

# **The National Assembly for Wales: Arrangements to Promote Equality of Opportunity**

**Financial Year 2005 – 2006**

## **Statement on the Assembly's Equality Annual Report made under Section 120 of the Government of Wales Act**

This is the seventh annual report of the Equality of Opportunity Committee under Standing Order 14.2 on the Assembly's arrangements to promote the equality of opportunity and their effectiveness. The report covers the financial year 2005-06. The main body of the report is contained in its three annexes:

**Annex A** – the Equality of Opportunity Committee Annual Report 2005-06;

**Annex B** – the Assembly Parliamentary Service Annual Equality Report 2005-06, including the APS Race Equality Action Plan 2005-08;

**Annex C** – the Welsh Assembly Government Annual Equality Report 2005-06, including the Permanent Secretary's Report on Staffing, departmental responses on work undertaken to promote equality of opportunity, and the Welsh Assembly Government's Race Equality Annual Report 2005-2006.

We acknowledge the progress made by both the Welsh Assembly Government and the Assembly Parliamentary Service (APS) in the identification and recording of positive equality outcomes. However, in some cases reporting continues to be based on 'outputs' rather than 'outcomes'. In view of this, we feel that further improvement can be made and hope that both the Government and APS take this on board in future reporting. The Committee welcomes the inclusion of the Race Equality Report in the Equality Annual Report, which it hopes, will help to streamline the reporting process.

To assist the Committee in its statutory remit to audit the Assembly's equality arrangements, all subject committees were invited to scrutinise Welsh Assembly Government's departmental responses within their remit. The views of subject committees were used to help inform the Equality of Opportunity Committee's consideration of the Assembly's Seventh Annual Equality Report. The following provide examples of issues raised by Subject Committees:

- Education, Lifelong learning and Skills Committee raised concern that the additional educational needs of the children of migrant workers need to be fully considered in making educational provision;
- Environment, Planning and Countryside Committee suggested that all Explanatory Memoranda should have a section explaining how equality of opportunity was taken into account in drafting the legislation and any impact the legislation might have on equality issues;
- Health and Social Services Committee suggested that more emphasis should be placed on staff training to ensure that equality is mainstreamed into the day-to-day decision making within the Welsh Assembly Government's Department for Health and Social Services, and the NHS in Wales; and

- Local Government and Public Services Committee noted the lack of a measure for the percentage of public sector leaders from black and minority ethnic backgrounds; in addition it suggested that more hard data was required on the diversity of public appointment candidates.

The Committee is pleased with further progress made by the Welsh Assembly Government in taking forward the mainstreaming equality agenda and implementation of recommendations contained in its report *Mainstreaming Equality in the work of the Assembly*. In particular, we welcome the development of the Mainstreaming Equality Strategy, and look forward to the production of over-arching equality plans for all departments. We hope that Ministers demonstrate the will and commitment to drive forward the Strategy. The Committee welcomes the undertaking of an independent externally commissioned Equality Audit of Assembly policies, strategies and programmes. It hopes that this will provide information on the extent to which equality and diversity are embedded in policy making and against which progress can be measured.

The Committee expressed disappointment at the lack of statistics on the representation of the Lesbian, Gay and Bisexual Community in the Assembly and the under representation of black minority ethnics at senior levels within APS. It looks forward to the development of proposals to address these issues in the newly constituted Assembly.

The Committee is encouraged by the advances made by the Assembly in the fulfilment of its equality duties as demonstrated in this report. It hopes that the Third Assembly will continue the progress on equality issues started by the current Assembly and that its equality duties will be fully exercised in the use of its increased powers.

## **Annex A**

### **EQUALITY OF OPPORTUNITY COMMITTEE ANNUAL REPORT FOR 2005-2006**

#### **ABOUT THIS REPORT**

1. This report forms part of the Assembly's annual report on its arrangements to promote equality of opportunity. It sets out the Equality of Opportunity Committee's activities in the financial year 2005 - 2006.

#### **BACKGROUND TO THE COMMITTEE**

2. The Committee 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 A1).

3. The Committee's membership is at Annex A2.

4. The Committee has a number of standing invitees that provide expert advice: the Equal Opportunities Commission (EOC), the Commission for Racial Equality (CRE), the Disability Rights Commission (DRC), Stonewall Cymru and the Welsh Language Board.

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, religion and belief, sexual orientation and Welsh language.

#### **KEY ISSUES CONSIDERED DURING THE FINANCIAL YEAR 2005-06**

#### **STATUTORY ITEMS**

6. The Committee is required by Standing Orders to consider the following:

##### **The Assembly's Annual report on Equality**

7. During November 2005 the Committee agreed its annual report for 2004-05 and considered reports on equality arrangements in the Assembly Parliamentary Service and the Welsh Assembly Government. The Panel of Chairs accepted the Committee's recommendation that each Subject Committee consider the sections of the Welsh Assembly Government report that were relevant to the Ministerial portfolio. Where possible this was done in advance of the plenary debate on the Sixth Annual Report on Equality on 31 January 2006.

##### **Scrutiny of Legislation**

8. On 22 February 2005 a change to Standing Order 6.6iv was agreed in Assembly Plenary to allow the Business Minister, after debate of the UK Government's Legislative Programme, to formally remit primary legislation in that programme to 'relevant Committees', ie not just Subject Committees. The Equality Bill was

considered on 30 June 2005 and the Civil Partnerships Order on 22 September 2005. The Committee wrote to the Minister, Secretary of State for Wales and Welsh MPs and Peers in support of an amendment to the Equality Bill to include protection from discrimination in provision of facilities, goods and services on the basis of sexual orientation, which was subsequently adopted.

9. The Committee also reported to the Assembly on the CRE's Statutory Code on Racial Equality in Housing (Wales) on 21 June 2005. The Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005 were noted in September 2005.

10. Equality aspects of the Government of Wales Bill were considered. In evidence to the Better Governance for Wales Committee the Chair raised Committee concerns that the statutory equality duty should be retained and that models of best practice on equality should not be lost under the parliamentary model proposed by the White Paper. Following consideration of the Bill in Committee in January 2006, the Chair wrote to the Secretary of State for Wales to welcome the retention of the statutory equality duty and ascertain the extent to which the Bill had been subjected to equality impact assessment. The Panel of Chairs, Government of Wales Bill Committee and Business Committee were informed of the Committee's views on the equality implications of the Bill, and its request for input into how Standing Orders would take account of the statutory equality duty contained in the Bill.

### **Reports of Public Bodies Concerned with the Promotion of Equal Opportunities**

11. In accordance with Standing Order 14.2, the Committee considers the annual reports of the three statutory equality commissions and the Welsh Local Government Association Equalities Unit.

### ***Commission for Racial Equality***

12. The Committee considered the Annual Report of the Commission for Racial Equality (CRE) on 18 January 2006. The main issues arising were:

- The CRE would consult on its priorities for race equality work before publishing its next business plan
- CRE would need to be creative in tackling complacency among managers and dynamic in its promotion of the race equality agenda, to engage with public sector bodies on fulfilling their race equality obligations: progress was noted in the NHS and Fire Service but the picture was mixed for local authorities
- CRE had worked to create a new, positive relationship between those championing the Welsh language and those working for race equality
- The 'Croeso' campaign to generate activity and debate around diversity and prejudice had been launched with an online component
- Codes of practice on employment and housing would be promoted in Wales and legal guidance and race impact assessment guidance had been developed as tools to promote racial equality
- More progress was needed in tackling prejudice against Gypsies and Travellers and acceptance of Welsh A Levels by the university sector
- CRE wanted to see robust arrangements for political parties to deal with candidates who promoted discriminatory messages
- Stability of funding for bodies and networks that promote racial equality in Wales was important

- The cost and policy implications of meeting the needs of migrant workers and their families, eg in education, needed to be addressed

### ***Disability Rights Commission***

13. The Committee considered the Annual Impact Review of the Disability Rights Commission (DRC) on 18 January 2006. The main issues arising were:

- Disability discrimination legislation had been significantly strengthened, with removal of education and employment loopholes
- The DRC had undertaken a lot of work with businesses to explain the legislation designed to remove barriers to accessing services
- The public duty on disability equality was a major step forward in promoting disabled people's rights, including in relation to extending definitions of disability, accessible public transport and housing, and treatment by the police and prison service. One-third of callers to the DRC Wales helpline had identified discrimination in areas which were previously outside the scope of the legislation
- An inquiry into discrimination on websites had been completed and the results of a formal investigation into primary health services were due to publish. DRC was working in partnership on campaign and research work on narrowing the employment gap between disabled and non-disabled, the education experiences of disabled young people and independent living. A transport code of practice was also being rolled out in Wales.
- The DRC casework service had been wound up and diverted to delivering specialist advice via local networks such as Citizen's Advice Bureaux

### ***Equal Opportunities Commission***

14. The Committee considered the Annual Report of the Equal Opportunities Commission on 15 February 2006. The key themes were:

- In reflecting on its 30<sup>th</sup> anniversary in 2005 the EOC noted the need for new legislation to produce change where current legislation had failed. In particular service provision in areas women depended on, such as childcare, domestic violence strategies and public transport, were universally under-resourced or inadequate.
- EOC welcomed the new gender equality duty coming into force in 2007 as part of the Equality Act. However past changes had also been achieved by individual women, men and groups challenging stereotypes and this should be borne in mind for the future
- Reasons for the 2 per cent narrowing of the pay gap in Wales were complex. The Close the Pay Gap campaign aimed to progress the equal pay agenda further in the public sector where there was a strong likelihood of legal challenges on pay
- EOC continued its investigations into areas of persistent discrimination in the workplace: pregnancy discrimination, job stereotyping, lack of flexible working and barriers to ethnic minority women entering and progressing in work. It was also working to improve access to justice by increasing the number of trained advisers
- Significant progress was still needed to achieve balanced representation in power and increase the confidence of the electorate
- EOC was concerned about the possible impact of the Government of Wales Bill proposals on electoral arrangements and wanted to see impact assessments undertaken
- As with the other statutory commissions, much cross-strand work was being done in partnership with other organisations.

### ***The Welsh Local Government Association (WLGA) Equality Unit's annual report***

15. In June 2005 the Committee discussed equality and diversity in local government with the WLGA's Head of Equality and Social Justice and the WLGA equality spokesperson, Councillor Cheryl Green. The Committee received the Equalities Unit's third annual report and an evaluation of its operations to date, as well as considering feedback from the employer's organisation on a census of councillors (diversity indicators).

## **POLICY REVIEWS**

### **Service Provision for Disabled Young People**

16. The Committee continued to take evidence for its review of services for disabled young people on the themes of 'education, training and employment' and 'transport'. The review's terms of reference was informed by the manifesto developed by disabled young people involved in the 'Rights into Action' International Congress in Swansea in 2003. In recognising 'participation' as a key theme in the Congress' manifesto, the Committee gave a firm commitment to involve young disabled people at all stages of its review. In view of this, the Committee appointed Barnardo's Cymru to set up a reference group up of young disabled people from across Wales. The purpose of the group was to offer advice to the Committee based on first-hand experience. Reference group members met to consider issues for the Committee to examine, and participated alongside Members in taking oral evidence from witnesses. The Committee reviewed the operation of the reference group in December 2005 and adopted recommendations for some changes to how it worked with the group. On 22 March the Committee decided to review the key issues identified to date with a view to making a final report later in the year.

17. The Committee is proud of its innovative approach to working with disabled young people and would like to thank all those who have been involved in contributing to the success of the group, not least the young people and their support workers. It would strongly recommend the use of reference groups as a way of engaging disabled young people in the work of Assembly Committees in the future.

### **Mainstreaming Equality in the Work of the National Assembly**

18. On 24 November 2005 the Committee discussed the implementation of the 27 recommendations of its Mainstreaming Equality report with the Business Minister, The Assembly Permanent Secretary and the Deputy Presiding Officer as Chair of the House Committee. The Minister also reported on how equality was being taken into account within the 'Making the Connections' agenda. The recommendation that Assembly Members receive further equality training was subsequently referred to the Panel of Chairs, and training was taken forward in party groups. The Committee intends to invite the Minister and the Permanent Secretary to a future meeting to discuss the work of the Assembly Government's Mainstreaming Equality Task and Finish Group and implementation of the Mainstreaming Equality Strategy.

### **Service provision for Gypsies and Travellers**

19. The Committee continued to scrutinise the Welsh Assembly Government's implementation of its report recommendations via its informal working group. While the group broadly welcomed progress made in taking forward the Committee's recommendations, concern was raised that some government departments had been more prompt in their implementation than others. The working group met on 22

November 2005, and the Committee Chair subsequently wrote to Ministers to pursue matters arising. The Committee welcomed the Assembly Government's audit of the accommodation needs of Gypsies and Travellers in Wales, and will consider further developments as part of its 2006-07 work programme.

## **OTHER KEY ISSUES CONSIDERED BY THE COMMITTEE**

### **Direct Scrutiny of Ministers on specific equality issues**

20. The Business Minister attended a number of meetings during the year and undertook to raise specific equality issues with her Cabinet colleagues. The Committee also discussed the Assembly's policies to tackle bullying with the Minister for Education and Lifelong Learning.

### **Scrutiny of how other Assembly Committees consider equality**

21. As part of the mainstreaming process (see recommendation 26 of the 'Mainstreaming Equality' report) the work programmes and annual reports of other Committees were considered in September 2005. It was agreed that the Chair would discuss Committees' consideration of equality with the Panel of Chairs, including the suggestion that each Subject Committees nominate an 'equality champion' to prioritise the equality agenda in that Committee's work. As part of its consideration of equality priorities in the budget planning round, the Committee identified issues that could be addressed by Subject Committees as possible areas of priority in the Main Expenditure Groups, and asked Committees and Ministers to reflect on equality outcomes. The Chair also wrote to Subject Committee Chairs to highlight cross-cutting issues raised in discussion with the Minister on community relations in Wales following the 7 July London bombings.

### **Assembly Race Equality Scheme**

22. The CRE reported on implementation of Race Equality Scheme action plans in November 2005 and the Committee brought the issues raised to the attention of the Minister for Local Government and Public Services (LGPS) and the Chair of the LGPS Committee. Future reporting on statutory equality duties will be incorporated into the Committee's consideration of the Assembly's annual equality report.

### **Commission for Equality and Human Rights (CEHR)**

23. The Committee scrutinised the Equality Bill to legislate for the CEHR (see Scrutiny of Legislation, above). It will consider how the CEHR will operate in Wales during 2006-07. The Chair also invited the joint Cabinet Office/Department for Trade and Industry 'Equalities Review' Panel to visit Wales to take evidence from equality stakeholders.

### **Stonewall Cymru**

24. In October 2005 the Committee reviewed progress on the Assembly Government's response to recommendations in Stonewall Cymru's reports 'Counted Out' and 'Count Us In' and wrote to the Minister for Education and Lifelong Learning about tackling homophobic bullying.

### **European proposals**

25. The European Commission's work programme was considered and the Committee agreed to consider updates on the proposed gender equality 'roadmap'. The Committee also noted plans for the 2007 EU Year of Equal Opportunities for All.

### **Equal Pay**

26. In November 2005 progress with the 'Close the Pay Gap' campaign was considered. The Minister invited the Committee to re-establish its Cross-Party Working Group on Equal Pay, to provide a scrutiny function and provide ideas and a steer for the work being taken forward as part of the campaign. The group met in November 2005 and March 2006.

### **Children**

27. In addition to its policy review work, the Committee participated in a joint meeting of relevant Assembly Committees to consider the Children's Commissioner's annual report for 2005 on 10 March 2006.

### **28. During 2005-06 the Committee also received presentations from:**

- Chwarae Teg
- The Commissioner for Public Appointments
- The Central Office for Information on a toolkit for communicating with ethnic minorities
- The Bevan Foundation on promoting gender equality
- The Office for National Statistics on preparations for Census 2011

### **Working Practices**

29. The Committee adapted its approach to evidence-taking to allow better participation by its advisory reference group of disabled young people, in line with the motto 'nothing about us without us'. The Committee will continue to seek to reflect equality and diversity principles in the way that it does business, and to share best practice with other Committees and parts of the Assembly.

### **FUTURE PRIORITIES**

30. The Committee's outline work programme for 2006-07 was agreed in March 2006 and is at Annex A3. Key priorities include:

- Completing its review of services for disabled young people;
- monitoring progress with mainstreaming equality;
- monitoring progress with implementing recommendations of the Review of Service Provision for Gypsies and Travellers;
- monitoring implementation of public duties on race, gender and disability equality;
- scrutiny of equality-related legislation and the Welsh dimension of the new Commission for Equality and Human Rights (CEHR);
- holding Ministers to account, both in correspondence and if necessary by inviting direct scrutiny;

- Considering what mechanisms and arrangements will best equip the Third Assembly to meet its duty to promote equality, in the context of the Government of Wales Bill and the introduction of the CEHR

## **Annex A1**

### **TERMS OF REFERENCE**

#### **EXTRACTS 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.

14.4 A Committee member who has given advance notice to the chair may be represented at a meeting of the committee by another Member from the same political group who has been identified in advance. In giving such notice, the Member shall indicate the reason for the need for substitution. The nominated representative may participate in the meeting of the committee in all respects as if he

or she were a member of it. No Member may represent more than one Committee member at a meeting.

14.5 Members who are not members of the Committee may attend its meetings when these are in public. Any Assembly 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.

14.6 Without prejudice to Standing Order 8.17, 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**

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

## Annex A2

### EQUALITY OF OPPORTUNITY COMMITTEE MEMBERSHIP IN 2005-06

<b>NAME</b>	<b>DATES</b>	<b>PARTY</b>	<b>CONSTITUENCY</b>
Gwenda Thomas (Chair)	June 03 - to date	Labour	Neath
Lorraine Barrett	June 03 - to date	Labour	Cardiff South and Penarth
Lisa Francis	June 03 - Jan 04	Conservative	Mid and West Wales
John Griffiths	June 03 - to date	Labour	Newport East
Mark Isherwood	May 2004 – to date	Conservative	North Wales
Helen Mary Jones	June 03 - to date	Plaid Cymru	Mid and West Wales
Laura Anne Jones	Jan 04 - to date	Conservative	South Wales East
Huw Lewis	June 03 - to date	Labour	Merthyr Tydfil and Rhymney
Jenny Randerson	June 03 - to date	Liberal Democrats	Cardiff Central
Catherine Thomas	June 03 - to date	Labour	Llanelli
Leanne Wood *	June 03 - to date	Plaid Cymru	South Wales Central
*Janet Ryder substituted during maternity leave			

## Annex A3

### Outline Forward Work Programme - Summer 2006 – Spring 2007 (as agreed 22 March 2006)

#### Summer Term 2006

##### Meeting Reference: EOC(2) 04-06

Date	Topic	Timing (if known)
Wednesday 10 May (am)	Chair's report and matters arising	15 minutes
	The Cabinet Office/Department for Trade and Industry Equalities Review * Trevor Phillips and Members/officials from the Equalities Review Panel * Naomi Alleyne – Wales representative on Equalities Review panel	1 hour 15 minutes
	Introducing Duties on Gender Equality and Disability Equality – an update * To include consideration of the Gender Equality Code consultation exercise	30 minutes
	Minister of State for Employment and Welfare Reform – Margaret Hodge MP – Welfare Reform Green Paper	45 minutes
	Papers to note: Progress with the Welsh Assembly Government Equality Audit Equality Priorities in the Draft Assembly Budget for 2007-08	

##### Meeting Reference: EOC(2) 05-06

Date	Topic	Timing (if known)
Wednesday 14 June (am)	Chair's report and matters arising	10 minutes
	Disability Rights Commission – Education research findings	40 minutes
	Delivering Services in British Sign Language – including progress on implementing recommendations of Task and Finish Group * Business Minister invited to attend	45 minutes
	Policy Review – Service Provision for Disabled Young People – evidence session	50 minutes
	Accessible Venues Guidance – Consultation	20 minutes
	Papers to note: Update on 'Close the Pay Gap' campaign	

##### Meeting Reference: EOC(2) 06-06

Date	Topic	Timing (if known)
Wednesday 12 July (am)	Chair's report and matters arising	10 minutes
	Policy Review of Service Provision for Disabled Young People	50 minutes
	WLGA Equalities Unit Annual Report	40 minutes

	Commission for Equality and Human Rights – update on progress and representation of the age equality strand *Business Minister invited to attend	40 minutes
	Equality of Opportunity Committee Annual Report for 2005-06	25 minutes

### Autumn Term 2006

#### Meeting Reference: EOC(2) 07-06

Date	Topic	Timing (if known)
Wednesday 27 September (am)	Chair's report and matters arising	10 minutes
	Stonewall Cymru – update on government response to 'Counted Out/Count Us In' recommendations	35 minutes
	Mainstreaming Equality – an update *include progress with implementing Assembly Government's Mainstreaming Equality Strategy *Business Minister invited to attend	40 minutes
	Policy Review of Service Provision for Disabled Young People – evidence session	1 hour 20 minutes

#### Meeting Reference: EOC(2) 08-06

Date	Topic	Timing (if known)
Wednesday 25 October (am)	Chair's report and matters arising	10 minutes
	Assembly's Seventh Equality Annual Report for 2005-06 – Welsh Assembly Government Report Assembly Parliamentary Service Report *Business Minister, Permanent Secretary and Assembly Clerk invited to attend	50 minutes
	Disability Wales project 'Disability Equality in Action' – an update	40 minutes
	Policy Review – Service Provision for Disabled Young People – evidence session	1 hour 5
	Papers to note: Budget Scrutiny – equality priorities in the draft Assembly Budget Strategic work programmes and annual reports of other Committees	

#### Meeting Reference: EOC(2) 09-06

Date	Topic	Timing (if known)
Wednesday 29 November (am)	Chair's report and matters arising	10 minutes
	Review of Service Provision for Gypsies and Travellers – including update on the audit study of accommodation needs in Wales * Minister for Local Government and Public Services invited to attend	50 minutes

	Progress with implementation of the Assembly Government's Childcare Strategy	40 minutes
	Policy Review – Service Provision for Disabled Young People	1 hour 5 minutes

### Spring Term 2007

#### Meeting Reference: EOC(2) 01-07

Date	Topic	Timing (if known)
Wednesday 24 January (am)	Chair's report and matters arising	10 minutes
	CRE Annual Report for 2005-2006	40 minutes
	DRC Annual Review for 2005-06	40 minutes
	Issues relating to asylum seekers and refugees * Minister for Social Justice and Regeneration invited to attend	35 minutes
	Item to be confirmed	40 minutes

#### Meeting Reference: EOC(2) 02-07

Date	Topic	Timing (if known)
Wednesday 28 February (am)	Chair's report and matters arising	10 minutes
	EOC Wales Review 2006	40 minutes
	Item to be confirmed	40 minutes
	Item to be confirmed	40 minutes
	Item to be confirmed	35 minutes
	Equality of Opportunity Committee annual report for 2006-07 – to agree a legacy report to the end of the second Assembly?	

