

EQUALITY OF OPPORTUNITY COMMITTEE

Date: 20 March 2003
Time: 9:15am
Venue: Committee Rooms 3 & 4, National Assembly Building, Cardiff Bay
Title: Report on key activity of the Equality of Opportunity Committee since October 2002 and suggestions for future work of incoming Committee

Purpose

1. This paper is intended to provide an update on the Equality of Opportunity Committee's work since its last annual report (published in October 2002), an overview of the Committee's activity during the first session of the Assembly and it also suggests areas of future activity for the new Committee.

Recommendation

2. Members are asked to agree the report summarising Committee activity since the last annual report so that it can be laid before the Assembly and to comment on the suggestions for future activity by the incoming Equality of Opportunity Committee.

Background

3. The summary report is attached at Annex A.

4. The suggestions for the work programme of the incoming Equality of Opportunity Committee are included in paragraph 31 of the report.

5. Section 120 of the Government of Wales Act requires the Assembly to produce a report after each financial year on its activity to meet its equality duty. This report will be produced after the Easter recess and elections and its production, and the assessment of its content, will form part of the early work of the new Committee.

Action

6. Members are invited to approve the report, comment on the suggestions for future activity in the Committee and to indicate any other areas that the Committee could pursue.

Contact Point

Committee Secretariat

SUMMARY OF COMMITTEE ACTIVITY SINCE LAST ANNUAL REPORT

Contents

Title	Paragraph
Contents	
Chair's introduction	
This report	1
Background to the Committee	2 - 6
Brief summary of the Committee's activities from October 2002 to April 2003	7 - 26
Public bodies concerned with the promotion of equal opportunities	27 - 29
Brief summary of key activity of Equality Of Opportunity Committee in the first session	30
Suggestions for future activity for incoming Equality Of Opportunity Committee	31
Terms of reference for Committee	Annex 1
List of Members	Annex 2
Summary of agendas	Annex 3

Chair's introduction

I was delighted to be elected Chair of the Equality of Opportunity Committee in December 2002. The Committee plays a vital role in ensuring that the Assembly meets its statutory duties on equality.

The active promotion of equality of opportunity for all people in Wales was a key aspect of the vision for devolved government for Wales and is set out in the Government of Wales Act.

This report covers the Committee's activities from October 2002 to March 2003, and includes a summary of the Committee's work over the whole of the first session of the Assembly.

Since October 2002, the main focus of the Committee's work has been our review of service provision for Gypsies and Travellers. The review has been wide-ranging and I am looking forward to presenting our report and recommendations to the Assembly. We have also considered a range of other issues including the UK Government's proposals for a single equality body, increasing diversity in public appointments and the development of race equality schemes. Further details on these, and the other matters the Committee has considered, are contained in this report.

I am grateful to the Commission for Racial Equality, the Commission on Equal Opportunities Commission, the Disability Rights Commission and LGB forum Cymru for the expert advice that they have provided to the Committee. Their contribution has been very important. I would also like to thank the many people who have come to speak to the Committee; their contributions have been invaluable. I would particularly like to thank all of the people who have contributed to our review of service provision for Gypsies and Travellers. The wealth of evidence we have gathered from presentations in Committee, visits to Gypsy-Traveller sites and a range of other activities has been incredibly important in informing our review.

The Committee, and the Assembly as a whole, has made a good start in tackling inequality and mainstreaming equality and diversity issues, but more remains to be done. At the end of this first session of the Assembly I would like to wish every success to the incoming Equality of Opportunity Committee in continuing our work to deliver real equality for everyone in Wales.

THIS REPORT

1. The Committee's annual report for 2001-2002 was laid before the Assembly on 10 October 2002. This report summarises the Committee's activity from then until the end of the first session of the Assembly in April 2003. The report also contains an overall summary of the Committee's work in the last four years and some suggestions for future activity for the incoming Committee to consider.

