for the Blind: Young View project

Presentation: Members of the group

Minutes of the previous meeting

9 May 2001 - EOC-04-01

Chair's Report

Draft Annual Report of the Committee on Equality of Opportunity

The Work of the North Wales Race Equality Network

Presentation by Susheela Lourie, Chair of North Wales Race Equality Network and Steve Bennett, Project Manager.

Stephen Lawrence Inquiry

Minutes of the previous meeting