#### Other items for inclusion as required:

Carers Wales presentation – Carers and Social Exclusion  
 Procurement – promoting equality in the Assembly's procurement policies  
 Close the Pay Gap Campaign – update on 3<sup>rd</sup> phase  
 Commission on Equality and Human Rights – further updates  
 Commissioner for Public appointments (last presentation October 2005)  
 Government of Wales Bill and the role of Committees/standing invitees  
 Role of Welsh Language Board  
 COI toolkit for communicating with ethnic minorities – update – paper to note?  
 Presentations - AWEMA? ABCD disability organisation? Chwarae Teg?  
 Update on EC Work Programme items identified as high priority, including 2007 EU Year of Equal Opportunities for All.

**Annual Report of Arrangements to Promote Equality of Opportunity within the Assembly Parliamentary Service – Financial Year 2005-06**

<b>Contents</b>		
<b>1.</b>	<b>Introduction from the Clerk to the Assembly</b>	<b>2</b>
<b>2.</b>	<b>Clerk and Deputy Clerk's Office</b>	<b>3</b>
<b>3.</b>	<b>Corporate Services</b>	<b>6</b>
	<i>Human Resources</i>	<b>6</b>
	<i>Fees Office</i>	<b>9</b>
	<i>Office Services and Facilities Management</i>	<b>11</b>
	<i>Chamber Services</i>	<b>12</b>
<b>4.</b>	<b>Assembly Communication Service</b>	<b>13</b>
	<i>Information and Communication Technology</i>	<b>13</b>
	<i>Media Relations</i>	<b>15</b>
	<i>Parliamentary Translation and Reporting Service</i>	<b>17</b>
	<i>Public Information and Education</i>	<b>19</b>
<b>5.</b>	<b>Members' Research and Committee Services</b>	<b>21</b>
<b>6.</b>	<b>Legal Division</b>	<b>23</b>

## **Introduction by the Clerk to the National Assembly for Wales**

This report outlines the work undertaken in APS between April 2005 to March 2006 to ensure that the business of the Assembly is conducted with due regard to the principle that there should be equality of opportunity for all people. In response to the suggestions of Members of the Equality of Opportunity Committee last year we have attempted to distinguish more clearly between the *processes* we have implemented in order to ensure equality of opportunity within our work and the *outcomes* which have resulted from these processes. We have also provided some information on work undertaken since the end of March 2006 and our future plans.

Processes in themselves are meaningless if they do not lead to real and positive change for the people who work in APS and those we serve – Assembly Members and the people of Wales. In order to ensure that the fulfilment of our statutory equality responsibilities is about real change and not just a paper exercise we have attempted to build our capacity to promote equality across APS by involving more staff in the promotion of equality in their own work areas. I am particularly grateful to Denise Rogers in her role as equality development officer and Christine Morgan, the APS access officer, in driving this forward. It's our aim that eventually all staff in APS will understand the role they can have in the establishment of a National Assembly for Wales which truly reflects the diversity of our nation.

This is the last report for which I shall have responsibility as Clerk to the Assembly. I am proud of what has been achieved in APS in fulfilling the Assembly's statutory equality duty. But I am under no illusion as to how much further we must go.

**Paul Silk**

<b>Clerk and Deputy Clerk's Office</b>			
<b>Key Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
<p>Development of robust arrangements to ensure that progress in the development and implementation of APS equality action plans is monitored and actions taken to address any problems.</p> <p>Ensure members of the APS senior management team (SMT) are aware of equality legislation and the related responsibilities of APS</p>	<p>Establishment of an APS Equality Steering Group, chaired by the Clerk.</p> <p>Equality is a standing agenda item at SMT meetings.</p> <p>Equality awareness raising sessions delivered to members of SMT</p>	<p>The APS Equality Steering Group has met 5 times since October 2005. Key outcomes include:</p> <ul style="list-style-type: none"> <li>• Establishment of a network of branch equality champions</li> <li>• Development of a draft minority language policy</li> <li>• Commencement of work on an APS Faith and Belief policy</li> <li>• Agreed action to prepare for Disability Equality Duty</li> <li>• Production and review of equality action plans and reports with SMT informed where actions has slipped</li> </ul> <p>SMT have received presentations and information about equality legislation and have directed action within divisions as regards statutory equality duties. SMT supported</p>	<p>All members of SMT attended an awareness raising session on gender and sexual orientation equality legislation delivered by Alison Parken, Director of Stonewall Cymru</p> <p>All members of SMT have met with the consultant hired to develop an interactive impact assessment process to discuss the promotion of disability equality in APS, either individually, as a group or both.</p> <p>The Disability Equality Scheme will be structured to focus on customers: AMs and their staff; the public and APS staff and clearly differentiate between</p>

<p>Develop the capacity of staff in APS to promote equality through their work</p>	<p>Establishment of an equality capacity building project between November 2005 and November 2006 led by a full time seconded member of staff – the APS equality development officer.</p>	<p>recommendation that APS join Stonewall Diversity Champions Network which was agreed by House Committee.</p> <p>Key outcomes of the capacity building project include:</p> <ul style="list-style-type: none"> <li>• Development of expertise through advanced study</li> <li>• Work undertaken with research and committee staff to increase support offered to Members in their consideration of equality issues in their work</li> <li>• Establishment of APS equality champions network</li> <li>• Joined up working between APS equality leads in a number of areas which has resulted in the identification of gaps in current procedures which have now been addressed (e.g. the accommodation booking form now asks for more detailed information about special requirements</li> <li>• Short placement with the Equal Opportunities Commission with the potential to develop links between experts there and APS</li> </ul>	<p>processes and outcomes so that the report is easier to understand and monitor and more accessible to the general public</p> <p>SMT agreed to recommendations of equality development officer to support involvement events and independent production of an impact assessment tool involving as many APS staff as possible in the process</p> <p>The Clerk has liaised with representatives of Operation Black Vote and the possibility of an AM shadowing scheme is currently being explored.</p> <p>Increased focus on organisational opportunities associated with membership of Stonewall Diversity Champions Network.</p>
--	---	---	---

		<p>researcher and committee staff, for example, in relation to support offered to Members through the budget scrutiny cycle.</p> <ul style="list-style-type: none"><li>• Increased publicizing of equality related issues across APS, e.g. disability equality duty and work of Stonewall Cymru.</li></ul>	
--	--	--	--

<b>Corporate Services</b>			
<b>Human Resources Branch</b>			
<b>Key Equality Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
<b><i>Recruitment and retention</i></b>			
Develop an outreach programme for minority ethnic communities and raise awareness of APS recruitment procedures and competency framework.	Partnership programme with Cardiff South Enterprise Centre.	2 members of staff recruited via the programme	The HR equality champion has recently met with members of the Cardiff race equality network to discuss ways of developing the programme.
To ensure that APS recruitment policy is fair and effective and fit for purpose	A review of recruitment policies was commenced in 2006. Equality of opportunity was a consideration in relation to the various stages of recruitment. The HR equality champion and APS equality development officer were both members of the steering group	The review was completed in 2006-07	Recommendations agreed by SMT and will be discussed with TUC.
Target children and young people from diverse backgrounds to offer work placements and	<ul style="list-style-type: none"> <li>• Cabinet office development placement schemes</li> <li>• Schools outreach programme</li> </ul>	2 students worked in the MRS as part of the disability and ethnic minority cabinet office schemes in	<p>A further 2 students worked in MRS in summer 2006</p> <p>The school outreach programme will be evaluated in</p>

opportunities to shadow senior members of staff	<ul style="list-style-type: none"> <li>Work shadowing opportunities</li> </ul>	summer 2005 Students from BME backgrounds amongst those who have undertaken work experience placements in APS	2006-07
Attraction, retention, development and motivation of staff so as to ensure a professional delivery of services	Staff who wish to work part time accommodated.	<p>Examples:</p> <p>The Fees Office staff group is diverse in relation to all equality strands. 2 members of the 6 member finance team have changed to part time working at their request.</p> <p>Home working arrangements have been developed in the Parliamentary Translation and Reporting Service</p>	
<b><i>Training and development</i></b>			
Ensure training and development policy addresses the need for APS staff to play a role in the promotion of equal opportunities within the organisation	<p>Delivery of in house equality awareness training</p> <p>Staff with specific equality roles supported to undertake advanced training and development.</p>	<p>Equality awareness training delivered to all new staff, all front line staff and any other member of staff who requests it. Feedback questionnaires generally positive.</p> <p>Equality development officer and</p>	<p>Exploration of ways of gaining feedback from visitors which can be used to evaluate training needs and effectiveness</p> <p>Equality impact assessment undertaken in relation to the various equality duties will be used to inform specific equality training</p>

		<p>access officers are undertaking MScs in Equality related subjects on courses designed for people working to promote equality within the public, voluntary and private sectors.</p> <p>Other staff have attended a range of awareness raising and training events relating to equality legislation which has been cascaded to staff via SMT and internal communication systems.</p> <p>Equality issues integrated into general training such as that relating to grievance and attendance.</p>	<p>provision.</p> <p>HR equality champion has delivered awareness raising sessions on age discrimination legislation to SMT and staff from a range of divisions across APS</p>
<b>Information management</b>			
Provision of management information on recruitment and staffing	Statistical information relating to race, disability and gender is provided to the senior management team on a monthly basis to enable them to monitor APS	<p>The following issues identified:</p> <ul style="list-style-type: none"> <li>• There is a gender balance amongst APS staff at middle and senior levels</li> <li>• Proportion of non white</li> </ul>	The U-Access IT package will enable staff to provide information about themselves relating to all equality strands.

	<p>recruitment and promotion from an equality perspective.</p> <p>A disability questionnaire was circulated to all staff in order</p>	<p>members of staff has increased to 4.5% (with 8.9% of staff not providing this information)</p> <ul style="list-style-type: none"> <li>• People from BME backgrounds are under-represented at senior level. Actions to address this undertaken and planned</li> <li>• Need to collect more robust data in relation to disability and sexual orientation</li> </ul>	
<p>Monitor and address alleged race harassment incidents</p>	<p>Assembly policy</p>	<p>1 case raised in 2005-06 which was dealt with in line with the policy. Although any case is regrettable, the fact that staff feel that allegations will be dealt with is a positive outcome of our management approach</p>	

<b>Fees Office</b>			
<b>Key Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
<p>Provision of timely and</p>	<p>Rules on Members'</p>	<p>Additional funding of up to £10,000</p>	<p>On-going schemes. Scope</p>

<p>accurate advice to Members on pay, allowances, expenses and pensions</p>	<p>allowances take account of needs of disabled Members and public</p> <p>Services provided bilingually where practicable.</p> <p>AM Support Staff encouraged to join stakeholder pension scheme</p> <p>Involvement in Assembly Government gender fair pay review</p> <p>Advice and support provided in order to establish a pay band system for Assembly Member support staff</p>	<p>is available to disabled Members who require adaptations to fulfil their role. A small number of Members have utilised this.</p> <p>Additional funding of up to £2000 is available to Members to ensure that their constituency offices are accessible to disabled members of the public. A few Members have utilised this funding.</p> <p>All general advice, guidance and application forms are available bilingually</p> <p>The proportion of AM support staff who have joined the stakeholder pension scheme had risen from around 30% to over 90%.</p> <p>This work is on-going. No outcomes to date</p> <p>Pay band system implemented to ensure fairer application of</p>	<p>for awareness raising amongst Members and their staff given the relatively low number of Members' who have requested funding to make their constituency offices accessible. A possible reason for this is the lack of accessibility advice and assessment services available to Members on a constituency basis.</p> <p>Work will be undertaken both in partnership with the Assembly Government and by APS individually as appropriate in order to ensure that the new Assembly organisation will be in a position to launch its own</p>
---	--	---	--

		fairer terms and conditions for support staff.	Gender Equality Scheme when it is established in May 2007.  Planned childcare voucher scheme for AMSS.
--	--	--	--

### Office Services and Facilities Management (OSFM)

**OSFM is responsible for building maintenance and accommodation services for the National Assembly for Wales' buildings and the management of all domestic contracts. OFM is also responsible for the physical relocation of staff, the co-ordination of re-cycling and 'green' transport and housekeeping.**

<b>Key Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
Management and maintenance of buildings	DDA compliance is a feature of all OFM project planning.	E.g. All water-coolers are DDA compliant.	Improved signage in the Senedd
Provision of accessible accommodation for Members and visitors	Provision of induction loops Room and parking booking procedures take account of any special needs (e.g. physical access and dietary requirements.  All front line staff receive equality awareness training.	Loops installed in all key meeting rooms.  A member of staff recruited to OFM through the ethnic minority outreach programme  Earlier in the year, a meeting held as part of preparations of the Disability Equality Duty had to be postponed due to a number	A portable loop system is on order.  We are aware that the 12 disabled parking spaces are not used to the extent we might expect given the proportion of the population with mobility problems. There is scope for a review of disabled parking space use with a view to identify

		of accessibility problems. A lack of information about the needs of those attending was identified as a key factor and in response the booking form has been amended and staff trained so that anyone booking a room is prompted to provide information about particular needs. The meeting was successfully rescheduled.	ways in which disabled people with mobility issues might be encouraged and enabled to make more use of them.
Ensuring that APS is compliant with Health and Safety legislation and the Disability Discrimination Act where it applies to the provision of accommodation and equipment	Assessments are carried out in a 2 stage process. All staff are regularly assessed by trained APS staff. The needs of those requiring specialist equipment or adaptations are then assessed by 'Access to Work' specialists who also provide the necessary equipment.	The needs of staff are assessed on an on-going cycle. A significant proportion of staff have adaptations and equipment to enable them to carry out their jobs.	
<b>Chamber Services</b>			
<b>Key Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
To provide clerking services for the Assembly in	The services delivered by this	<ul style="list-style-type: none"> <li>The particular</li> </ul>	<ul style="list-style-type: none"> <li>Review of use of</li> </ul>

Plenary and support the Clerk and Presiding Officer during meetings	branch must be accessible to all Assembly Members and their staff.	needs of disabled Members have been met so that they were enabled to fulfil their role.	audio visual technology which would include the potential for increased access to Chamber proceedings for disabled people
To provide advice to all Members and staff on matters relating to Plenary business	Individual Members' specific needs are assessed and then provided for, e.g.		
To publish information about tabled business to the internet and intranet within agreed deadlines	through the funding and provision of adapted equipment, in partnership with colleagues in other branches. All guidance is produced in English and Welsh and can be produced in alternative formats as required. The Head of Chamber Services is a Member of the APS Equality Steering Group and a branch equality champion.	<ul style="list-style-type: none"> <li>All documents produced and published in accordance with the Disability Discrimination Act and the Assembly Bilingual Services Statement</li> <li>BSL interpretation, lip-speakers, Palantypists, Maketon and language translators are available on request for Plenary</li> </ul>	
To provide a high quality secretariat service to the Deputy Presiding Officer and Members of the Business Committee and the Chair and Members of the Committee on Standards of Conduct			

**Assembly Communication Service**

<b>Information and Communication Technology</b>			
<b>Key Branch Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
To ensure the ICT / AV and Broadcasting needs of Members and officials are met	<p>Linked with colleagues in OFM to ensure that the needs of all staff were assessed over the transformation period.</p> <p>Welsh language version of Windows available to all staff</p> <p>Broadband introduced to constituency offices</p> <p>Internet DDA compliant</p> <p>Broadcasting contract includes subtitling and BSL requirements</p>	<p>Equipment adjustments and adaptations made as required</p> <p>Development of bilingual environment</p> <p>Enhanced IT services available to Members previously restricted due to location. Most Members welcomed the improvements</p> <p>DDA compliance facilitates access to Intranet and Internet services</p> <p>Televised plenary meetings subtitled and some programmes BSL interpreted</p>	Exploration of new technologies, such as voice recognition programmes, which could increase the potential for people to access ICT services and employment opportunities for disabled people.
To develop the Assembly Internet to meet the needs of Members and	The tendering process included criteria relating to DDA	The tendering exercise continued into 2006-07	Tender awarded to provider who has a proven track record in these areas.

the Assembly as a separate legislative body, whilst improving public satisfaction when using the Assembly Internet	compliance, innovation relating to accessibility and experience in the provision of bi- and multilingual sites.		
Visit Members and their support staff to assess whether they are receiving the appropriate level of ICT services, including support staff in constituency offices.	On-going process which includes adaptation and adjustment needs assessment	A number of adjustments and adaptations made as a result of the assessment process	On-going
To support the Assembly e-Forum	The forum aims to encourage further public engagement with the Assembly through public discussion. An opportunity for the public to comment on line (through an "e-forum")	The forum provided useful information for the Education & Lifelong Learning Committee in their policy review of Special Educational Needs and has facilitated the identification of accessibility issues which were fed into the post-separation APS internet project.	
<b>Media Relations</b>			
<b>Key Branch Objectives</b>	<b>Processes implemented in order to</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>

	<b>promote equality opportunity</b>		
To improve public engagement by raising the profile of the Assembly in the media.	<p>Raising the profile of the Equality of Opportunity Committee</p> <p>Raising awareness of Assembly business to particular sections of the community, for example, minority ethnic groups</p> <p>Publicising visits and events involving people from particular groups or communities</p> <p>Engaging with the media on behalf of Committees who wish to address specific equality issues</p> <p>Services delivered bilingually</p>	<p>Press releases issued to publicise EOC meetings and meetings for other Committees which held equality focused meetings (which were well attended)</p> <p>Positive media coverage of EOC – nine positive pieces appeared in the media during the year, including coverage for the review of services for disabled young people, the gypsy-traveller review and the Committee's discussion of civil partnerships.</p> <p>Press releases targeted at particular publications including Welsh language, minority ethnic (on the advice of Race Equality Councils)</p>	<p>Follow up meetings with Race Equality Councils</p> <p>A Directory of national press / media aimed at minority ethnic groups was completed during summer recess 2006. This will facilitate the targeting of press releases.</p> <p>Details of the language line facility have been sent to all media in the directory.</p> <p>Information on relevant EOC meetings/business will be sent in the future.</p>
	Provision of photographs on request to	Letter from Chair of EOC challenging	

	<p>organisations including those who represent particular groups and communities, for example, charities acting on behalf of disabled people.</p>	<p>Western Mail decision to publish the Lowri Turner article “So, would I want a gay Prime Minister?” cited positively in a number of media reports including several within the gay press.</p> <p>Media enquiries dealt with in Welsh when appropriate. All press releases issues in English and Welsh</p>	
<p>To increase the effectiveness of internal communications through media such as the APS Newspage and The Slate</p>	<p>Need to consider the diversity of APS Staff in terms of the content and accessibility of these publications</p> <p>Both publications are vehicles for informing staff about equality matters, including those relating to their needs, for example, adaptations, and APS statutory duties.</p>	<p>The preparatory work relating to both publications was undertaken in 2006-6 but they were launched in 2006-07. Positive equality outcomes will be reported in the Annual Equality Report for 2006-07.</p>	<p>Newspage and The Slate available bilingually</p> <p>Consideration of the implications of the forthcoming Disability Equality Duty on these publications (e.g. in terms of alternative formats)</p> <p>The Slate and Newspage have been used to publicise the forthcoming Disability Equality Duty and equality training and awareness raising opportunities. An article was recently published in The Slate which raised awareness of</p>

			a scheme for disabled students and those from minority ethnic backgrounds who are considering applications to the civil service fast stream.
<b>Parliamentary Translation and Reporting Service</b>			
<b>Key Branch Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
To deliver a translation, interpretation, editing and reporting service in English and Welsh,	<p>Bilingual Services Statement provides a framework for the provision of bilingual services</p> <p>All internet published material is DDA compliant</p> <p>Flexible home working arrangements for staff</p> <p>Non Welsh speaking staff within this branch are encouraged to learn Welsh</p>	<p>A bilingual service is available to Assembly Members, their staff, APS staff and the public in all key areas.</p> <p>6 home workers employed</p> <p>Non Welsh speaking staff within the branch given the opportunity to learn Welsh</p>	Voice Recognition technology piloted. This could have potential benefits for existing staff and enable people with particular impairments to consider work in this area.