BACKGROUND TO THE COMMITTEE

2. 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.

3. The Committee's terms of reference are set out in Standing Order 14 (Annex 1). A list of the committee's membership is at Annex 2. A summary of the Committee's agendas for 2001-02 are at Annex 3.

4. 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, the Equal Opportunities Commission (EOC), the Commission for Racial Equality (CRE), the Disability Rights Commission (DRC) and the Lesbian Gay and Bisexual Forum Cymru (LGB Forum) are standing invitees to the Committee.

5. 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.

6. The Committee has taken a multiple 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 presentations from organisations outside the Assembly and maintaining a close dialogue with the equality commissions.

BRIEF SUMMARY OF THE COMMITTEE'S ACTIVITIES FROM OCTOBER 2002 TO APRIL 2003

Review of service provisions for Gypsies and Travellers review

7. The review of service provision for Gypsies and Travellers has been a major focus of the Committee's work since October.

8. During meetings the Committee has taken evidence from service providers in the health, education and accommodation fields, as well as hearing from a group of young people from the Gypsy-Traveller community. The Committee has also visited a number of Gypsy-Traveller sites and held a seminar for service providers.

9. The Committee is now drawing its review to a close and aims to publish its report, and recommendations, shortly.

Public Appointments

10. The Committee has given further consideration to the processes by which public appointments are made in order to secure a broader representation from the whole spectrum of society.

11. In December 2002, the Committee received a presentation from the Welsh Language Board on the number of Welsh speaking people on the boards of NHS bodies. At the same meeting the Committee also discussed a presentation from the Wales Women's National Coalition on women's experience of public appointments.

12. At its meeting in March the Committee will receive an update on the Assembly's work on public appointments.

Equal Pay

13. The Equal Opportunities Commission's Task Force report, *Just Pay*, was released early in 2001 and highlighted that the pay gap between men and women has remained at an unacceptably high level.

14. In July 2001 an informal reference group was established, chaired by David Melding, to oversee the development of a campaign on Equal Pay in partnership between the Assembly, the Equal Opportunities Commission and the Wales Trades Union Council. The campaign was formally launched on 7 March 2002 in Cardiff, Swansea and has been followed by a series of public sector seminars.

15. The Committee has monitored the progress of the campaign during the year, and welcomed the announcement that the Assembly had won a Castle Award for its work in promoting pay equality. The Committee will consider a campaign report at its meeting in March and will look to make recommendations on how the campaign can be taken forward.

Race Relations (Amendment) Act

16. 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.

17. 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 has received updates on the development of the Assembly's race equality scheme. In February 2003, the Committee discussed a report from the Commission for Racial Equality on the performance of public bodies in Wales in preparing race equality schemes. The Committee agreed to conduct a further assessment of progress in this area.

McKenzie Report - Lifting Every Voice

18. 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* when it was published in March 2001. It has encouraged the implementation of the report's recommendations by the Assembly and by the political parties in Wales. The Committee has received updates on implementation of the report as a whole, and of specific recommendations, from Assembly officials in November and December 2002. The Committee was also pleased to receive an assessment of implementation so far from Roger McKenzie in December 2002. The Committee will be receiving a further update at its meeting in March 2003.

Access to polling stations

19. The Committee has continued to take an active interest in the issue of access to polling stations. At its meeting in November 2002 the Committee discussed the issue with representatives of the Disability Rights Commission, Scope and the Welsh Local Government Association. The Committee recommended that a study of accessibility similar to previous "Polls Apart" reports should be carried out during the Assembly elections, and the Committee was very pleased when the Minister for Local Government and Housing agreed to take this forward.

20. The Committee will consider its response to an Electoral Commission consultation on Equal Access to electoral procedures at its meeting in March 2003.

'Equality and Diversity: Making it Happen' - UK Government consultation on a Single Equality Body

21. The Committee considered the UK Government's consultation on the proposals for a single equality body at its meeting in February 2003. The Committee was able to draw on the results of a series of consultation events held around Wales and the views of the statutory equality commissions.