<b>Public Information and Education</b>			
<b>Key Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
To produce the leaflet "Your guide to the Assembly" in BSL.	The tendering exercise followed a feasibility study which involved consultation with BSL users.	The contract has been awarded to the Wales Association for the Deaf.	Once available, the BSL version will be sent out to representatives of the BSL using community in Wales to obtain feedback and to ascertain possible future demand for other publications in this format.
To further the All Wales approach to the delivery of information and education services.	<p>The Regional Public Information Service delivers presentations and information about the Assembly to groups within their communities and at events across Wales including a number of BME and disability groups.</p> <p>The APS access officer provides advice to regional teams to ensure that any barriers and potential barriers are addressed.</p>	Geographical and physical access to information and education about the Assembly enhanced. Links made with democratically under-represented groups.	On-going process
To ensure that changes and updates to Assembly exhibitions take	The access officer involved in ensuring that all updated displays are accessible	Several panels and publication's have been updated accordingly.	On-going process.

account of the equality audit which was carried out in 2004-05	and visually representative of the diverse population of Wales		
To make contact with race equality councils in order to raise awareness of the Assembly and ethnic minority language services; in particular the translated publications and the Information Line National Interpretation Service	All race equality councils contacted and asked to promote services amongst members. Letters and leaflets distributed.  Regional teams have been proactive in approaching BME groups	The number of requests for information in minority languages is low. Marketing activity to continue in 2006-07  3 visits arranged through Cardiff County Council language school  Dinner held for representatives of the Muslim Council of Great Britain at the end of Ramadan in 2005	Networking with the Bangladeshi community – currently looking at ways in which Assembly accommodation might be utilised for community purposes.
Provision of information about the Assembly to people with visual impairments and those who's first language is neither English nor Welsh	Development of an audio tour of the Assembly Exhibition Centre in a range of minority languages, English and Welsh  BSL interpretation, lip-speakers, Palantypists, Maketon and language translators are available on request for Senedd, Exhibition and Visitor Centres	The tendering exercise is about to commence  Services delivered on request with 15 days notice (due to translator availability)	The time table on this progress has been extended due to competing resource demands.

<b>Members' Research and Committee Services</b>			
<b>Key Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
To provide the best possible research and committees services to Assembly Members	<p>APS equality development officer to work with clerks and researchers to increase the support offered to Members in fulfilment of their equality responsibilities</p> <p>Provision of BSL BSL interpretation, lip-speakers, Palantypists, Maketon and language translators are available on request (with 15 days notice)</p> <p>Database of equality related</p>	<p>In 2005-06 the LGPS and EPC Committees have both held meetings which have focused entirely on equality issues which included input from standing invitees. The issues raised during these meetings will be used to inform the briefing provided to Members to support the scrutiny of the WAG Annual Equality Report 2005-06. All other Committees have focused on a number of equality related items. Briefing provided to Members by MRS includes suggested areas of questioning from an equality perspective.</p> <p>Communication services provided at several</p>	<p>Subject Committees will be supported to scrutinise the relevant section of the WAG annual equality report 2005-6 before it goes to the Equality of Opportunity Committee in October 2006. Clerks have commissioned a WAG paper from each relevant department.</p> <p>Draft guidance on the provision of BSL services in Committee meetings has been drawn up</p> <p>2 BSL users spoke to EOC about their experiences of accessing public services.</p>

	<p>organisations</p> <p>Establishment of young disabled people's reference group to assist EOC in policy review.</p>	<p>meetings</p> <p>Database used to inform policy review consultation process targeting</p> <p>Young people have contributed to X EOC policy review meetings. Innovative communication methods, such as video and puppetry, have been used. The young people have provided feedback on their experiences which will be incorporated into the APS Disability Equality Scheme.</p>	
<p>To improve communication within the division and with our customers and partners</p>	<p>Building links with external equality organisations</p>	<p>Equality Development Officer undertook a short placement with the EOC. Improved understanding of key gender issues, sources of information and the gender equality duty. This has been called upon in the provision of support to Members and colleagues.</p>	<p>Student from ethnic minority civil service fast stream scheme who worked in MRS over summer 2006 undertook some joint work with the Equal Opportunities Commission and Stonewall including the delivery of an awareness raising session for APS SMT on gender and sexual</p>

			<p>orientation equality legislation.</p> <p>Potential for work focusing on gender budgeting with EOC and MRS in 2006-07.</p>
To support the development and training of staff	Staff encouraged and enabled to attend equality related training and development activities	In addition to in-house awareness raising provided by the equality development officer, all new staff in the division have attended equality awareness training sessions. 2 members of staff are being supported to study for equality related MScs. Staff have also attended sessions on age discrimination and management courses which incorporate equality training.	Equality impact assessment undertaken in relation to the various equality duties will be used to inform specific equality training provision.

### Legal Division

<b>Key Objectives</b>	<b>Processes implemented in order to promote equality opportunity</b>	<b>Positive outcomes</b>	<b>Progress made since March 2006 and future plans</b>
To contribute legal expertise, both directly and	Scrutiny and preparation of reports to the	Advice provided on a broad range of issues to support	

<p>indirectly, to the Assembly's duty under section 48 of the Government of Wales Act.</p>	<p>Legislation Committee on all draft subordinate legislation to be made by the Assembly under the Accelerated and Standard Procedures and that made under the Executive Procedure to ensure compliance with sections 120 and 66(4) of the Government of Wales Act 1998.</p> <p>Availability to give advice on equality related issues at Subject and Standing Committees Provision of advice to Assembly Members and officials on equality related matters.</p>	<p>scrutiny (e.g. of the Equality Bill) and to inform AMs and staff on the implications of legislation (e.g. the Equality Act 2005, Disability Discrimination Act 2005 and associated Orders)</p> <p>The Legal advice team have also provided advice in relation to the likely statutory equality responsibilities of the Assembly Commission.</p>	
--	--	--	--

## ASSEMBLY PARLIAMENTARY SERVICE: RACE EQUALITY ACTION PLAN 2005-2008

### 1. Background

The Assembly Parliamentary Service (APS) exists to serve the Members of the National Assembly for Wales and ensure its successful functioning as a democratic elected body. It operates without regard to the political affiliations of individual Members under the direction of the House Committee and the guidance of the Presiding Officer.

The Assembly Parliamentary Service is committed to achieving the actions in the Assembly's Race Equality Scheme which are relevant to its functions and staff. This Action Plan should be read in conjunction with the Scheme which can be found here [www.wales.gov.uk/themes/raceequality/index.htm](http://www.wales.gov.uk/themes/raceequality/index.htm)

The APS has six functions. This plan sets out the specific actions that APS will undertake to promote race equality in each of its functions.

In August 2004, the APS assessed the relevance of all of its functions to the general duty of the Race Relations (Amendment) Act 2000. Each function was then classified using the system contained in Appendix D of the Race Equality Scheme. The full set of classifications is contained in Appendix B of the Assembly Race Equality Scheme. Below is a summary of the ratings for APS.

Function:	Classification:
Strategic Management	High
Formal Proceedings Support	Medium
Information and Advice	Medium
Facilities and Services	Medium
Public Information and Education	Medium
Human Resources	High

### 2. Timetable for further action

As part of the assessment process, the APS has identified further action that it needs to take to promote race equality. These specific actions are set out on pages 3-21.



### **3. Accountability**

The Clerk to the Assembly is accountable for the implementation of this Action Plan which has been endorsed by the House Committee. A range of teams and individual staff within the APS are responsible for implementation of specific actions.

### **4. Reporting Progress, Monitoring and Reviewing the Action Plan**

An APS Race Equality Steering Group (chaired by the Clerk) is to be set up to monitor and review the implementation of the Action Plan. The Group will meet every six months.

The APS Race Equality Champion will be responsible for monitoring the Race Equality Action Plan on a “day-to-day basis” and reporting progress to the Steering Group.

The Steering Group will update the House Committee annually on the implementation of the Plan.

### **5. Objectives**

The objectives of the Plan are to:

- provide and promote good quality services for all ethnic groups;
- increase awareness of the Assembly among minority ethnic people;
- foster the promotion of race equality in the work of the National Assembly; and
- ensure full compliance with:

*section 48 (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); and*

*section 120 (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)*

of the Government of Wales Act 1998.

<b>Function: Strategic Management</b>		<b>Classification: High</b>	
<b>Objectives:</b> <ul style="list-style-type: none"> <li>• to ensure implementation of the APS Action Plan as a whole;</li> <li>• to demonstrate clear leadership and ownership of the Plan by the Clerk and the APS Senior Management Team (SMT);</li> <li>• to give due consideration to minority ethnic issues in senior management team meetings;</li> <li>• to give due consideration to minority ethnic issues in planning and reporting Assembly activities; and</li> <li>• to encourage consideration of the needs of minority ethnic people in all relevant Assembly activities.</li> </ul>			
<b>Actions</b>	<b>Date</b>	<b>Lead</b>	<b>Performance Measures</b>
Set up an APS Race Equality Steering Group (chaired by the Clerk) to monitor and review the implementation of the Action Plan. The Group will meet every six months and submit a report to SMT.	To be established by May 2005	Clerk	<p>The APS Race Equality Steering Group met for the first time in October 2005. The terms reference for the group have been extended so that the APS Equality Steering Group will:</p> <ol style="list-style-type: none"> <li>1) Monitor and evaluate progress in the implementation of: <ul style="list-style-type: none"> <li>• The APS Race Equality Action Plan;</li> <li>• The APS section of the Annual Equality Report;</li> <li>• All other APS statutory equality plans and reports;</li> <li>• The recommendations in the Report on <i>Mainstreaming Equality Policy</i> as agreed by the Committee on Equality of Opportunity.</li> </ul> </li> <li>2) Act as a catalyst and discussion forum for equal opportunities issues in APS.</li> <li>3) Providing regular reports and updates on future legislation and best practice in relation to Equality of Opportunity to SMT.</li> </ol> <p>The group will meet once a term and has already met twice since October 2005.</p> <p>The group has addressed a range of issues including the disjointed and overly process nature of current reporting on the promotion of race equality and equality in general. As a work is now being taken forward to streamline current processes with annual divisional plans and to focus more on equality outcomes.</p>

<p>Appoint an APS Race Equality Champion to be responsible for monitoring the Race Equality Action Plan on a "day-to-day basis" and reporting progress to the Steering Group.</p>	<p>To be appointed by May 2005</p>	<p>Clerk to appoint</p>	<p>Denise Rogers has been appointed as APS equality champion. She will be working full time on an equality capacity building project between November 2005 and November 2006. She is a Member of the Equality Steering Group and reports to the Clerk and to SMT at regular intervals.</p>
<p>Ensure that race equality is a quarterly standing item on SMT agendas</p>	<p>From May 2005</p>	<p>Clerk</p>	<p>Equality issues are a standing item on every SMT agenda. Several presentations have been made to SMT by members of the APS Equality Steering Group including a summary of the issues raised by Members and standing invitees (one of whom is the Director of the CRE Wales) during the meeting of the Equality of Opportunity Committee on 24 November 2005. This included a review of the Assembly's race equality scheme and annual equality report.</p>
<p>Ensure that information about progress with the Race Equality Action Plan is reported to the House Committee and included in relevant House Committee and APS reports</p>	<p>From May 2005</p>	<p>Clerk</p>	<p>The Draft APS Race Equality Scheme Action Plan was considered by House Committee on 22 April 2005. The House Committee commitment to the Plan was recorded in their annual report for 2004-05. The next House Committee report for 2005-06 will be prepared in April 2006.</p> <p>APS equality champion to review the scope for keeping the Committee informed on a more regular basis in 2006-07.</p> <p>The Clerk produced an annual report of arrangements to promote equality of opportunity in the financial year 2004-05 which was presented at the Equality of Opportunity Committee on 24 November 2005. This incorporated race equality elements.</p>

<b>Function: Formal Proceedings Support</b>			<b>Classification: Medium</b>
<b>Objectives:</b> <ul style="list-style-type: none"> <li>• greater awareness of minority ethnic issues amongst Members; and</li> <li>• improved scrutiny of Assembly Departmental Race Equality Plans</li> </ul>			
<b>Actions</b>	<b>Date</b>	<b>Lead</b>	<b>Performance Measures</b>
The Equality of Opportunity Committee Clerk will draw up a checklist, in consultation with Equality of Opportunity Committee standing invitees, for committees to use to assess their handling of equality issues (in line with recommendation 27 of Equality of Opportunity Committee report on Mainstreaming Equality)	By April 2005	Clerk to the Equality of Opportunity Committee	<p>Prior to the production of the checklist, a seminar was held on 10 Feb 2005 with Clerks and Equality of Opportunity Committee standing invitees (including the CRE) to identify ways of assisting Committee Chairs to mainstream equality considerations into Forward Work Programmes and Agendas. A checklist was produced and distributed to Committee Clerks and Chairs on 11 July 2005, after consultation with Standing Invitees (including the Commission for Racial Equality). The checklist draws attention to the requirements of the Race Equality Scheme.</p> <p>The checklist was produced as agreed and disseminated. The APS Equality Development Officer and Head of MRCS have identified the need to focus on implementation and evaluation in 2006-07. This is an area that the Equality Development Officer will focus on in particular during the first half of 2006-07.</p>
Committee Clerks will use this checklist, in	From April 2005	Clerks to Subject	All Committee Strategic Forward Work

<p>their discussions with Chairs on Forward Work Programmes and Agendas, to draw attention to the requirements of the Race Equality Scheme.</p>		<p>Committees</p>	<p>Programmes were forwarded to the Equality of Opportunity secretariat and the issue was discussed during the Equality of Opportunity Committee meeting on 22 September 2005.</p>
<p>Committee Service will ensure that Subject Committees submit their strategic forward work programmes to the Equality of Opportunity Committee to assess whether they pay due regard to equality issues including race equality (in line with recommendation 26 of the Mainstreaming Equality report)</p>	<p>November 2005 and on-going annually</p>	<p>Clerks to Subject Committees and Equality of Opportunity Committee Clerk</p>	<p>Whilst Equality of Opportunity Committee standing invitees welcomed the agenda item and accompanying report, they expressed concerns that it was difficult to assess any equality outcomes. The attention to equality issues was variable across Committees. The Director of the CRE expressed a particular concern about a lack of mechanisms to ensure that the WAG's RES is scrutinised. In taking this into consideration, the APS Equality Steering Group has discussed ways in which Committee Members might be further supported in their scrutiny function. All Committee Clerks have been offered support from the Equality Development Officer to help them support equality scrutiny within Committees. So far, 1 equality focused meeting has been held (LGPS), 1 is planned for April (EPC), and 2 Committees have made plans to increase the extent to which equality is considered in future (CWLS and ELL). This work will continue and be evaluated in 2006-07.</p>

In discussions with Members on committee business, Committee Clerks will draw attention to the requirements of the Race Equality Scheme as appropriate	Ongoing - to be reviewed on an annual basis.	Clerks of Subject committees	Since not all WAG papers address the requirements of the RES, action will focus on implementation and evaluation in the first part of 2006-07
Relevant race equality bodies will be included on a generic list of organisations to be consulted by Clerking teams for every policy review. The list will be reviewed annually with the Equality of Opportunity Committee Standing Invitees. Other relevant race equality bodies will also be included on the list of organisations to be consulted by Clerking teams for specific policy reviews.	April 2005 and annually thereafter	Equality of Opportunity Committee Clerk	Full list of consultees agreed by the Equality of Opportunity Committee during the Summer term 2005 and forwarded to Committee Service teams. A comprehensive single database has been developed jointly in the Committee Service. This will be evaluated in 2006-07.
The Members' Research Service will ensure that minority ethnic representative bodies and communities are specifically targeted when gathering evidence to underpin committee policy reviews. The good practice guidance for policy reviews will be amended accordingly.	April 2005	Equality of Opportunity Committee Clerk and MRS Team Leader for Social Justice	New guidance issued to Committee Clerks.  Committee Clerks to submit 6 monthly reports for Head of Division.
Committee Service will ensure that minority ethnic representative bodies and communities are specifically targeted when formulating agendas, venues and speakers for regional committee meetings. Guidance for regional committees (section 4.4) will be amended accordingly as part of the review of the Handbook of Committee Procedure.	August 2005	MRCS Central Co-ordination Unit. Regional Committee Clerks.	The APS Equality Development Officer will work with Clerks to evaluate the guide in relation to this point and to identify and put into practice ways of achieving this objective in 2006-07.
Committee Service will provide the secretariat to the Equality of Opportunity Committee and, in so doing, ensure that it is provided with the support it requires to fulfil its role of monitoring implementation of the Race Equality Scheme	Ongoing.	Head of MRCS	Clerking team will work with the lead MRS researcher and Equality Development Officer to explore ways of streamlining and making more effective, arrangements for the Equality of Opportunity Committee to scrutinise the Assembly's statutory equality reports

<b>Function: Information and Advice</b>		<b>Classification: Medium</b>	
<b>Objective:</b> Greater awareness of minority ethnic issues amongst Assembly Members			
<b>Actions</b>	<b>Date</b>	<b>Lead</b>	<b>Performance Measures</b>
The Members' Research Service will provide briefing to the Equality of Opportunity Committee to enable it to fulfil its role of monitoring implementation of the Race Equality Scheme by Ministers and other Committees. General guidance already provided to Members and specific briefing to be provided as appropriate for agenda items.	April 2005 and ongoing thereafter.	Equality of Opportunity Committee Clerk and Team Leader - Equality.	Briefing is provided to the Equality of Opportunity Committee for this purpose and has been offered to all subject Committees. Briefings include background information and suggested questions. The number of equality specific briefings produced for subject Committees is beginning to increase, as is the inclusion of equality focused suggested questions into non-specific briefings. The equality development officer, MRS researchers, Clerking teams and Members will evaluate the impact of this in 2005-06.
The Members' Research Service will invite the Chair of the Equality of Opportunity Committee to attend the Panel of Chairs at least once each year to discuss the handling of equality issues by subject committees.	By September 2005 and annually thereafter.	Head of MRCS	The Chair of the Equality of Opportunity Committee attends PoC as an "Observer". Equality of Opportunity has been included as an agenda item at Panel on a termly basis. On 29 November 2005, the Panel agreed to the suggestion of the Chair of the Equality of Opportunity Committee that subject Committees should each look at the relevant sections of WAG equality reports to ensure better scrutiny. Most Committees have discussed the WAG 6 <sup>th</sup> Equality Report or made

			plans as to how they will undertake scrutiny in the future. The impact of this will be evaluated during 2006-07 so that the EOC Committee can consider developments and areas which still need further work when they next consider the Assembly's 7 <sup>th</sup> Annual Equality Report and RES for 2005-06 in the Autumn 2006.
The Members' Research Service will, as part of its internal quality assurance process, assess the written briefing that it provides to individual Members and Committees for balance and appropriate consideration of equality issues.	Ongoing	Head of MRS	The MRS quality assessment tool which is used to check MRS outputs, includes questions which focus on the degree to which written outputs address issues of equality and discrimination. The number of equality specific briefings produced for subject Committees is beginning to increase, as is the inclusion of equality focused suggested questions into non-specific briefings. The impact of this will be evaluated in 2005-06 by the equality development officer, MRS researchers, Clerking teams and Members.
The Members' Research Service will ensure that one of its programme of awareness sessions for Members and their staff, is targeted at the implications of the Race Equality Scheme.	By April 2005.	Head of MRCS	Difficulties around session attendance has slowed down the programme. A RES session has not been held. Work has been undertaken by a group to better establish the needs of Members and Staff. A RES session will be held in 2006-07.

<b>Function: Facilities and Services</b>			<b>Classification: Medium</b>
<b>Objectives:</b>			
<ul style="list-style-type: none"> <li>• greater awareness of minority ethnic issues;</li> <li>• provide a welcoming environment for visitors from minority ethnic communities;</li> <li>• increase awareness of the work of the Assembly amongst minority ethnic groups;</li> <li>• encourage all ethnic groups to participate in the work of the Assembly;</li> <li>• encourage participation in the electoral system by all ethnic groups.</li> </ul>			
<b>Actions</b>	<b>Date</b>	<b>Lead</b>	<b>Performance Measures</b>
Research contacts and readership of ethnic minority publications in Wales.	By March 2006.	Head of Media Relations	Having obtained a current media directory, work will continue through 2006 and a database produced by December 2006.
In consultation with the Communications Directorate, build a database of national press/media aimed at minority ethnic groups in order to target with appropriate press releases.	By March 2006	Head of Media Relations	As above

<b>Function: Public information and Education</b>		<b>Classification: Medium</b>	
<b>Objectives:</b> <ul style="list-style-type: none"> <li>• to promote good race relations;</li> <li>• increase knowledge, participation and interest in the work of the National Assembly for Wales amongst people from minority ethnic communities;</li> <li>• improve and increase voter participation among people from minority ethnic communities;</li> <li>• improve the services provided to the public and increase awareness of those services to people from minority ethnic communities;</li> <li>• work in partnership with community members from minority ethnic groups to increase participation, knowledge and interest in the work of the National Assembly for Wales; and</li> <li>• improve interest in the work of the Assembly via live broadcasting amongst people from minority ethnic communities.</li> </ul>			
<b>Actions</b>	<b>Date</b>	<b>Lead</b>	<b>Performance Measures</b>
Carry out an equality and social inclusion review of the Exhibition and Visitor Centres to ascertain if the diverse culture of Wales is fully represented.	By March 2006	Marketing Manager	The Marketing Manager in consultation with the Access Co-ordinator carried out an equality and social inclusion review of the exhibition and Visitor Centres. Exhibition Panels are changed in line with alteration to the Ministerial Portfolios and changes to Assembly services and political landscape. The panels will take note of recommendations made by the Access Co-ordinator to ensure that the cultural diversity of Wales is represented as far as possible. A full review will be included in an over-arching equality report to the Head of Division.

Prepare tender documents for the refurbishment of the Assembly Exhibition centre to ensure that all exhibition panels are inclusive of all main ethnic groups in Wales.	By July 2007	Marketing Manager, in consultation with Purchasing Unit	Exhibition panels are changed in line with alteration to the Ministerial Portfolios and changes to Assembly services and political landscape. The panels will take note of recommendations made by the Access Co-ordinator to ensure that the cultural diversity of Wales is represented as far as possible. Subject to a decision to proceed, a tender exercise will be conducted.
Ensure that Assembly publications and information provided by the service have due regard for equality of opportunity for people from minority ethnic communities.	February 2006 (and annually thereafter)	Marketing Manager	Each publication is amended as required and images and language is scrutinised to ensure social inclusion. In addition, 'Your Guide to the Assembly' is currently produced in eighteen languages and is available on the Internet.
Monitor the distribution of publications and web-site take up of leaflets in minority ethnic languages.	Publish report by March 2006. Statistics will be collated quarterly.	Marketing Manager	The statistics for downloads of leaflets in minority ethnic languages are available but has proven to be problematic. It has not been possible to collate accurate figures to date but a solution is being sought from the IT provider.

<p>Provide, in partnership with Human Resources branch, specific training for all new and existing front-line staff on the duties and responsibilities contained within the Race Relations Act. In addition, cultural, race and religious awareness training will be delivered.</p>	<p>Some front-line staff will have received this training by August 2005. An annual evaluation report will be presented to Head of Division by March 2006.</p>	<p>Access Co-ordinator</p>	<p>Access and Equality Training has been devised and is being delivered by the Access Co-ordinator in partnership with Human Resources. The training includes all aspects of equality including cultural, race and religious awareness issues. The training has been independently evaluated. Continuous evaluation at each session has been very positive. The training is mandatory for all new staff as part of the induction programme. Existing staff are encouraged to attend. The take up has been very high and will continue to be rolled out during 2006-07.</p>
<p>Obtain customer feedback from under-represented groups on the front line services provided by APS.</p>	<p>By December 2005</p>	<p>Access Co-ordinator</p>	<p>Efforts are made to obtain customer feedback and the Access co-ordinator has attended events, hosted in the Assembly and external events that are organised by under-represented groups. There have been no complaints or negative feedback received from under-represented groups and positive verbal feedback on the services the Assembly is directly responsible for have been good.</p>
<p>Conduct or commission a feasibility study for an audio tour facility at the visitor and exhibition centres which would promote inclusivity and which would provide equal access for all. This would include an audio tour in minority languages used within Wales in addition to Welsh and English.</p>	<p>By October 2006</p>	<p>Access Co-ordinator</p>	<p>A feasibility study for an audio tour has been conducted and a list of suppliers and possible solutions are now being sought.</p>

Identify schools and colleges in Wales with high numbers of minority ethnic pupils.	By July 2005	Education Service Manager, in consultation with the Department for Training and Education,	The education team have identified and compiled a database of schools that have not visited the Assembly. Schools with a high minority ethnic mix have been identified.
Promote the education visits programme to schools/colleges that have currently not visited the Assembly and that have a high number of minority ethnic pupils as identified from the research above.	By March 2007	Education Team Manager	The education team has increased their weekly visits capacity in Cardiff. This means there are even more opportunities for schools to visit. Schools in areas that contain a higher proportion of the population from minority ethnic backgrounds will receive an additional courtesy call to reinforce the information leaflet to aid these schools to book early.
Review all education visit-booking forms to ensure that cultural and religious requirements of visiting schools are considered as part of the planning process.	By March 2006	Education Service Manager	Schools and colleges provide information on cultural or religious requirements during visits to the Assembly. To date no schools have made any special requirements on the booking forms. This will be monitored.
Identify and contact minority ethnic groups in Wales inviting them to have guided tours of the Assembly.	By March 2006 and annually thereafter	Visits Team Manager	Letters were sent inviting groups to visit the Assembly in June 2005. The take up has been limited but there has been a small increase.
Develop and maintain a data base of minority ethnic community groups and contacts within Wales in order to further promote the work of the Assembly.	By December 2005 and annually thereafter.	Visits Team Manager	Database of contacts established and maintained. This is reviewed on a quarterly basis and letters of invitation inviting groups to visit are sent out annually.

Consult key minority ethnic stakeholders about the opening ceremony for the new Assembly Chamber to identify opportunities for promoting good race relations within the day's events.	By March 2006	Manager of the Overseas and External Liaison Unit	The nature of the event did not afford opportunities for formal consultation to identify opportunities. However, diversity within Wales and within the local community was a factor that was actively considered in the planning process and reflected in the final guest list, and the communications strategy. The planning process of the event did provide opportunities to develop consultation with representatives of the Wales-Somali community.
Provide an annual report to the Head of Division of the overall service provided by the Public Information and Education Branch with specific emphasis on equality and social inclusion.	By April 2006 and annually thereafter	Access Co-ordinator	A full review of equality issues and service provision is being prepared and will be presented to the Head of Division by the end of April 2006.
Consider providing a direct link from the homepage to a new page, as part of the internet/intranet review project, which will bring together all available minority language material	By September 2007	Head of ICT	This is part of the specification for the new Assembly Internet site. The OJEU for the procurement of the new Assembly Internet was posted in March 2006.
Investigate with the Members Research Service and Public Information and Education Branch, as part of the internet/intranet review project, an e-forum to collect information on the demand for minority language material on the website	By September 2007	Head of ICT	E-forum software has been piloted in APS and further investigation is scheduled for 2006.
Consider revising the Content Management System, as part of the internet/intranet review project, to include requirements for multi-language control and availability.	By September 2007	Head of ICT	This is part of the specification for the new Assembly Internet site. Improved Content Management should aid the publishing of multi-language information.
Consider providing the tools and procedures	By September	Head of ICT	This will also be included in the

to allow publication in minority language to the website as html documents, as part of the internet/intranet review project.	2007		specification for the new Assembly Internet site.
Set up a working group to consider the legal requirements of providing a language policy to take account of any responsibilities under the Race Relations (Amendment) Act.	By November 2005	Access Co-ordinator in consultation with stakeholders	A working group has met three times since November 2005. The group has investigated good practice in similar organisations and discussed possible solutions with the Commission for Race Equality. A draft policy will be prepared and presented to the House Committee for their consideration in 2006-07.
Ensure that call-off contract for written translation in minority ethnic languages is robust so as to provide professional service.	By Spring 2005	Public Information and Education Branch	A call off contract is in place with three companies.

<b>Function: Human Resources</b>			<b>Classification: High</b>
<b>Objectives:</b> <ul style="list-style-type: none"> <li>• promote good race relations;</li> <li>• ensure fair treatment for people from all ethnic groups; and</li> <li>• increase ethnic minority representation within the workforce.</li> </ul>			
<b>Actions</b>	<b>Date</b>	<b>Lead</b>	<b>Performance Measures</b>
Ensure that the training policy considers the Race Equality Scheme (RES) and provides opportunities for APS staff and Assembly Members to seek additional support where required.	Ongoing	Head of Learning and Development	Staff identifies training requirements in individual performance reviews (PMR's).  Training Policy was reviewed in April 2005 and equality sections amended. Policy has been published on intranet.
Identify training and development needs of APS staff through PMR's, paying particular regard to the developmental needs of staff	May 2005 - ongoing	Head of Learning and Development	This process is ongoing, utilising the annual Performance Management system

from a minority ethnic background			
-----------------------------------	--	--	--

Record and monitor ethnic background of staff applying for and/or receiving training. To analyse statistics for any inequalities.	Ongoing	Head of Learning and Development	Monitoring is ongoing through out year and issues dealt with as they arise. No issues have arisen.
Develop training for those members of staff who are responsible for the Race Equality Scheme and action planning process.	May 2005	Head of Learning and Development	Training has been included as part of a wider contract for equality training for staff. The programme will be delivered through the new Assembly training provider (Elisia Training) from April 2006 onwards
Provide all APS staff with refresher training consisting of a series of short 1-2 hour sessions on various equality (including race) issues. Staff will be expected to select at least one session, relevant to their work from a 'pick & mix menu'	September 2005	Head of Learning and Development	Refresher training has been delivered in October, initially for new starters and front line staff, but opened up to all staff later.  Contract for equality training for staff has been won by Elisia Training
Monitor and review the new Induction training programme for all new staff and ensure that it raises awareness and enables staff to deliver elements of the Race Equality Scheme.	Late 2005	Head of Learning and Development	Post Course evaluations have highly scored induction courses (all above our target rate of 8/10).  The equality module of the induction has been revised to take account of emerging legislation.
Develop a training course for HR staff to improve their ability to provide advice and guidance on equality (including race) issues.	2006	Head of Learning and Development	Training which was delivered in April 05 on discipline and grievance has included significant reference to race and other equality issues.  Equality courses being run for all HR staff  Partially completed. On target for completion by Oct.2006.

Write a regular article on issues relating to equality of opportunity (including racial equality) for APS newsletter	2006/7 - ongoing	HR Equality Champion	Electronic APS newsletter started in April 06  Articles referencing Race Equality to be included from July onwards
Monitor and review recruitment to APS for any possible discrimination and undertake further action if necessary	October 2005	HR Equality Champion	Equal Opportunities monitoring forms utilised
Review the way that posts are advertised and develop improved mechanisms for promoting employment opportunities.	October 2005	HR Equality Champion	Recruitment review commenced in April 06 CRE to be consulted on proposals
Develop an outreach programme for minority ethnic communities to raise awareness of APS recruitment procedures and competency framework.	June 2005	HR Equality Champion	The Outreach Programme was launched in summer of 2005 and is ongoing
Pilot an outreach programme to ensure that it is fit for purpose.	July 2005	HR Equality Champion	Completed. This objective has been met.
Deliver the outreach programme above to minority ethnic communities to raise awareness of APS recruitment procedures and competency framework.	May 2005	Head of Human Resources	Pilot outreach programme in partnership with Cardiff South Enterprise Centre (CSEC) to target groups and raise awareness of APS's recruitment practices. has been successful in recruiting two new members of staff from minority ethnic staff and team support level.  An evaluation report was put before SMT on 17 October 2005.
Network with community organisations and groups to raise APS profile (using the partnership developed with CSEC)	May 2005	Head of Human Resources	Network of contacts for future outreach programme partially established through council and job centre. Contacts to be extended (will also include other equality strands) by

			<p>March 2006.</p> <p>This objective has been partially met and is on target for completion by May 2006.</p>
<p>Target schools with a high proportion of students from a minority ethnic background, offer work placements and opportunities to shadow senior members of staff and Assembly Members.</p>	<p>Early 2006</p>	<p>Head of Human Resources</p>	<p>Whilst specific schools have not been targeted APS has continued to offer work-placements to students this has included three from Minority Ethnic backgrounds.</p> <p>Participation in the Cabinet Office Development Placement Scheme for students from Minority Ethnic backgrounds - 1 student undertook a summer placement in 2005 and another in 2006.</p> <p>Our schools outreach programme will be developed in conjunction with the public information team in 2006.</p>
<p>Evaluate the effectiveness of the outreach programme and make improvements where necessary</p>	<p>July 2006</p>	<p>Head of Human Resources</p>	<p>Review of this scheme is ongoing.</p>

Expand existing outreach networks via additional community organisations to raise APS profile	Early 2007	HR Equality Champion	Will utilise visits by Public Information Team to promote our equality agenda
Evaluate contact list of community organisations to ensure that outreach programme is reaching the right audience	2007	HR Equality Champion	Scheduled for 2006-07
Assess the effectiveness of work experience programme	2007	HR Equality Champion	Ongoing monitoring.
Monitor all alleged race harassment incidents	Ongoing	Head of Human Resources	Monitoring is ongoing. One case has been raised and has been dealt with in line with Assembly policy.
Implement a new "dignity at work" policy, and ensure that staff are aware of the Policy	2006/7	Head of Human Resources	A revised APS policy is being produced in time for APS separation
Assess the effectiveness of the policy	2007/08	Head of Human Resources	Scheduled for 2006-07
Promote use of U-Access (package on HR IT system) to provide accurate information on ethnicity which can be cross referenced with personnel practices such as training, internal recruitment and performance management	Ongoing	Head of Human Resources	U-access is currently being revised and will be re-launched in April 2006. It will then include all equality strands such as sexual orientation and religion.  In the meantime monitoring of recruitment and development continues. Staff have also been asked to refresh there equality monitoring information and this is being manually added to snowdrop. This objective has been partially met and is on target for Aug 2006.
Prepare reports to SMT showing why staff	2006/7	HR Equality	Stats monitored – no leavers from

are leaving, which can be broken down by ethnicity		Champion	BME backgrounds
--	--	----------	-----------------

**The Seventh Annual Equality Report: 2005-2006**

**Contents:**

Foreword by the Minister for Assembly Business, Equalities and Children,  
Jane Hutt AM

Chapter 1 Introduction

Chapter 2 Legal Basis

Chapter 3 Status Update

Chapter 4 The Strategic Context

Chapter 5 Corporate Issues

Chapter 6 Promoting Equality: More and better jobs and skills  
Improving health  
Developing strong and safe communities

Chapter 7 Next Steps

Appendix A The Permanent Secretary's Report

Appendix B Departmental Annexes

Appendix C Race Equality Scheme Report

**Foreword by the Minister for Assembly Business, Equalities and  
Children Jane Hutt AM**

This is the Welsh Assembly Government's Seventh Equality Annual Report. Our equality agenda has been shaped by our unique duty under Section 120<sup>[1]</sup> of the Government of Wales Act and our commitment to working for equality in Wales. This Report is an opportunity for the Welsh Assembly Government to reaffirm its commitment to equality for all, and to highlight the significant progress made in achieving that goal in 2005-2006. We continue to develop and deliver policies, programmes and strategies which will make a real difference to the people of Wales.



We should celebrate diversity and recognise the enormous benefits it brings to us as individuals and as communities. We also need to continue to tackle discrimination and inequalities, putting in place actions and measures that will ensure that everyone has the opportunity to contribute to our vision of a fairer, more prosperous, healthier and better educated country.

This celebration of diversity and promotion of good relations is typified by the Croeso campaign.<sup>[2]</sup> I launched the campaign in November 2005, and it is an important vehicle for promoting good relations in Wales. We are funding the CRE<sup>[3]</sup> to help develop Croeso, and through this campaign, are working with partners to improve the race equality performance across the public sector and beyond.

Looking back over 2005-06, I see an enormous amount of work has been done and I would like to thank the Equality of Opportunity Committee during this period for its work on a diverse range of subjects, from service provision for young disabled people through to the cross party group on equal pay which helped us with our work on Phase 3 of the Equal Pay campaign.<sup>[4]</sup> I would particularly like to thank the Committee for its advice and guidance which was invaluable during the passage of the Equality Bill<sup>[5]</sup> which helped to inform the direction of our discussions with the Department of Trade and Industry.<sup>[6]</sup> I would also like to extend my personal thanks to Gwenda Thomas as Chair.

There have been some key achievements within the Welsh Assembly Government. I am delighted with the cross party approach that is helping to deliver our project on British Sign Language Interpreter Services and the support across portfolios that has made available £1.6 million of Assembly Government funds enabling the partnership delivering *BSL Futures*,<sup>[7]</sup> a Scheme to ensure that we move significantly towards the goal of increasing, from 12 to 64, the number of *BSL/Spoken Language* interpreters in Wales. This commitment has already enabled the partnership to secure a further £1.1million of match funding for the Scheme from the European Social Fund.<sup>[8]</sup>

We maintain close and vital links with the Equality Commissions. Their advice and support has been invaluable in helping us deliver on our commitment to equality and in challenging us where they see gaps and inconsistencies. We work closely with the Department for Communities and Local Government<sup>[9]</sup> to ensure that this will continue when the Commission for Equality and Human Rights brings together the work of the Commissions in a single equality body from October 2007 (with the CRE joining by the end of March 2009).

We are strengthening our evidence base on equalities. This year saw an innovative project which delivered a snapshot audit for every portfolio area on 50 key policies. This audit tested how equality is being embedded across the Welsh Assembly Government and has provided every Department with feedback on their policies. Each policy area has also developed a research and evaluation plan, identifying equality as a priority issue.

But there are still gaps and we are working to address these. Disaggregated data by minority group is vital to ensure that we understand the impact that our policies will have. Progress is being made and a breakdown by ethnicity has been added to several existing outputs, including higher and further education student analysis and the collection of ethnicity data for homelessness has been brought in line with the categories agreed in our Race Equality Scheme.<sup>[10]</sup> I am also pleased that we now have a dedicated Social Justice and Equality Statistics Branch to provide focussed statistical support to the Welsh Assembly Government on equality issues, for example equality 'snapshots' across Departmental portfolios.

Wales is a diverse nation, and this diversity is reflected in terms of the age, ethnicity, background, ability, gender, sexuality, occupation, experience and lifestyle of its population. The challenge to myself and my Cabinet colleagues is to ensure Wales benefits us all, and the great diversity of our communities is seen as our great strength. We will continue to work together with all of our colleagues and stakeholders, to make this a reality, to build on the great success we have already achieved, and to continue to drive the equality agenda forward for the benefit of all communities in Wales.