22. The key principle underlying the Committee's consideration of the consultation was that the driving force in revising the existing structures must be a desire to promote and develop equality. It should not be embarked upon as an administrative quick fix or in pursuit of benefits seen largely in economic terms. The Committee stressed that a new body would need a single legislative underpinning and that a single equality act was a prerequisite for it to be able to operate effectively. The Committee also emphasised the need for any new body to have a strong and largely autonomous presence in Wales, with formal links to the Assembly, which provided the Assembly with a real role in its management and strategic direction. The Committee raised these issues in its response to the consultation and will continue to follow progress in this area.

Sexual orientation

23. The Committee received a presentation from its newest standing invitee, LGB Forum Cymru, at its meeting in October 2002. The Committee will be considering progress in addressing a number of issues raised by the presentation at its meeting in March 2003. This will include updates on providing guidance to teacher training colleges on delivering advice on sexual identity and orientation; civil partnership registration schemes; recognition of relationships outside marriage in pension schemes; repeal of Section 28 and the implications of a House of Lords vote on the Adoption and Children Bill.

An Absolute Duty

24. At its meeting in January 2003 the Committee discussed how the recommendations contained in "An Absolute Duty", a report produced under the guidance of Professor Teresa Rees for the Institute of Welsh Affairs, could be implemented.

Diabetes UK

25. At its meeting in October 2002, the Committee received a presentation on series of projects run by Diabetes UK that aim to provide accessible health promotion information and improve access to healthcare services in general for black and minority ethnic communities.

British Sign Language

26. At its meeting in February 2003 the Committee received a presentation on British Sign Language (BSL). The Committee agreed to take forward a number of actions to promote the use and official recognition of BSL.

PUBLIC BODIES CONCERNED WITH THE PROMOTION OF EQUAL OPPORTUNITIES

Commission for Racial Equality

27. In accordance with Standing Order 6.6, the Committee considered the Annual Report of the Commission for Racial Equality (CRE) on 17 October 2002. The main issues arising from the report were:

- promoting the public duty under the Race Relations (Amendment) Act 2000;
- building partnerships with the private sector;
- connecting with all communities;
- continuing the internal transformation of the Commission.

Disability Rights Commission

28. In accordance with Standing Order 6.6, the Committee considered the Annual Report of the Disability Rights Commission (DRC) on 14 November 2002. The main issues arising from the report were:

- increasing update of advice services from individuals;
- a trend for out of court settlements leading to difficulties in establishing case law;
- the importance of partnership working to ensure that the requirements of the Disability Discrimination Act were met; and
- The importance of profile raising activity and training and awareness raising work.

Equal Opportunities Commission

29. In accordance with Standing Order 6.6, the Committee considered the Annual Report of the Equal Opportunities Commission on 12 December 2002. The key themes were:

- equal pay;
- flexible working;
- work-life balance for men and women;

- promoting equality as a good business case leading to healthier organisations; and
- increasing the numbers of women in public life.