## Chapter 1.

### Introduction

#### Working for Equality in Wales

- 1.1 This is the Welsh Assembly Government's Seventh Annual Report on Equality which will demonstrate our work in support of equality of opportunity for the financial year 2005 to 2006. Section 120 of the Government of Wales Act 1998<sup>[1]</sup> sets out our duty to promote equality of opportunity:

#### **Section 120 GOWA1998**

*(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) statement on the arrangements made in pursuance of subsection (1) which had effect during that financial year, and*

*(b) an assessment of how effective those arrangements were in promoting equality of opportunity*

- 1.2 The structure of this report will be broadly similar to that of last year in covering the work of both policy and central service Departments. The Permanent Secretary's Report on corporate staffing issues is attached at Annex A and contributions by portfolio area are attached at Annex B. The annual report on the first year of the Race Equality Scheme<sup>[10]</sup> is attached at Annex C.
- 1.3 Every Department has set out its top five objectives and, separately, policies and/or functions that have the specific aim of promoting equality. In order to reflect comments received on the Sixth Annual Report on Equality,<sup>[11]</sup> we have attempted to identify positive outcomes which have been achieved as a result of activities undertaken by Departments. This will provide a means of improving the information available to demonstrate tangible outcomes for the actions undertaken to promote equality of opportunity throughout the financial year.
- 1.4 This report uses data where it is available to highlight the key trends and comparisons with actions that are being undertaken by the Welsh Assembly Government. The key statistical documents that have been used include Census 2001,<sup>[12]</sup> Report into Inactivity in Wales,<sup>[13]</sup> Age Related Housing Domiciliary Care and Support Requirements of Older

People in Wales 2003,<sup>[14]</sup> the Local Labour Force Survey 2005,<sup>[15]</sup> A Statistical Focus in Ethnicity in Wales,<sup>[16]</sup> the Welsh Health Survey 2004/05,<sup>[17]</sup> the Pupil Level Annual School Census,<sup>[18]</sup> and the British Crime Survey.<sup>[19]</sup>

1.5 The Welsh Assembly Government is fully committed to promoting equality of opportunity for all, regardless of race, language, religion or other belief system, disability, age, gender and sexual orientation. We need to ensure that every citizen has the opportunity to contribute to the social and economic life of Wales and that Wales benefits from the diversity of its population.

1.6 We will deliver this through the principle of mainstreaming. The Equality of Opportunity Committee has defined Mainstreaming Equality as:

*“The integration of equality of opportunity principles, strategies and practices into the everyday work of the Assembly and other public bodies.”<sup>[20]</sup>*

To support and articulate this commitment, a mainstreaming strategy was produced in 2005-06 which has been approved by Cabinet. This is intended to ensure that not only will there be a retrospective annual report on progress on equality issues, but from 2007 onwards, forward looking equality action plans will also be in place for all Departments, thus ensuring a system whereby objectives, measures of success are set in place at the outset in the action plan, and reported on within the Annual Report.

## Chapter 2.

### Legal Basis

#### Current Situation

- 2.1 Sections 48<sup>[21]</sup> and 120<sup>[1]</sup> of the Government of Wales Act provide a basis for our equality work. The National Assembly for Wales is under statutory duties to aim to ensure that its business is conducted, and its functions exercised, with due regard to the principle that there should be equality of opportunity for all people. As the majority of the National Assembly's functions have been delegated to the First Minister and are carried out by the Welsh Assembly Government, in practical terms it is the Welsh Assembly Government which had principal responsibility for fulfilling these equality duties.
- 2.2 The equality agenda is also underpinned by a large body of other legislation, including the:
- The Equal Pay Act 1970<sup>[22]</sup>
  - The Sex Discrimination Act 1975<sup>[23]</sup>
  - The Race Relations Act 1976<sup>[24]</sup>
  - The Disability Discrimination Act 1995<sup>[25]</sup>
  - The Human Rights Act 1998<sup>[26]</sup>
  - The Race Relations (Amendment) Act 2000<sup>[27]</sup>
  - The Employment Equality (Sexual Orientation) Regulations 2003<sup>[28]</sup>
  - The Employment Equality (Religion and Belief) Regulations 2003<sup>[29]</sup>
  - The Gender Recognition Act 2004<sup>[30]</sup>
  - The Disability Discrimination Act 2005<sup>[31]</sup>
  - The Equality Act 2006<sup>[32]</sup>

#### The Equality Act

- 2.3 The Equality Act<sup>[32]</sup> received Royal Assent on 16 February 2006 and its main provisions are to:
- Establish the Commission for Equality and Human Rights (CEHR) and define its purpose and functions;
  - Make unlawful discrimination on the grounds of religion or belief in the provision of goods, facilities and services, education, the use and disposal of premises, and the exercise of public functions;
  - Enable provision to be made for prohibiting discrimination on the grounds of sexual orientation in the provision of goods, facilities and services, education, the use and disposal of premises and the exercise of public functions;
  - Create a duty on public authorities to promote equality of opportunity between women and men ('the gender duty'), and

prohibit sex discrimination and harassment in the exercise of public functions.

- 2.4 The CEHR will take on the work of the existing equality Commissions (the Equal Opportunities Commission (EOC),<sup>[33]</sup> the Commission for Racial Equality (CRE),<sup>[3]</sup> and the Disability Rights Commission (DRC)<sup>[34]</sup>) and will additionally assume responsibility for promoting equality and combating unlawful discrimination in three new strands, namely sexual orientation, religion or belief, and age. The CEHR will also have responsibility for the promotion of human rights. It is anticipated that it will be operational from October 2007 with the Commission for Racial Equality joining by end of March 2009.

### Future Legislative Framework

- 2.5 The Welsh Assembly Government has contributed to the Discrimination Law Review<sup>[35]</sup> which seeks to address long-held concerns about inconsistencies in the current anti-discrimination legislative framework. The Review is considering the principles of discrimination legislation and its underlying concepts. It is working to develop a simpler, fairer legal framework.
- 2.6 The independent Equalities Review,<sup>[36]</sup> chaired by Trevor Philips, is linked to this work and is investigating the underlying causes of inequality. An Interim Report of the Equalities Review<sup>[37]</sup> was published on 20 March 2006, with a final report expected around the turn of the year.
- 2.7 The Government of Wales Act 2006<sup>[38]</sup> continues our duty to promote equality of opportunity. Section 77 of the new Act states that Welsh Ministers must make appropriate arrangements with a view to securing that their functions are exercised with due regard to the principle that there should be equality of opportunity for all people.

### The Disability and Gender Equality Duties

#### The Gender Equality Duty

- 2.8 The Equality Act 2006 will, with effect from 6 April 2007, amend the Sex Discrimination Act 1975,<sup>[23]</sup> creating a general gender duty which will require public bodies, when carrying out functions of a public nature, to have due regard to the need to:
- Promote equality of opportunity between men and women; and
  - Eliminate unlawful sex discrimination and harassment.
- 2.9 Under the Sex Discrimination (Public Authorities) (Statutory Duties) Order 2006, a number of public authorities including the Welsh Assembly Government will also be subject to a specific duty requiring them to develop a Gender Equality Scheme (GES). The GES must set

out how they intend to meet the general duty and various specific duties imposed by the order. The GES is required to be published by the end of April 2007.

### The Disability Equality Duty

2.10 The Disability Discrimination Act 2005 (DDA 2005)<sup>[25]</sup> is intended to drive forward a culture of positive change across the public sector and in doing so remove many of the barriers disabled people encounter in their daily lives. The DDA 2005<sup>[25]</sup> amended the Disability Discrimination Act 1995 so as to impose a general duty on public authorities, when carrying out their public functions to have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act 1995.<sup>[25]</sup>
- Eliminate harassment of disabled persons that is related to their disabilities.
- Promote positive attitudes towards disabled persons.
- Encourage participation by disabled persons in public life; and
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

2.11 In addition, those public authorities deemed to have a significant impact on the lives of disabled people, including the Welsh Assembly Government, will be subject to a specific duty requiring them to produce a Disability Equality Scheme (DES). The DES will set out the actions a public authority intends to take in order to meet its general duty, and various specific duties imposed by the Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005. The Welsh Assembly Government's GES is required to be published by 4 December 2006.

## Chapter 3.

### Status Update

#### Mainstreaming

- 3.1 The introduction to this report identifies the key to delivering equality through our policies and programmes - the principle of mainstreaming. The Equality of Opportunity Committee set out a series of recommendations in its Mainstreaming Equality Report<sup>[20]</sup> produced in June 2004. The aim of the recommendations was to ensure that mainstreaming is the way the Assembly Government does business. A Mainstreaming Task and Finish Group was established and that continues its task of ensuring that the recommendations are progressed.
- 3.2 During 2005-2006, a Mainstreaming Equality Strategy has been developed. The target audience for the strategy is people who make and deliver policy. Its aim is to ensure support for the policy making process, producing a consistent and coherent approach to mainstreaming across all policy areas. It is designed to be a framework for policies, strategies and programmes which promote equality of opportunity and remove discriminatory practices.

#### Equality Audit

- 3.3 Work has been undertaken to establish a baseline of the progress in mainstreaming equality across Assembly Government policies and strategies. This commitment, which is recommendation 25 of the Mainstreaming Equality Report,<sup>[20]</sup> has led to an independent policy review using an impact assessment methodology. A random selection was made from a list of policies and then the chosen policies were passed to each respective Department to be verified. Fifty-one policies were assessed as a result of this process.
- 3.4 The audit was cross-strand and addressed race, gender, sexual orientation, age, language, religion and belief. It was a retrospective review looking at the extent to which existing key policies promote equality and diversity and do not create discriminatory practices. The report will be published and the information obtained will give Departments a baseline against which to monitor progress year on year.

#### Research and Evaluation Plans

- 3.5 In 2005-06, each policy area developed a research and evaluation plan, identifying equality as a priority issue. This identified the need for support and co-ordination across Departments. The recently established Office of the Chief Social Researcher, responsible for co-ordinating research on key cross cutting themes, will support policy

groups to more effectively weave equalities issues into their own research programmes and will establish a central research programme of projects that cross Departmental boundaries.

## Data

3.6 As well as assessing the extent to which equality is currently embedded in our work, we recognise how important it is that we use the statistical information already available during policy development. The Statistical Directorate has therefore been asked to undertake a project to provide a snap shot of the equality position in Wales. This project is ongoing and statistics are being gathered in the following areas:

- Health and social care
- Employment/benefits
- Transport
- Education/training
- Housing/communities
- Leisure/culture

The snapshots will be published in September 2006 and the data provided will then be able to feed in to the larger process of providing a robust evidence base to monitor progress against equality objectives.

## Training

3.7 In response to recommendation 11 of the Equality of Opportunity Committee Report on Mainstreaming<sup>[20]</sup> (to roll out an ongoing programme of equality training), we have identified and arranged for expert speakers to come to the Assembly to provide information to staff about their respective subject areas.

3.8 A programme of equality awareness sessions has taken place covering a wide range of topics including gender duties, gender budgeting, disability duties, race equality impact assessments, equality impact assessments, general equality awareness, sexual orientation, and gathering evidence on equality. Key achievements to date include more than 25 sessions delivered to over 400 people. These ranged from the new duties of gender and disability, to understanding Race Equality Impact Assessment, to broad equality awareness and understanding.

3.9 We have also successfully piloted training on gender budgeting and following consultation with key stakeholders at the Equal Opportunities Commission<sup>[33]</sup> and the Wales Gender Budget Group, the Department for Enterprise Innovation and Networks has investigated developing a gender budgeting research project.

## Consultation Tools

- 3.10 Effective communication with all of the diverse communities of Wales is needed to ensure that we can meet their needs. The delivery of a consultation and communication toolkit has reached its final phase of development. It is about 2 way dialogue and real engagement. This will lead to a better understanding of the diverse needs of the different ethnic and minority groups in Wales, and therefore the development and delivery of policies and services that are more responsive to their needs. The toolkit will be posted initially to our intranet and then internet site and will be regularly updated with case studies, statistics and contacts. It is intended to be shared as widely as possible to promote real engagement.
- 3.11 Euro RSCG Riley<sup>[39]</sup> have been commissioned to produce a database which will provide a comprehensive resource identifying contacts for all the equality strands across Wales. A diversity microsite has also been commissioned. Apart from having various case studies, the database will also be accessible via this site. A launch date has yet to be finalised but is likely to be available before the end of the calendar year. Also, our Policy Gateway Integration tool<sup>[40]</sup> is used to develop policies that not only help deliver our strategic agenda but does so in a way that fulfils our commitments to sustainable development, equality of opportunity and social justice.
- 3.12 As well as the correct tools, support and training it is essential that our work is effectively evaluated. The primary way this evaluation will be conducted will be through the development and annual review of departmental equality action plans. Under the Race Relations Act<sup>[24]</sup> the National Assembly for Wales is required to produce an action plan setting out what actions we will undertake to promote race equality. A similar requirement will be introduced along with the disability duty and gender duty. The Welsh Assembly Government plans to meet these duties by asking all Departments to assess their policy areas against each of the strands as of high, medium or low importance. Departments will then be required to commit to undertake action in those areas which have been assessed as highly important.
- 3.13 Work has already begun on our Disability Equality Scheme and Gender Equality Scheme and we are committed to taking this further through the development of equality action plans. In April, May, and June 2006 we ran a series of engagement events. The first set of events were organised specifically to involve disabled people and their representatives in assisting the Welsh Assembly Government to identify priorities for the Welsh Assembly Government. The second set of events were aimed at involving men and women to likewise identify priorities.
- 3.14 Two summary reports have subsequently been produced and sent to delegates who participated at the events, and to all public authorities in

Wales. The reports highlight both the general themes raised at the events as well as specific policy issues. These have provided feedback to Departments to help them identify priorities for their Disability Action Plans and Gender Action Plans. The Welsh Assembly Government's Disability Equality Scheme was launched on 8<sup>th</sup> August 2006. It is currently out to statutory consultation which will end on the 13 October 2006. Work has now begun on drafting our Gender Equality Scheme which will be published in draft form for statutory consultation in the Autumn.

### Equality Champions

- 3.15 Equality Champions continue to be a key support to staff in the Departments. The role of Equality Champions has been reviewed and new guidance requires that every Department has a nominated Champion who has a seat on its management team. This will ensure equality is a key consideration in all business decisions. The Champions act as a catalyst for change; and as a "critical friend" to staff in the departments, supporting and signposting sources of further advice and information.

### Race Equality Scheme

- 3.16 Our compliant Race Equality Scheme (RES)<sup>[10]</sup> was launched in March 2005 to deliver on the duties set out in the Race Relations (Amendment) Act.<sup>[27]</sup> It aims to develop and implement long-term positive change in its work to eliminate any unlawful racial discrimination, promote Race Equality, and promote good race relations meeting the specific duties. The RES<sup>[10]</sup> is underpinned by corporate and Department action plans for Assembly Government Departments setting out what they will do to achieve the Scheme's aims. This year, for the first time there will be an annual report for the Race Equality Scheme<sup>[10]</sup> which will complement the information available in this report.

## Chapter 4.

### The Strategic Context

- 4.1 The Welsh Assembly Government's commitment to equality of opportunity is emphasised throughout its key strategic documents including Making the Connections,<sup>[41]</sup> Spatial Plan,<sup>[42]</sup> and Wales: A Better Country.<sup>[43]</sup> The Beecham Review<sup>[44]</sup> also establishes common principles for citizen-centred, efficient and accountable services.

#### The Beecham Review

- 4.2 The Beecham Review<sup>[44]</sup> was established in July 2005, as part of the action plan for implementing the Making the Connections strategy. It sets an ambitious vision for modernising services in the context of Wales' tradition of mutuality and its unique environment and culture. The report seeks to translate the vision of governance into practical change for all citizens in Wales by identifying improvements in the arrangements for local service delivery, which are as radical and innovative as necessary. Service delivery in key areas is examined, with particular regard to the cross-cutting issues, such as equality of opportunity. The review seeks to find solutions about role of the relevant local organisations in terms of community leadership, commissioning and service provision.

#### Wales: A Better Country

- 4.3 Wales: A Better Country<sup>[43]</sup> is the strategic agenda of the Welsh Assembly Government and identifies equality as one of its key principles:

*“We will promote gender equality, good race relations and race equality and tackle discrimination on the grounds of age and disability. We want to see people in public life reflecting the diversity in the population as a whole”.*

- 4.4 It focuses on the following three key areas:

- More and better jobs and skills
- Improving health
- Developing strong and safe communities

- 4.5 Its guiding vision is to create a fairer, more prosperous, healthier and better educated country rooted in a commitment to social justice and to putting health and wealth creation that is sustainable at the heart of policy-making. Equality of opportunity is clearly central to this agenda. It is based upon the needs of all of the citizens and communities within Wales, and actively seeks to change the lives of those who suffer disadvantage.

## The Spatial Plan

- 4.6 The Wales Spatial Plan<sup>[42]</sup> "People, Places, Futures" was adopted by the Assembly in November 2004 and translates the Welsh Assembly Government's policies into visions for each part of Wales. This reflects the desire to prepare for the future based on the key principles of social justice, equality and sustainability.
- 4.7 Equality is again at the heart of the Spatial Plan<sup>[42]</sup> as it recognises that 'one size' solutions do not fit all parts of Wales. It aims to ensure the Welsh Assembly Government's policies and programmes come together effectively with the workings of local government, business and other partners across Wales, to enable a sustainable future for all the parts of Wales.

## Making the Connections

- 4.8 Making the Connections<sup>[41]</sup> sets the vision for public services and the way they are designed and delivered in Wales. Equality and social justice is one of its four main principles, and it seeks to encourage every person to have the opportunity to contribute.
- 4.9 The core principles of "customer service" and "public engagement" have equality at their heart with public sector organisations expected to provide services taking into account the needs, preferences and background of all groups, and for service providers to reach out to all they serve, giving them an opportunity to participate in the running of their services.
- 4.10 The Welsh Assembly Government is committed to taking action to develop the capacity and competence of the Welsh public sector workforce to promote equality of opportunity, tackle discrimination and promote relations between different groups.

## Chapter 5.

### Corporate Issues

- 5.1 It is vital that equality of opportunity is mainstreamed not only throughout the policies of the Welsh Assembly Government, but also its central services. The Permanent Secretary's Report on Corporate Staffing Issues is attached at Annex A and will provide an update on progress made with relation to staffing within the National Assembly for Wales.

### Procurement

- 5.2 Value Wales Procurement has developed and published its Procurement Route Planner (available from [www.buy4wales.co.uk](http://www.buy4wales.co.uk)).<sup>[45]</sup> The Route Planner aims to promote best practice to help drive improvement in procurement outcomes, as well as raising the profile of procurement in general. It is intended to be the 'critical friend' for all procurement related matters, the route planner will be the definitive guide for users, whether new to procurement or a seasoned expert, promoting a consistent best practice approach to procurement across the Welsh public sector.
- 5.3. By March 2006 over 15,000 suppliers were registered on [www.sell2wales.co.uk](http://www.sell2wales.co.uk),<sup>[46]</sup> two thirds of which are Welsh-based companies. 63 Welsh public sector organisations had used the [www.buy4wales.co.uk](http://www.buy4wales.co.uk)<sup>[45]</sup> site to advertise contract opportunities worth in excess of £1.2 billion.
- 5.4 Value Wales successfully secured Objective 1 funding in 2005 to support SMEs in Wales. The project, entitled SMe-Engage, will see Value Wales working with businesses in some of the most economically vulnerable areas of Wales, providing them with both practical and financial assistance, such as part funding technology costs to become card enabled. It will also offer assistance in improving the skills required for carrying out procurement activities electronically.
- 5.5 The Business Procurement Taskforce (BPT) established in 2004 and chaired by the Minister for Enterprise, Innovation & Networks, aims to provide strategic leadership in public procurement and SME development. A key output of the BPT has been 'Opening Doors – The Charter for SME Friendly Procurement',<sup>[47]</sup> produced in close consultation with an SME survey group and the public sector. The charter sets out key principles to help SMEs win more of the £4bn annual spend of the public sector in Wales.
- 5.6 We are taking this work forward whilst ensuring that procurement is accessible to all companies in Wales. There is liaison with minority ethnic groups, and with Value Wales and DEIN, to further promote the principles contained in "Opening Doors", the use of the Sell2Wales web

site<sup>[46]</sup> and, where appropriate, to arrange 'meet the buyer events' to provide targeted advice on future trading opportunities to minority ethnic businesses. We have a voluntary code of practice which sets out our business principles and core values of equality of opportunity, sustainable development and social inclusion. To further promote race equality in the way that it procures goods and services the Assembly plans to:

- Explore opportunities to incorporate race equality clauses into conditions of contract to ensure all relevant legislation is observed;
- Develop a scheme to ensure minority ethnic businesses have equal opportunities to tender for Assembly contracts;

5.7 To ensure that this continues following the impact of the mergers upon our corporate services, Corporate Procurement Services (CPS) took the decision to hold work on race equality. The decision was taken to ensure it was able to fully imbed race equality into its new operations post merger. CPS began a fundamental review, in early 2006, of its procurement policies, procedures and documentation alongside those of the Assembly Sponsored Public Bodies who will merge with the Assembly to form a new organisation from April 2006. The review will ensure that equality is fully explored; in particular the adequacy of equality clauses incorporated within contract documentation.

### Public Appointments

5.8 Between 1 April 2005 and 31 March 2006, 154 appointments and re-appointments were made to bodies regulated by the Office of the Commissioner for Public Appointments (OCPA).<sup>[48]</sup> 54 appointments and re-appointments were made to other public bodies.

5.9 Statistics show that, for OCPA<sup>[48]</sup> regulated appointments, white men still dominate public appointments in comparison with other groups. Progress is being made however, and over time, the number of females appointed has risen from 34% in 2000-2001 to 45% in 2005-2006. Likewise, the number of appointments of disabled people has also increased from 2% in 2000-2001 to 8% in 2004-2005.

5.10 The number of minority ethnic appointments has decreased however, from 7% in 2000-2001 to 1% in 2005-2006. The difficulty of attracting women, minority ethnic groups and disabled people to apply for public appointments has been recognised, and steps have been taken to address the low percentages such as undertaking awareness raising and the appropriate targeting of publicity.

### Welsh Language

5.11 The Welsh Assembly Government is committed to mainstreaming the Welsh language and creating a bilingual Wales. The Annual Report (2005-6) on Iaith Pawb<sup>[49]</sup> (National Action Plan for a Bilingual Wales)

and the Welsh Language Scheme<sup>[50]</sup> highlighted the further good progress we have made. In 2005-6, the Fforwm Iaith was established, and some 200 people attended at both the Porthmadog and Swansea meetings. The Welsh Language Board<sup>[51]</sup> approved 47 Welsh Language Schemes in 2005-6, bringing the total number to 358.

- 5.12 The Report also celebrates the progress made with Iaith Pawb<sup>[49]</sup> projects, in particular Twf<sup>[52]</sup> (promoting the benefits of bilingualism to parents), Potentia<sup>[53]</sup> (supporting Welsh speakers into business), Llwybro-Routes<sup>[54]</sup> (promotes opportunities for young people to stay or return to their Welsh speaking areas), sabbaticals for teachers/lecturers to improve their Welsh, and over 11,000 NHS Wales staff have received language awareness training.
- 5.13 There are many good examples of new policies and initiatives which will help mainstream the Welsh language which have been introduced or developed during the year. The Core Principles for good quality public services, within the Making the Connections<sup>[41]</sup> agenda, includes the Welsh language. Also the work on the new European Structural Funds<sup>[55]</sup> has mainstreamed the Welsh language. Another key highlight this year was the launch of the Welsh Assembly Government's Bilingual Skills Strategy<sup>[56]</sup> which responds to the Iaith Pawb<sup>[49]</sup> action plan and Welsh language scheme<sup>[50]</sup> and aims to ensure the learning network can deliver high quality learning opportunities for people to learn Welsh and enable people to develop their ability to use Welsh in the workplace.

#### Legal Services

- 5.14 There is a specific centre of expertise on equality legislation which provide a legal service on equality issues to Assembly Ministers and officials.

#### Public Service Management Wales

- 5.15 Public Service Management Wales (PSMW) has been established to develop the capacity of the Welsh public service. At the heart of PSMW's stated values are promoting equal opportunities, diversity, bilingualism, social inclusion, sustainable development and challenging prejudice of all kinds. All PSMW's activities are therefore underpinned by a need to make them accessible to under-represented groups.

## Chapter 6.

### Promoting Equality

- 6.1 Full Departmental contributions by portfolio area are attached at Annex B. This chapter will examine what the Welsh Assembly Government has done to promote equality of opportunity during the financial year 2005-2006 grouped under the key themes of Wales: A Better Country.<sup>[43]</sup> Selected examples by portfolio area are also highlighted as case studies in this chapter.

### More and Better Jobs and Skills

#### Department for Enterprise, Innovation and Networks

- 6.2 The creation of more and better jobs and a more skilled workforce is a strategic priority for the Welsh Assembly Government. We have already achieved a great deal - unemployment is down 30 per cent and employment is up 125,000 since 1997. Structural Fund Programmes had committed £1.46 billion to 2,655 projects by the end of 2005, which represents a total project investment of £3.5 billion in Wales. It is anticipated that the Objective 1 Programme will have created up to 40,500 net additional jobs by the end of the current Structural Fund Programmes.<sup>[Para57]</sup>

#### Current data

- 6.3 Welsh Local Labour Force Survey<sup>[15]</sup> data shows that the unemployment rate fell from 6.1% in 2001 to 5.2% in 2004, but this has since risen again to 6.0% in 2005, close to its 2001 level. However the female unemployment rate fell from 4.6% in 2001 to 4.1% in 2003 and remained at this level in 2005. The Report into Inactivity in Wales 2003<sup>[13]</sup> indicates a higher level of inactivity amongst ethnic minority groups (33.8%) than for white groups (25.5%). This figure falls substantially, when taking into account that a large proportion of the economically inactive are students, to 25.8% and 22.8%, respectively. Using the latter measurement, the difference between the inactivity rates of minority ethnic and white groups in Wales amounts to 13%, considerably less than in the UK as a whole where this was more than 50%.
- 6.4 By examining census data from 2001<sup>[12]</sup>, it becomes clear that a large part of the differences in activity levels between minority ethnic groups is explained by gender differences. For example, the economic activity rate (of those aged 16-74, excluding students and the retired) for the Bangladeshi group (53%) was much lower than that for the population as a whole (75%) although the rate for Bangladeshi men (83%) was actually slightly higher than that for the male population as a whole (82%). This position was very similar for the Pakistani group (An

overall rate of 57% composed of a relatively high activity level for Pakistani men of 81% in comparison to Pakistani women 34%).

- 6.5 In Wales economic inactivity rates for those with a disability were substantially higher than for those with no disability although the rate has been falling each year. According to the Local Labour Force Survey 2005,<sup>[15]</sup> the inactivity rate for those with a disability was 59.3% in 2001 compared to 54.9% in 2005. It should be noted that the inactivity rate for females with a disability is higher than that for males (57.5% and 52.6% respectively). The rate of economic inactivity is higher for those with a disability in Wales than that for the UK as a whole (54.9% and 48.3% respectively), this gap has been closing since 2001.

### Our response

- 6.6 Structural Fund Programmes<sup>[55]</sup> in Wales provide grant aid for projects that encourage and facilitate economic regeneration and revival in areas where the decline of traditional industries has caused serious economic and social problems. Equal Opportunities (covering the areas of disability, gender, race, Welsh language) are mainstreamed into the European Structural Fund Programmes<sup>[55]</sup> as one of three Cross-Cutting Themes.
- 6.7 In addition, there are certain priorities and measures within the Programmes which specifically focus on equality issues, for example Objective 1, Priority 4 Measure 5 is aimed at improving the participation of women in the labour market. Data on activities and results are submitted by project sponsors on a quarterly basis. In 2004, the Wales European Funding Office strengthened the monitoring of Equal Opportunities data by drawing up additional guidance to all project sponsors, including issue of a sample monitoring form. This work has continued with individual sponsors to support them in the monitoring process.
- 6.8 January 2006 monitoring data figures show that progress continues to be made towards achieving the Equal Opportunities targets in many of the Priority and Measures with some targets being exceeded. For example, an Objective 1 Priority 1, Measure 2 target for the number of new SMEs owned by women, disabled people, minority ethnic groups, and Welsh speakers which have been given advice / information or assistance, has been exceeded by 77%. Further specific data can be found in section 4 of the Objective 1 Programme Monitoring Committee report available via the WEFO website.<sup>[58]</sup>
- 6.9 We are seeking to enhance prosperity and the spread of that prosperity in Wales by helping to create an environment within which a greater number of sustainable businesses can start up and be developed by a more diverse group of people and owners. Access to business support programmes remains open to all, however dedicated positive action to

assist under-represented groups including minority ethnic groups, women, and disabled people is provided.

### **Case Study – The Potentia Programme**<sup>[53]</sup>

Research conducted for the Welsh Assembly Government into new business start-ups, shows that in the past women, disabled people, lone parents, Welsh speakers, ethnic minorities, young people and the over 50's haven't always accessed mainstream business advice services. Meeting this challenge head on, Potentia was established to make sure that aspiring entrepreneurs from within these groups get the advice, guidance and support they need in a way that is most accessible and appropriate to them. The project will be specifically tailored to their particular needs and will provide the impetus and catalyst needed to help them start their own businesses.

Potentia has always been recognised as medium-term intervention and the long-term aim has been to mainstream the delivery of these pre business start projects into the mainstream business support provision. The aim has been to provide support to these groups facing more barriers than most when setting up in business, through working in conjunction with its delivery partners, including Menter a Busnes, Disability Wales, Prime-Cymru, BOS, Chwarae Teg and the Ethnic Business Support Programme.

Potentia is bridging the gap between grassroots communities whilst working with the mainstream providers helping them to identify where they are in terms of diversity (looking at policies, procedures, recruitment, procurement and service delivery) and putting in place any development required to meet the challenge of being able to support these groups through tools devised by the Welsh Assembly Government and their partner groups.

Business Eye is the main portal for access to all business support. During the year 2005-06, the percentage of users of the service from minority ethnic groups on a monthly basis averaged some 4% of all its customers. Against a base population share of just over 2%, this suggests that a higher rate of take-up than from the population as a whole. The Potentia Programme achieved the following outputs during the year:

- Nearly 4,300 individuals from under represented groups were given at least one hour of business advice/assistance.
- This has resulted in 448 businesses being started up as a result.

6.10 In November 2004, 'Genesis Wales',<sup>[59]</sup> a strategic All Wales project, was approved. The project aims to provide a comprehensive package of advice, guidance, support and childcare for individuals, predominantly women, who wish to access work, training and / or learning opportunities. The project is making good progress with an increase in beneficiaries and is on course to meet its targets. An

evaluation will be undertaken once the project has been completed (in June 2008) to inform policy on overcoming the barriers faced by women returning to employment and training.

### Social economy

- 6.11 We also provide support for grassroots/social economy businesses. Grassroots/social economy businesses are, because of their very nature, most likely to be operating in areas of disadvantage or deprivation, for example in areas where statutory services are not in place, or where there has been a market failure. It is here that social enterprises are likely to step in, and all support to this sector will therefore help in some way to reduce this gap.
- 6.12 The social economy budget of £1m is used to support some individual projects, but mainly to lever in European Structural Funds.<sup>[55]</sup> Within the current programme Objective 1, priority 3, measure 4 alone has committed over £20m to 62 projects in the social economy. Work has been ongoing on procurement to ensure that social enterprises are able to succeed at winning public sector contracts. In addition, some 18 social economy projects were awarded grants totalling £2,528,955 for 2005/06 under the Community Facilities and Activities Programme.<sup>[60]</sup> Some specific examples of approved projects are:
- £253,000 to Refurbs Flintshire for the refurbishment of furniture and white goods.
  - £192,500 to Abergele Youth Action Café Ltd.
  - £24,500 to Towyn, under 5s Playgroup.

### **Department for Education and Life Long Learning and Skills**

- 6.13 There are now 1,700 more teachers since 1998 and 5,700 more school support staff. We have reduced almost all infant classes to a maximum of 30 pupils, and primary school free breakfasts have been piloted in Communities First areas since September 2004. We have invested over £100m per year in school buildings since 2002 and from 2005-06 onwards this has risen to £143m per annum. The take-up of Modern Apprenticeships has increased significantly in Wales and there are some 13,400 on the programme, an increase of over 1000 since December 2003.<sup>[Para 57]</sup>

### Current data

- 6.14 The Pupil Level Annual School Census (PLASC)<sup>[61]</sup> collects data on the ethnic background of pupils aged 5 or over in maintained primary, secondary, and special schools. Data for 2004-05 shows that around 4% of pupils aged 5 or over in the schools identified were from minority ethnic backgrounds and that of those, around 70% were from Asian or mixed backgrounds. The majority of pupils, some 400,000, were white. Of the remaining pupils, some 2,000 stated they were from other ethnic

backgrounds whilst for nearly 12,600 pupils information was not available - for example the parent or child did not want to specify.

- 6.15 Of the pupils for whom information was available, 96% were white whereas pupils of Asian or Mixed ethnic backgrounds each accounted for just over 1%. The least predominant group are the Chinese who make up only 0.2%. The distribution of minority ethnic pupils aged 5 or over is broadly similar to that of the population as a whole, 36% Asian, 35% mixed, 12% other, 11% Black and 6% Chinese.
- 6.16 Data collected by the Higher Education Statistics Agency (HESA)<sup>[62]</sup> provides detail on enrolments at Welsh Higher Education institutions by ethnic background. Since 2000/01 the proportion of all enrolments which were known to be of white ethnicity has fallen from 96.1 per cent to 94.8 per cent, whilst enrolments by persons of all minority ethnic backgrounds have increased. The number of enrolments from minority ethnic groups has increased by over 2,000 over the period. The predominant minority ethnic group remains those of Asian background, with 42 per cent of all minority ethnic enrolments. However this has fallen from 47 per cent in 2000/01, due to an increase in enrolments from mixed backgrounds. The proportion from Chinese and Black backgrounds has remained fairly stable although numbers have increased. Postgraduates were more likely to be from minority ethnic backgrounds - just under 7 per cent compared with 5 per cent of undergraduates.

(Care should be taken in interpreting the following analyses, as over the period there has been a decrease in the proportion of enrolments for which the ethnic background is unknown; 11 per cent in 1998/99 compared with 3 per cent in 2004/05. Therefore it is possible that some of the changes over the period are due to improvements in the quality of the ethnicity information).

## Our response

### Better Early Years Provision

- 6.17 Better early year provision is essential to counter early disadvantage and ensure that the youngest children are enabled to learn how to learn, attain well and make the most of their talents is integral to achieving equality of opportunity. The Flying Start Scheme<sup>[63]</sup> for 0-3 year olds in disadvantaged areas has been developed and will be implemented for 2006-07. Key to the development of the programme was engagement with black and minority ethnic groups to ensure that it would meet their specific needs. A commitment to continuing dialogue and engagement has been made.

### Ethnic Minority Achievement Grant

- 6.18 The Ethnic Minority Achievement Grant is distributed annually via a specific grant to local authorities. The objective of this 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. £5m is available in 2006-07 – level funding on 2005-06. EMAG is distributed to all 22 LEAs on a formula basis. This formula takes account of the number of identified children from a minority ethnic background plus an assessment of their linguistic ability.

#### Asylum Seeker Education Grant

- 6.19 This grant is designed to support authorities in the provision of additional school places and central support requirements for pupils who are asylum seekers. It also offers a small amount of assistance for adult asylum seekers who have enrolled on a course of English as an additional language provided by the authority. Since 2003-04, the grant has also taken into consideration the significant additional costs associated with those asylum seeker pupils with severe and complex learning difficulties. The grant is worth £2.4m in 2006-07. LEAs will be invited to submit bids in September based on the number of asylum seekers in their area from March to August. In 2005-06, funding was divided between the five LEAs who applied – Wrexham, Cardiff, Swansea, Newport and Bridgend.

#### Education of Travellers and Displaced Persons Grant

- 6.20 The Education of Travellers and Displaced Persons Grant Scheme aims to improve the attendance, participation and achievement of Gypsy and Traveller pupils in the education system in Wales. It does this by providing funding for additional staff and non-staff costs to assist with the education of Gypsy Traveller pupils. £900,000 is available under the scheme in 2006-07 – level funding on 2005-06. Sixteen bids were received covering 17 local authority areas.

#### Better Support for Learners with Additional Needs

- 6.21 An inclusion policy and performance framework for Wales ensures that all learners' individual needs are considered. This policy area covers disabled pupils, minority ethnic groups and others with additional learning needs. Outcomes of this work are increasing engagement and retention amongst the most disaffected though working in partnership with schools, Local Education Authorities and others to improve behaviour and attendance and address bullying.
- 6.22 To fulfil our aims as a country where there are high levels of achievement and where children, young people and adults are empowered to achieve social and economic well being, vital to developing a prosperous economy, our top equality policy outcomes are:
- Representative participation of Minority Ethnic groups in Early Years education.

- Parity of achievement of Minority Ethnic groups in schools in Wales. Certain ethnic groups underachieve in comparison with others and the social, cultural and personal factors affecting this need to be identified and addressed.
- To ensure a fair gender balance of the new student finance arrangements.
- Widening access to disabled students – disabled students can feel limited in their academic and vocational options in post-16 education.
- Better education of teachers and pupils in disability equality, so that disability is no longer thought of as unusual, merely something requiring adjustments in some cases.

### **Case study – Workplace ESOL Development Programme**

ELWa<sup>[64]</sup> has provided funding for a Workplace English as a Second Language (ESOL) Development programme for the Hospitality and Catering Sector through the Common Investment Fund.

Cardiff has a growing reputation as a European entertainment hub (over the past four years Cardiff has seen a 30% rise in the number of hotels, 35% increase in the number of bars and 20% more restaurants). The potential recruitment headache has been eased by the flow of workers arriving in the capital city from abroad eager to snap up the positions and contribute to the Welsh economy. Although many of the new arrivals possess the exact skills enabling them to fit seamlessly into the city's hospitality and catering industry, language can sometimes be a barrier.

To enable Cardiff's continued growth and to enable these new citizens to fully participate in the community it is vital that they acquire and improve their English language skills. The workplace ESOL project was piloted with five employers and some 50 employees in Cardiff's hospitality and catering sector. The employers included St David's Hotel, Hilton Hotel and Le Monde restaurant.

The project designed ESOL programmes and resources relevant to the needs of employers with the sector. Individuals also learnt about Cardiff and Welsh culture and had a taster session on the Welsh language. Employers have recognised the benefit in the programme for attracting, retaining and developing staff which ultimately leads to improved customer service.

## Improving Health

### Department of Health and Social Services, Office of the Chief Medical Officer and Office of the Chief Nursing Officer

6.23 Improving health in Wales is a strategic priority for the Assembly Government. We have made progress and there are now 7,300 more nurses and 450 more consultants working for the NHS than in 1997. Improvements have been made in hospital waiting times, and the prescription charge has been reduced to £3 from April 1st 2006, and we are on course to abolish them altogether by 2007. Capital investment in the Health Service is being trebled and 7 new community hospitals are on their way. We have invested nearly £10m to provide free swimming in local authority pools for children and young people and for older people aged 60 and over. Free Swimming is our largest health intervention initiative and the first national initiative of its kind in Europe. <sup>[Para 57]</sup>

#### Current data

6.24 There is substantial variation in the levels of health, and levels of ill health remain relatively high. The 2001 Census for England and Wales<sup>[12]</sup> asked about people's general health: seven of the nine worst scoring authority areas were in Wales and the percentage of people saying that their health was 'not good' was in excess of the English average in every Welsh local authority area. Inequalities in health between different groups need to be seen against this background.

6.25 Key statistics from the most recent Welsh Health Survey (October 2004-September 2005)<sup>[17]</sup> indicate that 23% of adults reported being treated for either a heart condition, high blood pressure or both, 14% reported being treated for a respiratory illness and 12% for back pain. Limiting long-term illness was reported for 27% of adults and 4% of children, as would be anticipated, this increases with age. The percentage of adults who reported long-term limiting illness was 11% in the age range 16-44, 33% within the range 45-64 and 54% in the age range 65+. These results were broadly the same for both male and female respondents.

6.26 In terms of health service usage, 17% of adults reported talking to a GP about their own health in the past fortnight and 19% reported being outpatients at a hospital during the three months prior to the survey taking place. When asked questions about their lifestyle, 28% of adults said that they currently smoked. The proportion of smokers in the population decreases with age with 33% of adults in the age range 16-44 being smokers, 28% in the age range 45-64 and 15% aged 65+. There were slightly more male than female smokers in each age range.