BRIEF SUMMARY OF KEY ACTIVITY OF EQUALITY OF OPPORTUNITY COMMITTEE IN THE FIRST SESSION

30. A summary of the Committee's activity over the last four years is given in the following table:

SUBJECT AREA	ACTIVITY
General	<ul style="list-style-type: none"> • When it was first established the Committee commissioned an assessment of the extent to which equality issues were being considered in Assembly policy divisions. Each Committee annual report has provided updated information on this subject • The Committee invited the statutory equality bodies - the Commission for Racial Equality, the Disability Rights Commission and the Equal Opportunities Commission (and later LGB Forum Cymru) - to become standing invitees to the Committee
Access to historic buildings	<ul style="list-style-type: none"> • In November 2001 the Committee considered draft CADW guidance on access to historic buildings
Access to polling stations	<ul style="list-style-type: none"> • In April and November 2002 the Committee considered the issue of access to polling stations, receiving presentations from WLGA, SCOPE, the Electoral Commission and the Disability Rights Commission. • The Committee is making a formal response to the Electoral Commission consultation on equal access to polling stations
An Absolute Duty	<ul style="list-style-type: none"> • In January 2003 the Committee discussed a plan for implementing the recommendations contained in "An Absolute Duty" • In July 2002 the Committee discussed the report "An Absolute duty"
Annual reports of statutory Commissions	<ul style="list-style-type: none"> • The Committee has considered the annual reports of the three statutory equality Commissions
Asylum issues	<ul style="list-style-type: none"> • In July and November 2001 the Committee took evidence in relation to the treatment of asylum seekers in Wales • The Committee wrote to the Home Office outlining its concerns about the treatment of asylum seekers and was pleased to find that the practice of housing asylum seekers in Cardiff prison was halted

Equal Pay	<ul style="list-style-type: none"> • In 2001 the Committee considered the Equal Opportunities Commission report "Just Pay" • The Committee established an informal reference group, including representatives of the Equal Opportunities Commission and the Trade Union Congress, to take forward an equal pay campaign. The reference group has met regularly and Members have taken an active role in shaping the direction of the campaign and attending events.
Equality awareness training	<ul style="list-style-type: none"> • The Committee considered the Assembly's proposed programme of equality awareness training for staff and endorsed training for Members • The Committee encouraged all Political Parties to ensure that any member involved in selection panels had received equality training
Equality issues in local Government	<ul style="list-style-type: none"> • The Committee has held a range of discussions on equality issues relating to local government with the WLGA and Syniad - including access to polling stations, Best Value, local government Equality Audits.
Equality issues in the NHS	<ul style="list-style-type: none"> • In June 2001 the Committee considered equality in appointments in the NHS • In July 2000 the Committee considered the NHS Wales Human Resource Strategy
General presentations from organisations with an interest in issues relating to equality issues	<p>The Committee has received presentations from a range of other organisations aside from its consideration of the specific issues listed elsewhere, including:</p> <ul style="list-style-type: none"> • Wales Women's National Coalition - on public appointments and the Cabinet Office 'Listening to Women' exercise • British Deaf Association - on recognition of British Sign Language • Chwarae Teg • Organisers of the Global Cultural Diversity Congress • Diabetes UK - on improving access to healthcare services for people from black and minority ethnic communities • Wales Council for the Blind and SENSE Cymru - on survey of local authority support for deafblind people • Wales Council for the Blind - on Young View project • North Wales Race Equality Network - on their work
Human Rights Act	<p>The Committee has considered the implications of the Human Rights Act and, on two occasions, has resolved not to add human rights to its remit</p>

Implementing 'Lifting Every Voice' and the Assembly's recruitment policy	<ul style="list-style-type: none"> ● In January 2002, and at regular intervals since then, the Committee has considered updates on the implementation of 'Lifting Every Voice' ● The Committee has also considered matters relating the Assembly's recruitment policy in some depth
MacPherson Report into the Murder of Stephen Lawrence	The Committee undertook a considerable amount of work on implementing the education recommendations contained in the MacPherson report. The Committee considered presentations from a wide range of organisations including members staff from ACCAC, Estyn, the Commission for Racial Equality, the Association of Directors of Education in Wales, Race Equality First, All Wales Ethnic Minority Association and South Wales Police.
Procurement	The Committee has considered how the Assembly can use its position as a major purchaser to procure goods from companies committed to the principles of equality of opportunity, including the development of a Voluntary Code of Practice
Public appointments	<ul style="list-style-type: none"> ● The Committee has received presentations in October 2000 and June 2002 from Dame Rennie Fritchie, the Commissioner for Public Appointments ● The Committee also considered 'Mainstreaming Equality in Public Appointments' action plan ● January 2002 considered the draft report of the review of remuneration and expenses of public appointees ● March 2002 considered draft Code of Practice on public appointments
Race and Employment Directives	<ul style="list-style-type: none"> ● The Committee received a presentation on the Directives from the Department for Trade and Industry in January 2002 ● In March 2002 the Committee discussed its position on the Directives ● The Committee considered the results of discussion events on the UK Government consultation on creating a single equality body at its meeting on 13 February 2003 and submitted its own response to the consultation
Race Relations Amendment Act	<ul style="list-style-type: none"> ● The committee considered the implications of the draft bill in January 2001 ● In October 2001 the Committee discussed the operation of the Act with officials from the Home Office ● The Committee has considered the Assembly's race equality scheme on several occasions during 2002 ● During 2002 and 2003, the Committee has discussed the Commission for Racial Equality's assessments of the level of compliance with the Act among public bodies in Wales