## Our response

- 6.27 The Inequalities in Health Fund (IiHF)<sup>[65]</sup> was established in 2001. There are currently 62 live projects across Wales's most disadvantaged communities, and projects cover most Communities First areas. The IiHF<sup>[65]</sup> was recommended by the Townsend Report 'Targeting Poor Health'<sup>[66]</sup> in order to improve access to services and reduce inequalities. Projects are focusing on coronary heart disease and are providing access to a range of services and activities for people with heart disease or considered to be at risk.
- 6.28 The core principle of the Fund/projects is that they are helping to tackle inequalities in services and access to advice on healthy lifestyles. Some projects are delivering improvements by health screening delivered in primary care or community settings for hard to reach groups. Others are engaging in setting up disease registers and others in referrals for lifestyle advice. There are four projects focussing on minority ethnic communities, one project which focuses on gypsy travellers, and other projects include activities geared towards children and/or adults considered at risk of chronic heart disease.
- 6.29 All of these projects are providing evidence that they are making a positive difference to individuals and helping to tackle inequalities e.g. access to services or advice previously not available. Examples include:
- Providing screening and assessment services in areas where they did not exist before.
  - Helping people to lose weight through advice on diet and exercise and improving people's health and well being.
  - The minority ethnic projects have succeeded in developing gender specific exercise classes and in tailoring advice about health and well-being in a culturally sensitive way.

Individual projects collect data on outcomes and independent evaluation is on-going. A position report 'Inequalities in Health Fund – Making a Difference' published February 06 provides further examples of some outcomes to date. In addition to this data, quarterly monitoring returns have added a question to record uptake by people with a disability.

- 6.30 We are actively seeking to redress the balance in health outcomes for people living in areas of poverty and deprivation and the link with the Communities First Programme ensures that health inequalities are tackled in areas where poverty and deprivation are highest. The recent equality audit identified the Inequalities in Health Fund<sup>[65]</sup> as providing an excellent portfolio of good practice and raising the profile health inequality. It also praised the specific actions relating to diverse groups, such as our guidance for parents from minority ethnic backgrounds.

## Equality Training and Advocacy Grants

6.31 A number of specifically tailored activities were undertaken to improve services for minority groups. Through our Equity Training and Advocacy Grants, a total of 25 projects were funded to address inequalities in access to health care and to develop advocacy for better health within different organisations. There are a number of actions specific to the target group, examples include:

- Multi-professional cultural diversity training;
- Training addressing health needs of asylum seekers and the gypsy & traveller population;
- Provision of Somali interpreters for antenatal drop-in clinics and Maternity Arabic Advocacy Service.

Training and practical input has promoted cultural competence by increasing awareness regarding the needs of minority ethnic groups and has provided means to identify ways to overcome cultural and linguistic barriers.

## Guidance on health services for minority groups

6.32 We have developed Service Development & Commissioning Guidance for Selected Minority Groups. The guidance covers healthcare access for four selected minority groups:

- Gypsies & Travellers
- Asylum Seekers & Refugees
- Homeless
- Minority Ethnic Communities

The guidance contains key actions and examples of best practice with a maturity matrix to assist organisations focus actions to address the following issues:

- Access to Primary Care (including issues regarding information)
- Lack of involvement in planning and development of services
- Culturally alien services
- Discrimination

The guidance has been produced and disseminated at regional workshops in July, however it is currently too early to measure the impact which this has made.

### **Case Study - Health Challenge Wales Grant Scheme<sup>[67]</sup>**

The aim of the scheme is to develop the capacity and capability of national voluntary organisations in Wales by working in partnership with the Welsh Assembly Government in promoting health and well-being. Due to the nature of the grant scheme most recipients work with disadvantaged groups thus addressing inequalities.

The grant scheme is still running and each initiative has put evaluation plans in place. Progress reports received so far, indicate that in the main, the projects are producing successful outcomes. There are currently 19 organisations receiving funding. Examples include:

MEWN Cymru is using the grant to fund an ethnic minority women's health project. They are delivering training to health professionals about the issues faced by minority ethnic groups. They are also delivering health information sessions directly to the women. The project has established credibility in the field and health organisations are requesting the training. Trust has also been built up with minority ethnic women and MEWN Cymru has been able to get across important health messages.

Other examples include: Innovate Trust who have a project for people with learning disabilities informing them of the importance of keeping active and looking after their health and well-being and the National Federation of Women's Institutes is working with disadvantaged young people teaching them how to cook inexpensive healthy meals. This course has proved successful and requests are being received to extend the course to older clients. The Terrence Higgins Trust receives support for the Wales HIV Network project.

### **Case Study - Free prescriptions**

The abolition of prescription charges was a manifesto commitment to ensure equal access to medication for all in Wales.

The policy is being introduced by a series of staged reductions in prescription charges. On 1 April 2005 the charge was reduced again in Wales to £4 per item as oppose to £6.50 in England with pre-payment certificates also proportionately reduced to £57.46 (£93.20 in England).

From 1 April 2006 the prescription charge will be reduced again to £3 (£6.65 in England) with pre-payment certificates reduced to £43.09 (£95.30 in England). Entitlement cards will also be introduced from 1 August 2006 to ensure that those living in Wales who are registered with GPs in England will benefit from the lower Welsh charge.

Complete abolition of charges in Wales will take place on 1 April 2007.

### Smoking cessation

- 6.33 Our Service Level Agreement with the National Public Health Service (NPHS)<sup>[68]</sup> for smoking cessation services in Wales highlights the need to target clients from socially disadvantaged groups. The NPHS<sup>[68]</sup> has been requested to pay particular attention to pregnant smokers and smokers from manual socio-economic groups to tackle inequalities in health and reduce social exclusion.

### Strategy for Older People

- 6.34 The aims and objectives of our Strategy for Older People<sup>[69]</sup> are set in a context of equality. The Strategy makes clear that in addressing the implications of an ageing population, we must take full account of equality of opportunity for all. As part of the Strategy for Older People in Wales, the Assembly Government commissioned a Research Project looking at the specific needs of Black and Minority Ethnic elders.
- 6.35 The research project was undertaken by Salford University following a competitive tendering exercise. A total of 677 older people (aged 50 and over) from a broad range of the BME communities across Wales were interviewed. Following this exercise, 5 focus groups with a selection of the interviewees considered the issues that arose from the interviews in more depth. A total of 43 older people were involved in the group discussions, with participants from a range of BME communities.
- 6.36 It identified the needs of BME elders and made recommendations for service provision and policy. The work was completed in March 2006. The report is currently out for consultation until December 2006, and recommendations will be forwarded to Ministers following the completion of the consultation phase. Under the Strategy, we have also undertaken a Literature Review/Scoping Study on researching the needs of Lesbian Gay, Bi-sexual and Trans-gender older people. Funding from the Strategy has also been utilised by Age Concern Cymru to establish networks for organisations concerned with the interests of BME and LGBT older people in Wales.

### National Service Framework for Children, Young People and Maternity Services in Wales

- 6.37 The National Service Framework (NSF)<sup>[70]</sup> is our 10-year strategy, which will have a strong influence on the health & well being of children and young people through setting national standards. It contains key actions to improve equality of access to services, equal opportunities and inequalities of health. It identifies a specific focus on disabled children and children in special circumstances, and also places a strong emphasis on the need for social inclusion. A web based self-assessment audit tool (SAAT) has been developed, for local

partnerships to use in determining progress in implementing NSF actions. Progress on implementation of the standards will be monitored and evaluated at both local and national levels.

### Mental health services

- 6.38 A Race Equality Action Plan for Adult Mental Health Services<sup>[71]</sup> in Wales has been developed. The Action Plan<sup>[71]</sup> contains a series of key actions for local health and social care organisations to deliver in order to provide equitable, accessible and appropriate mental health services (inpatient and community) for people from minority ethnic backgrounds. The Action Plan<sup>[71]</sup> will be issued across Welsh NHS Trusts, Local Health Boards and the relevant Local Authority Departments (i.e. Community Mental Health Teams) in September 2006. The recent Equality Audit has acknowledged the real progress made with regard to mental health services in Wales in terms of good practice and the use of data.

## **Case Study - Expert Patients Programme (EPP) Wales**

The Expert Patients Programme is a course for people living with long term conditions and has helped people change their lives for the better. The course is currently available in 10 languages, Braille, audio and an online system is under development. The following is the view of a course participant, volunteer tutor and now an Expert Patients Programme (EPP) member of staff:

“Since childhood I have lived with Diabetes and Asthma. There were often difficult times when I felt very unwell and unable to play a part in day to day activities. It hit me quite hard when at the age of eighteen my illnesses prevented me from going to University to study law, this was something that I had always wanted to do.

Sometime later when my health began to improve, I decided to find a job. It was a real shock to me when an employment adviser said that ' I would be lucky to get a job' and proceeded to give information about benefits that I was entitled to. It felt as if I had been labelled 'unemployable' and 'disabled', something that I had never considered. This experience led to a downward spiral and I became very depressed. Over the years I found living with depression very difficult, it robbed me of my personality, joy and self worth and made me feel very vulnerable.

About two years ago just at the time when my confidence was at rock bottom, I heard about the Expert Patients Programme (EPP) Wales, and decided to train to become a volunteer tutor. I found the course very empowering. It helped me to understand that feelings of helplessness and frustration with my illnesses were quite normal. The course gave me an opportunity to learn new skills to manage my symptoms, which helped me to move on and to minimise the impact of my long-term health condition on my daily life.

As a volunteer tutor I have really enjoyed delivering EPP courses within the local community. The opportunity to connect with people living with many different health conditions continues to be of immense value. I have learned that whatever long-term health condition/s a person is living with, that the challenges are the same, e.g. dealing with pain, fear, uncertainty, anger, eating healthily, taking regular exercise and planning for the future. Being able to express my feelings in a supportive environment of a course has enabled me to gain confidence, energy, humour and sense of peace. Furthermore the self -management skills that I have learned have for me become a way of life. I have learned the art of setting realistic goals and to control how I respond to these.

Whilst attending a course the tutor gave me a contact to seek help with finding work. It was good to have advice and support about how to apply for a job and to prepare for an interview. I am now 39 years of age and have just completed my first ever year of employment. Being in a job which I enjoy means so much, has made a real difference to my life”.

## Developing Strong and Safe Communities

### Department for Social Justice and Regeneration, Department for Enterprise Innovation and Networks, Department for Environment, Planning and Countryside and Department for Local Government and Culture

- 6.39 The Welsh Assembly Government is committed to the development of strong and safe communities in Wales. The Social Justice Report 2006<sup>[72]</sup> sets the context clearly around this priority area, setting out the building blocks for strong and safe communities – living in safe surroundings, in decent sustainable environments and with a strong cultural life.
- 6.40 Progress has been made across this diverse agenda, for example extra money has been invested for drug and alcohol misuse projects across Wales with over 4,500 additional treatment places created in the last 3 years. Free bus travel has been introduced for people aged 60+ and for disabled people. We are providing local authorities with a sustainable waste management grant totalling £93 million over the three years 2004-05 to 2007-08. Following the introduction of free access to all Amgueddfa Cymru – National Museum Wales sites, there were more than 1.3m visitors to the National Museums & Galleries of Wales during 2004-5, an increase of 8% on the previous year and 77% since the last year of charging.<sup>[Para 57]</sup>

#### Current data

- 6.41 There is data on inequality in respect of establishing and sustaining strong and safe communities in Wales. In terms of crime, data is available by age, gender and ethnicity, but not under other equality strands (British Crime Survey – Crime in England and Wales 2005-06<sup>[19]</sup> (Home Office) and a Statistical Focus on Ethnicity in Wales).<sup>[16]</sup> This information tells us that in Wales men are much more likely to be convicted of criminal offences than women, young people are much more likely to be convicted of offences than older people, and people under 30 are about twenty times more likely to be convicted of offences than people over 50.
- 6.42 The British Crime Survey (BCS)<sup>[19]</sup> shows that in England and Wales, overall crime is stabilising after long periods of reduction. Since peaking in 1995, BCS crime has fallen by 44%, with domestic burglary and vehicle crime falling by over a half (59% and 60%, respectively) and violent crime has fallen by 43%. According to the BCS, recorded crime in Wales alone has fallen by 3% during 2005 – 06 compared with a fall of 1% for England and Wales as a whole. Wales was one of the three regions in England and Wales with the lowest rate of crime per 1,000 population.

6.43 Data is available on housing by age, gender, ethnicity, health status, religion and Welsh language from “The Age Related Housing, Domiciliary Care and Support Requirements of Older People in Wales” [2003]<sup>[14]</sup> and the 2001 Census.<sup>[12]</sup> The population of Wales is ageing and we know that older people in Wales are more likely than younger people to experience poor housing conditions, to lack modern amenities or facilities in their homes, and to need adaptations to enable them to live independently. There are three times as many women over the age of 70 living alone than men, and four times as many over the age of 85; a gender issue for consideration in terms of service delivery.

#### Our response

6.44 Communities First is the Assembly Government’s long term strategy for improving opportunities and quality of life for people living and working in the most disadvantaged communities in Wales. We support the Black Ethnic Support Team (BEST)<sup>[73]</sup> and the Black Voluntary Sector Network ((BVSN)<sup>[74]</sup> through the Communities First Support Network) to help engage minority ethnic individuals in Communities First areas across Wales.

6.45 The revised Communities First Guidance was re-written during 2005/06. Equality issues are highlighted with specific information on race, disability, children and young people, older people and the Welsh language. The guidance is currently out to consultation. Work has also begun on reviewing the support arrangements available to Communities First Partnerships. The current arrangements will remain in place until the end of March 2007, with revised arrangements (based on the outcome of the review) to be in place from April 2007.

#### **Case Study – Barriers to social inclusion funding**

The Royal National Institute for the Blind<sup>[75]</sup> was awarded a total of £752,401 under the Communities First Programme over six years (2001-07) to identify main barriers to social inclusion for people with severe sight loss, and to develop the priorities for action to overcome these barriers.

The Royal National Institute for Deaf People<sup>[76]</sup> was awarded funding under the Communities First Support Fund to help deaf and hard of hearing people participate fully in the Communities First process. The aim of the project is to increase confidence and skills through a range of practical activities such as training, workshops and interactive events.

## Community Safety Strategies

- 6.46 We continue to contribute to the development of initiatives, projects, policy and legislation for England and Wales related to crime and disorder reduction, anti-social behaviour and fear of crime whilst, ensuring that the needs of minority groups are adequately reflected and that hate crime is highly placed on the Assembly's community safety agenda.
- 6.47 This year has seen the continued implementation of Community Safety Strategies for each of the 22 Community Safety Partnerships (CSPs) in Wales. We work closely with the CSPs in Wales to promote the particular needs of minority ethnic groups within their triennial strategies to tackle crime and disorder. The 2005-08 Community Safety Strategies have now been published by each partnership. Efforts are made to engage with local groups and communities to encourage maximum involvement with the Strategy.

## **Case Study - Substance Misuse Strategy**

The Substance Misuse Strategy is aimed at ensuring that all those who need treatment are provided with it irrespective of race, disability, age or gender. One of the projects funded by the Assembly is Turnaround. It aims to transform the lifestyle of all 14 to 19 year olds who have become engaged in significant substance misuse and as a result have become a challenge and burden to the community, as well as being a risk to themselves. Turnaround aims to transform their lifestyle and enable them to participate in mainstream education and employment.

The evaluation of the project shows that it has been extremely successful in helping young people to reduce their overall substance use, improve their behaviour by increasing their ability to control their anger, deal with disappointment and express emotion.

As at December 2005:

- 90% of clients did not offend whilst attending the project
- 80% of clients entered work, full time education, training or work experience.

Parents' feedback indicated that:

- 100% felt the project improved communication skills;
- 74% of parents considered the project had a positive impact, helped with behaviour and improved self confidence.

Work is now ongoing to improve access and availability for treatment for all individuals that need help. An audit of treatment services for all client groups is due in Summer 2006.

## Housing

6.48 Our Black and Minority Ethnic (BME) Housing Strategy<sup>[77]</sup> is designed to improve the housing outcomes for BME individuals and households in housing need. The strategy contained a range of interventions including research projects such as "The housing and socio-economic circumstances of BME people in Wales", broadening consultation to ensure BME issues were mainstreamed, for example in Supporting People guidance and the provision of training on racial harassment for social landlords.

6.49 A revised National Homelessness Strategy<sup>[78]</sup> has been developed. It is known that homelessness impacts more heavily on disadvantaged groups, and in addition to specific actions to mainstream equality and diversity issues in the strategy and services following that strategy, there is also an overall positive impact on equality of opportunity through generic action to tackle homelessness.

- 6.50 The need to ensure that homelessness services “are designed in accordance with the equality and diversity needs of the community” is identified as one of the four fundamental themes of the strategy.<sup>[78]</sup> Equality of access is one of the six sections of the strategy’s action plan defining activity to address the needs of; refugees, BME groups, lesbian, gay and bi-sexual people, people with disabilities, women, older people and gypsies and travellers. The strategy is supported by a range of actions and grant schemes to funds front line services providing advice assistance and support.
- 6.51 This year has seen a number of projects funded to address the specific needs of minority groups including:
- Funding the Welsh Refugee Council<sup>[79]</sup> to provide a Refugee Well Housing Project which provides housing advice and support to access accommodation.
  - Through Supporting People we have funded a range of supported housing services including supported housing for the particular needs of BME women fleeing domestic abuse in the form of 6 projects operated by BAWSO.<sup>[80]</sup>
  - An All-Wales housing advice service for LGB people run by Tai Trothwy.<sup>[81]</sup>
  - A specialist housing advice service for people with disabilities in South East Wales.
  - In addition we funded Tai Pawb<sup>[82]</sup> the BME housing organisation for Wales which supports housing organisations to deliver the BME housing strategies which they developed in response to an Assembly Government requirement.

## Transport

- 6.52 We know that transport can have a huge potential impact upon disadvantaged communities and can promote social inclusion. We recognise the role that affordable transport has to play in the well being of communities in Wales and the need to improve accessibility and mobility for everyone. Progress has been made on extending reduced cost and free bus travel. A scheme has been developed which is managed by the Community Transport Association<sup>[83]</sup> to demonstrate ways of providing free travel for severely disabled people on community transport. A finalised project provides half fares on buses for 16-18 year olds in Bridgend and North East Wales.
- 6.53 The Draft Wales Transport Strategy (Connecting Wales) focuses on the role transport can play in delivering wider policy objectives in areas such as spatial planning, economic development, education, health,

social services, environment and tourism. The Strategy is positioned as a framework document that will become the focus of the Regional Transport Plans and the Assembly Government's future transport programmes. In line with our move towards impact assessment, the Strategy has passed through the Gender, Disability and Race Equality Impact Assessment processes.

### Sustainable environment

- 6.54 We have undertaken work to develop our Environment Strategy<sup>[84]</sup> for Wales. The consultation document was sent to the statutory equality Commissions and groups representing minority and disadvantaged groups. The Black Environment Network<sup>[85]</sup> is represented on the Environment Strategy Reference Group, which steered the development of the Strategy and which will assess progress in implementation.
- 6.55 Organisations representing disabled people and minority ethnic communities provided written responses to the consultation or attended the consultation workshops on the Strategy, including Disability Wales<sup>[86]</sup> and the Black Environment Network.<sup>[85]</sup> Specific workshop events were held regarding health for children and young people, and the Wrexham workshop was held at St Christopher's Special School and a diverse group of children and young people participated in the event.
- 6.56 REIA screenings were undertaken as part of the development of the consultation document, the final Strategy and the Action Plan. The Strategy specifically identifies the environmental issues where there is a significant equality impact. Although it is too early to identify outcomes at this stage, the recent equality audit identified that:
- Social cohesion is demonstrated as a fundamental value on which this strategy is built.
  - Resource plans related to this strategy take due account of equality and diversity needs.
  - The strategy demonstrates how it intends to improve health/social/economic status for all groups.
  - Robust consultation and involvement processes were influential in setting policy direction.

### Culture, Welsh Language and Sport

- 6.57 In order to improve access to all forms of art across Wales, in May 2005, we published (via the Arts Council for Wales) a new 3-year Arts and Disability Strategy, "Moving Beyond",<sup>[87]</sup> which was developed in conjunction with Disability Arts Cymru<sup>[88]</sup> (formerly Arts Disability Wales). Disability Arts Cymru<sup>[88]</sup> received £78,375 in revenue support to continue to deliver the programme outlined in last year's report. There has been an increase in the number of projects run and there

have been new initiatives such as the Unusual Stage School, a residential stage school for deaf or people with disabilities over 18.