Review of service provision for Gypsies and Travellers	<p>The Committee has conducted a detailed review of service provision for Gypsies and Travellers and the report on its investigation is currently being prepared. The Committee has taken evidence in a range of ways, including:</p> <ul style="list-style-type: none"> • Written submissions • Presentations during Committee meetings • Visits to Gypsy-Traveller sites • Survey of local authorities
Sexual Orientation	<ul style="list-style-type: none"> • The Committee considered a presentation from Stonewall on the voluntary code of practice on sexual orientation • The Committee invited the LGB Forum Cymru to become a standing invitee to the Committee • In October 2002 the Committee discussed the forward work programme of the LGB Forum Cymru
Welsh Language	<ul style="list-style-type: none"> • In October 2000 the Committee considered equality issues relating to the Welsh Language • In March 2002 the Committee discussed the Culture Committee's report on the Welsh Language • In December 2002 the Committee received a presentation on the number of Welsh-speaking people on the boards of health bodies

SUGGESTIONS FOR FUTURE ACTIVITY FOR INCOMING EQUALITY OF OPPORTUNITY COMMITTEE

31. The following table contains some suggestions for future activity for the incoming Equality of Opportunity Committee:

ACTIVITY
Consideration of report made under Section 120 of the Government of Wales Act on how the Assembly has carried out its functions with a view to promoting equality of opportunity during the last financial year
Gypsy Traveller review report - follow-up
Equal Pay follow-up and taking the campaign into a second year
Consideration of report 'Beyond the Bus shelter - young Women's choices in rural areas' - request from Wales Assembly of Women
Audit of Race Equality Schemes - request from Commission for Racial Equality and endorsed in Committee on 13 February 2003
Presentation from Audit Commission on mainstreaming equality in their audit work – request from Audit Commission

Asylum - concerns about the impact of requirements in the Nationality, Immigration and Asylum Act 2002 to claim asylum immediately upon arrival in the UK

British Sign Language - follow-up to presentation in February meeting 2003

Follow-up to "Young Disabled people tell us about the best and worst in Wales" – Committee agreed to collate a response to the report from Ministers and subject committees at its meeting on 16 January 2003

Presentation from Commissioner for Public appointments - Committee previously resolved to invite the Commissioner to discuss her annual report each year

Equality Policy tool

Gender budgeting - request from Equal Opportunities Commission

Annex 1

TERMS OF REFERENCE FOR COMMITTEE

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 Members of the committee shall be elected by the Assembly having regard to the desirability of each subject committee being represented on the Committee and so as to ensure that, so far as practicable, the balance of political groups in the Assembly is reflected in its membership. The Assembly shall elect one of the members of the Committee to chair the Committee, but it may not be chaired by a Minister. 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.

Annex 2

List of Members

Ann Jones (Chair)	Vale of Clwyd	Labour
Lorraine Barrett	Cardiff South and Penarth	Labour
Eleanor Burnham	North Wales	Liberal Democrat
Carwyn Jones	Bridgend	Labour
Helen Mary Jones	Llanelli	Plaid Cymru
Huw Lewis	Merthyr Tydfil and Rhymney	Labour
Val Lloyd	Swansea East	Labour
David Melding	South Wales Central	Conservative

Peter Rogers	North Wales	Conservative
Janet Ryder	North Wales	Plaid Cymru
Owen John Thomas	South Wales Central	Plaid Cymru

Note:

- Carwyn Jones was Chair until 5 November 2002
- Ann Jones was elected Chair on 3 December 2002
- (David Melding was the temporary Chair for the meeting on 14 November 2002)

Annex 3

Summary of Agendas

All the papers relating to the Committee can be found at: <http://www.wales.gov.uk/keypubassemequalcomm/index.htm>.

17 October 2002

- Chair's Report
- Presentation by the Lesbian, Gay, Bisexual Forum
- Presentation by Diabetes UK
- Commission for Racial Equality Annual report
- Gypsy-Traveller review - Health - Bristol Traveller Health Project
- Gypsy-Traveller review - Health - Dr Sylvaine Carr-Hill
- Gypsy-Traveller review - Health - Angela Roberts
- Minutes of the previous meeting
- Paper to note - Background information on the legal position with regard to Gypsy-Travellers prepared by the Office of the Counsel General

14 November 2002

- Minister's Report
- Update on implementation of McKenzie report and paper on recruitment of senior civil servant to head the Equality Policy Unit (EPU)
- Access to polling stations
- Benefits Shopping presentation from the Home Office
- National Assembly for Wales Race Equality Scheme
- Consideration of Disability Rights Commission annual report
- Gypsy-Traveller review – Education - Monkton School, Priory Learning Centre project
- Gypsy-Traveller review - Education - Wrexham Traveller Education Service
- Minutes of Previous Meeting

12 December 2002

- Minister's Report

- Implementation of 'Lifting Every Voice' report
- Report on the pilot external recruitment exercise
- Report on Welsh-speaking members of NHS bodies
- Presentation from the Wales Women's National Coalition
- Consideration of Equal Opportunities Commission annual report
- Gypsy-Traveller review – Accommodation - presentations from Bill Crumpton, sites manager Cardiff County Council; Ian Cairns, Gypsy Liaison Officer Somerset County Council and Frank Milne, Traveller Services Manager Carmarthenshire County Council
- Minutes of Previous Meeting
- Consideration of Gypsy Traveller review report progress
- Papers to note - Note on access training for CADW staff; Note on gender balance on Task and Finish Groups and letter from the Office of the Immigration Services Commissioner

16 January 2003

- Minister's Report
- Paper on implementing the recommendations in 'An Absolute Duty'
- Update on Assembly recruitment
- Gypsy Traveller review Report back from site visits
- Gypsy Traveller review presentation from young Gypsy-Travellers
- Minutes of Previous Meeting
- Paper to note - Letter from Commission for Racial Equality on take up of advice about the race Relations Amendment Act by local authorities
- Presentation by young people on 'Have Your Say' Report

13 February 2003

- Minister's Report
- Presentation from the British Deaf Association on the use of British Sign Language
- Single Equality Body
- Race equality schemes of public bodies in Wales
- Gypsy Traveller review: paper on accommodation issues
- Minutes of Previous Meeting
- Papers to note - reply from Home Office about Benefit Shopping and Polling Stations letter from Finance Minister
- Private session - Gypsy Traveller review – report progress

20 March 2003

- Minister's Report
- Chwarae Teg research
- Welsh Local Government Association - Gender balance in local authorities and International Women's Day
- Progress on improving the diversity of public appointments
- Equal Pay – campaign report and future strategy
- Follow-up to LGB Forum presentation
- Electoral Commission consultation on equal access to electoral procedures
- Summary of Committee activity and future work
- Minutes of Previous Meeting and papers to note
- Presentation about Rights in Action Conference

- Private session - Gypsy Traveller review – report progress