- Disability Arts Cymru<sup>[88]</sup> also began work on a review of audience development issues for people with disabilities.
- DDA Capital projects in 2005/06 included a grant of £280,000 to Swansea Little Theatre and a grant of £45,000 to Torfaen to make the Art Gallery fully accessible.

#### **Case Study - Touch Trust<sup>[89]</sup>**

Touch Trust is a resident of the Wales Millennium Centre (WMC).<sup>[90]</sup> The Welsh Assembly Government is providing £100k in 2005/06 to develop its ground breaking work with profound physical and learning difficulties. Touch Trust Therapy Programmes help young people to communicate, develop movement skills and relax. The Touch Trust programme uses art, music and movement to develop communication.

- The Trust has enabled the WMC to welcome people with profound difficulties to the centre.
- The Trust uses performers with disabilities to develop and run sessions.
- The Trust is fully equipped to cope with profound physical difficulties and engages in a broad range of groups.
- The Arts Council of Wales undertook a review of the work of Touch Trust and will be reporting this summer.

## Chapter 7.

### Next Steps

- 7.1 We have made headway in the last year as this report shows. The challenge for the future is to ensure that equality is at the heart of what we do, and transparently so. It must underpin all our policies, programmes and strategies and be linked into the way we do business. It must be integral to our thinking.
- 7.2 Key issues which will help us build on our commitment to equality will be in ensuring that all portfolio areas develop an overarching equality plan, with clear success measures built in from the outset. We are developing tools and processes to help underpin this work which will ensure that equality is central to the policy making process.
- 7.3 We have taken a significant step forward in undertaking a policy review across all portfolio areas, proving departments with a methodology to review policies to effectively “equality proof” those policies, together with a baseline which they can review to measure progress. The review has identified a series of recommendations which will provide a work programme which supports organisational development and will have the aim of “growing” understanding and expertise in equality. Examples include:
- The design and delivery of training for the Race Equality Scheme,<sup>[10]</sup> Impact Assessment and the measurement of equality outcomes.
  - The delivery of training on “cultural competence” (the integration and transformation of knowledge about individuals, groups and communities into specific standards, policies and practices) to increase the quality of service and improve outcomes.
  - To provide awareness raising sessions regarding all areas of diversity, particularly the new regulations, with updates on new legislation, as a continuous training requirement.
- 7.4 We have identified our major priorities for equality for the forthcoming year. We are committed to delivering a Disability Equality Scheme that is an exemplar in its design and development. Every Cabinet Minister will have the responsibility of ensuring that they have clear stated objectives and outcomes which will provide an exemplary service to disabled people in Wales. We will endeavour to assess every project, programme and strategy to ensure we have a clear understanding of how they impact upon the lives of disabled people.
- 7.5 We are at a slightly earlier stage in terms of the gender duty. Three successful engagement events have been held throughout Wales this year and a summary report detailing the key issues and themes from

each event is currently being drafted. This will be used to help inform the development of our Scheme.

- 7.6 Not only are research and evaluation plans in place, we have identified a project and funding to develop an information gateway for policy makers and researchers which will begin in 2006-07 and be further developed in 2007-08. It will provide a comprehensive and accessible evidence base on equalities to inform policy development and delivery by:
- Conducting a review of equalities evidence, including regular surveys and data collections.
  - Identifying evidence gaps to inform future corporate and departmental research programmes.
  - Identifying and defining potential equalities performance indicators for use at corporate and departmental level.
  - Review Departmental Research and Evaluation Plans to identify how the coverage of equalities issues can be improved via guidance and support.
- 7.7 We will be exploring the establishment of a standing independent equality advisory panel. The role of the panel will be to review and advise on the work undertaken by Welsh Assembly Government Departments to promote equality of opportunity in their policy, programmes and practices, and give recommendations for future policy development work. It will also provide advice on emerging issues.
- 7.8 Promoting the use of Accessible Venues will continue, with the launch of the Accessible Venues Guidance<sup>[91]</sup> document providing a useful tool for venue organisers and providers for assessing how best to meet the needs of disabled people. In addition to this, we have announced the timetable for taking forward secondary legislation, which will require that access statements accompany planning applications in Wales.
- 7.9 These are statements submitted by those applying for planning permission about how their proposals meet the needs of disabled people. This is a good example of how we are going the extra mile in helping improve the lives of disabled people. We will be consulting on this over the coming months.
- 7.10 The Minister for Finance, Local Government and Public Services has also announced an extra £11m of new capital funding which will be invested in delivering a modern infrastructure to strengthen our communities, to improve the health and well-being of individuals, and to promote sustainable development. These funds are being directed to key cross cutting themes, one of which is 'access for disabled people', to which £3.5m will be provided specifically to increase accessibility. The funding will focus on the post-16 education sector to address physical barriers; improving access to the countryside; and, to support

Cadw in continuing the development of improved facilities for people with sensory impairments.

- 7.11 The Department for Enterprise Innovation and Networks has investigated developing a gender budgeting research project, and it is anticipated that work will commence by the beginning of October 2006. The objectives of the project will be to:
- Undertake a comprehensive review of the gender budgeting subject, providing examples of any research undertaken to date.
  - Develop a method to inform and assess financial decisions in order to assess their impact on men and women.
  - Apply the principles of gender budgeting review to the Welsh Assembly Government economic development delivery plan for the financial planning period April 2005 – March 2006.
  - Apply the principles of gender budgeting review to the Department for Enterprise, Innovation and Networks delivery plan for the financial planning period April 2006 – March 2007.

The final report should be available by January 2007.

- 7.12 There are a number of ongoing developments taking place across Departmental portfolio areas with regard to equality and diversity. For example our Race Equality Scheme<sup>[10]</sup> contains a number of targets across Departmental portfolios which require quarterly reports. Other examples include the commissioning of research to inform the provision of inclusive health promotion services to disabled people in Wales (identifying barriers), and reviewing the take-up of early years places by Minority Ethnic group to analyse results to determine positive action, where required.
- 7.13 It is imperative that we share experiences and notable practice and we are committed to ensuring that we strengthen our networks within the Assembly and with partners outside the Assembly. We have built excellent links with many public sector and voluntary organisations to share equality experiences and this must be developed further. The Croeso Campaign<sup>[2]</sup> and our Voluntary Sector Scheme<sup>[92]</sup> evidence the real benefits that are possible through partnership working and we are fully committed to furthering this approach, with the statutory equality bodies, with public bodies, local authorities, trade unions, the voluntary sector and beyond. All of whom will have an important role to play in helping us to develop policy which has equality and diversity at its core.
- 7.14 We also need to celebrate and communicate success. We have the tools at our disposal and we need to ensure that we effectively engage with our partners. We must use our new internet site<sup>[93]</sup> as a resource for people to access information and receive updates on equality and diversity. It will provide a hub of guidance and good practice with a tool kit for policy making and implementation, to help bring equality and diversity to life.

## Bibliography

1. Section 120 Government of Wales Act  
<http://www.opsi.gov.uk/acts/acts1998/80038--m.htm#120>
2. Croeso Campaign  
[http://www.croesoproject.org/croeso/index.php?lp\\_lang\\_pref=en](http://www.croesoproject.org/croeso/index.php?lp_lang_pref=en)
3. Commission for Racial Equality  
<http://www.cre.gov.uk/>
4. Phase 3 of the Equal Pay Campaign  
<http://new.wales.gov.uk/about/cabinet/cabinetstatements/cabinetstatements2006/140306-JH-Equalpay?lang=en>
5. Equality Bill (now Act)  
<http://www.opsi.gov.uk/acts/acts2006/20060003.htm>
6. Department of Trade and Industry  
<http://www.dti.gov.uk/>
7. British Sign Language Futures  
<http://new.wales.gov.uk/topics/equality/rightsequality/disability/BSL/?lang=en>
8. European Social Fund  
[http://www.esf.gov.uk/01\\_News/00\\_Latest\\_-\\_Headlines/Review.asp](http://www.esf.gov.uk/01_News/00_Latest_-_Headlines/Review.asp)
9. Department for Communities and Local Government  
<http://www.communities.gov.uk/>
10. Race Equality Scheme  
[http://new.wales.gov.uk/topics/equality/equalitypublications/race\\_equality\\_scheme/?lang=en](http://new.wales.gov.uk/topics/equality/equalitypublications/race_equality_scheme/?lang=en)
11. Sixth Annual Report on Equality  
<http://www.wales.gov.uk/assemblydata/N00000000000000000000000000037946.pdf>
12. Census 2001  
<http://www.statistics.gov.uk/census/>
13. Report into Inactivity in Wales  
<http://new.wales.gov.uk/topics/statistics/theme/economy/people-work/econ-inactivity/?lang=en>
14. Age Related Housing Domiciliary Care and Support Requirements of Older People in Wales 2003

- [http://new.wales.gov.uk/topics/housingandcommunity/housing\\_research/hrr303;jsessionid=1188B213CDE30BFC7B274A798FFF430A?lang=en](http://new.wales.gov.uk/topics/housingandcommunity/housing_research/hrr303;jsessionid=1188B213CDE30BFC7B274A798FFF430A?lang=en)
15. Local Labour Force Survey 2005  
<http://new.wales.gov.uk/topics/statistics/theme/economy/people-work/econ-inactivity/?lang=en>
  16. A Statistical Focus in Ethnicity in Wales  
<http://new.wales.gov.uk/docrepos/40382/40382313/403824/compendia/comp-2004/sb53-2004.pdf?lang=cy>
  17. Welsh Health Survey 2004/05  
<http://new.wales.gov.uk/topics/statistics/headlines/health-2006/hdw20060808/?lang=en>
  18. Pupil Level Annual School Census (PLASC)  
<http://www.teachernet.gov.uk/management/ims/datacollections/>
  19. British Crime Survey  
<http://www.homeoffice.gov.uk/rds/bcs1.html>
  20. Mainstreaming Report  
<http://www.wales.gov.uk/documents/cms/2/EqualityOfOpportunityCommittee/37D6B01D000A0FB60000125300000000/N000000000000000000000000020599.pdf>
  21. Section 48 Government of Wales Act  
<http://www.opsi.gov.uk/acts/acts1998/80038--f.htm#48>
  22. The Equal Pay Act 1970  
[http://www.womenandequalityunit.gov.uk/legislation/equal\\_pay\\_act.htm](http://www.womenandequalityunit.gov.uk/legislation/equal_pay_act.htm)
  23. The Sex Discrimination Act 1975  
[http://www.womenandequalityunit.gov.uk/legislation/discrimination\\_act.htm](http://www.womenandequalityunit.gov.uk/legislation/discrimination_act.htm)
  24. The Race Relations Act 1976  
[http://raceandfaith.communities.gov.uk/raceandfaith/reports\\_pubs/publications/race\\_faith/355196/?view=Standard&pubID=355196](http://raceandfaith.communities.gov.uk/raceandfaith/reports_pubs/publications/race_faith/355196/?view=Standard&pubID=355196)
  25. The Disability Discrimination Act 1995  
<http://www.opsi.gov.uk/acts/acts1995/1995050.htm>
  26. The Human Rights Act 1998  
<http://www.opsi.gov.uk/ACTS/acts1998/19980042.htm>
  27. The Race Relations (Amendment) Act 2000  
<http://www.opsi.gov.uk/ACTS/acts2000/20000034.htm>

28. The Employment Equality (Sexual Orientation) Regulations 2003  
<http://www.opsi.gov.uk/si/si2003/20031661.htm>
29. The Employment Equality (Religion and Belief) Regulations 2003  
<http://www.opsi.gov.uk/si/si2003/20031660.htm>
30. The Gender Recognition Act 2004  
<http://www.opsi.gov.uk/acts/acts2004/20040007.htm>
31. The Disability Discrimination Act 2005  
<http://www.opsi.gov.uk/ACTS/acts2005/20050013.htm>
32. The Equality Act 2006  
<http://www.opsi.gov.uk/acts/acts2006/20060003.htm>
33. Equal Opportunities Commission  
<http://www.eoc.org.uk/>
34. Disability Rights Commission  
<http://www.drc-gb.org/>
35. Discrimination Law Review  
<http://www.womenandequalityunit.gov.uk/dlr/index.htm>
36. The Equalities Review  
<http://www.theequalitiesreview.org.uk/>
37. Interim Report of the Equalities Review  
[http://www.theequalitiesreview.org.uk/Sites/www.theequalitiesreview.org.uk/publications/interim\\_report.aspx](http://www.theequalitiesreview.org.uk/Sites/www.theequalitiesreview.org.uk/publications/interim_report.aspx)
38. Government of Wales Act 2006  
<http://www.opsi.gov.uk/acts/acts2006/20060032.htm>
39. Euro RSCG Riley  
<http://www.eurorscg-riley.co.uk/riley/index.html>
40. Policy Gateway Integration Tool  
[http://assembly/aegis/AssemblyStaffArea/Cabinet/Comms-policy/PolicyUnit/policy\\_gateway\\_website.htm](http://assembly/aegis/AssemblyStaffArea/Cabinet/Comms-policy/PolicyUnit/policy_gateway_website.htm)
41. Making the Connections  
<http://new.wales.gov.uk/about/strategy/makingtheconnections/?lang=en>
42. Spatial Plan  
<http://new.wales.gov.uk/about/strategy/spatial/sppublications/walesspatial?lang=en>

43. Wales: A Better Country  
<http://new.wales.gov.uk/about/strategy/strategypubs/bettercountry?lang=en>
44. The Beecham Review  
<http://new.wales.gov.uk/about/strategy/makingtheconnections/beecharreview/beecharrep?lang=en>
45. [www.buy4wales.co.uk](http://www.buy4wales.co.uk)
46. [www.sell2wales.co.uk](http://www.sell2wales.co.uk)
47. Opening Doors – The Charter for SME Friendly Procurement  
<https://www.sell2wales.co.uk/help/openingdoors.html>
48. Office of the Commissioner for Public Appointments (OCPA)  
<http://www.ocpa.gov.uk/>
49. Iaith Pawb  
[http://new.wales.gov.uk/topics/welsh\\_language/iaith\\_pawb/?lang=en](http://new.wales.gov.uk/topics/welsh_language/iaith_pawb/?lang=en)
50. Welsh Language Scheme  
<http://new.wales.gov.uk/docrepos/40382/403822/403822131/4038221335/Welsh-language-scheme-e.pdf?lang=en>
51. Welsh Language Board  
<http://www.bwrdd-yr-iaith.org.uk/>
52. Twf  
<http://www.twfcymru.com/>
53. Potentia Programme  
[http://new.wales.gov.uk/docrepos/40382/4038231141/4038211252/Final\\_Version\\_EU\\_Directory\\_1.pdf?lang=en](http://new.wales.gov.uk/docrepos/40382/4038231141/4038211252/Final_Version_EU_Directory_1.pdf?lang=en)
54. Llwybro-Routes  
[http://www.llwybro-routes.co.uk/index.cfm/llwybro\\_routes/about/en4292](http://www.llwybro-routes.co.uk/index.cfm/llwybro_routes/about/en4292)
55. European Structural Funds  
<http://www.wefo.wales.gov.uk/>
56. Welsh Assembly Government's Bilingual Skills Strategy  
[http://new.wales.gov.uk/topics/educationandskills/policy\\_strategy\\_and\\_planning/104000/?lang=en](http://new.wales.gov.uk/topics/educationandskills/policy_strategy_and_planning/104000/?lang=en)
57. Welsh Assembly Government Achievements  
<http://new.wales.gov.uk/about/strategy/achievements/?lang=en>
58. Wales European Funding Office

- <http://www.wefo.wales.gov.uk/>
59. Genesis Wales  
[http://new.wales.gov.uk/topics/educationandskills/policy\\_strategy\\_and\\_planning/104009-wag/genesiswales/?lang=en](http://new.wales.gov.uk/topics/educationandskills/policy_strategy_and_planning/104009-wag/genesiswales/?lang=en)
  60. Community Facilities and Activities Programme  
<http://new.wales.gov.uk/topics/housingandcommunity/grants/cfap/?lang=en>
  61. Pupil Level Annual School Census (PLASC)  
<http://www.teachernet.gov.uk/management/ims/datacollections/>
  62. Higher Education Statistics Agency (HESA)  
<http://www.hesa.ac.uk/>
  63. Flying Start Scheme  
[http://new.wales.gov.uk/topics/educationandskills/policy\\_strategy\\_and\\_planning/104009-wag/?lang=en](http://new.wales.gov.uk/topics/educationandskills/policy_strategy_and_planning/104009-wag/?lang=en)
  64. ELWa  
<http://www.elwa.ac.uk/ElwaWeb/portal.aspx>
  65. The Inequalities in Health Fund (IiHF)  
<http://www.cmo.wales.gov.uk/content/work/inequalities-in-health-fund/index-e.htm>
  66. Townsend Report  
<http://www.cmo.wales.gov.uk/content/work/townsend/targeting-poor-health-e.pdf>
  67. Health Challenge Wales Grant Scheme  
<http://www.cmo.wales.gov.uk/content/work/community&volsector/grant-scheme-e.htm>
  68. National Public Health Service (NPHS)  
<http://www.wales.nhs.uk/sites/home.cfm?OrgID=368>
  69. Strategy for Older People  
<http://new.wales.gov.uk/topics/olderpeople/olderstrategy/?lang=en>
  70. National Service Framework for Children, Young People, and Maternity Services  
<http://www.childrenfirst.wales.gov.uk/content/framework/index.htm>
  71. Race Equality Action Plan for Mental Health Services  
<http://www.wales.nhs.uk/documents/WebsiteWelshNSFandActionPlan.pdf#search=%22race%20equality%20action%20plan%20for%20mental%20health%20wales%22>

72. Social Justice Report 2006  
<http://new.wales.gov.uk/docrepos/40382/sjr/socialjustice/socjustreport2006?lang=en>
73. Black Ethnic Support Team (BEST)  
<http://www.best-cymru.org/>
74. Black Voluntary Sector Network (BVSN)  
<http://www.bvsnw.org.uk/>
75. Royal National Institute of the Blind  
<http://www.rnib.org.uk/xpedio/groups/public/documents/code/InternetHome.hcsp>
76. Royal National Institute for Deaf People  
<http://www.rnid.org.uk/>
77. Black and Minority Ethnic (BME) Housing Strategy  
<http://new.wales.gov.uk/docrepos/40382/sjr/housing/equality/bmegoodpracticew?lang=en>
78. National Homelessness Strategy  
<http://new.wales.gov.uk/topics/housingandcommunity/housing/publications/homelessnesstrategy?lang=en>
79. Welsh Refugee Council  
<http://www.welshrefugeecouncil.org/>
80. BAWSO  
<http://www.bawso.org.uk/>
81. Tai Trothwy  
<http://www.trothwy.com/>
82. Tai Pawb  
<http://www.taipawb.org.uk/>
83. Community Transport Association  
<http://www.communitytransport.com/>
84. Environment Strategy  
<http://new.wales.gov.uk/topics/environmentcountryside/epq/Envstratforwales/?lang=en>
85. Black Environment Network  
<http://www.ben-network.org.uk/>
86. Disability Wales  
<http://www.disabilitywales.org/index.html>

87. Moving Beyond  
<http://www.artswales.org.uk/publications/Moving%20Beyond%20English.pdf>
88. Disability Arts Cymru  
<http://www.dacymru.com/>
89. Touch Trust  
<http://www.wmc.org.uk/index.cfm?fuseAction=SM.nav&UUID=D1A7432B-65B8-F208-5A35B3FA84DDF5BB>
90. Wales Millennium Centre (WMC)  
<http://www.wmc.org.uk/>
91. Accessible Venues Guidance  
<http://new.wales.gov.uk/topics/equality/equalitypublications/acc-venue-guidance?lang=en>
92. Voluntary Sector Scheme  
<http://new.wales.gov.uk/docrepos/40382/sjr/voluntary/schemee?lang=en>
93. SEDU Website  
<http://new.wales.gov.uk/topics/equality/?lang=en>

## PERMANENT SECRETARY'S 2005-06 EQUALITY REPORT ON STAFFING ISSUES

### Background

1. 2005-2006 was dominated by the merger of 1,700 staff from the Welsh Development Agency, Wales Tourist Board, Education and Learning Wales, ACCAC, Wales Youth Agency and DYSG with the Welsh Assembly Government. A further 1,000 Assembly Government posts were also directly affected. In terms of background, experience and location the Welsh Assembly Government workforce is now significantly more diverse.
2. Work has progressed on the Location Strategy with the Merthyr Tydfil building opening this month. Planning for the regionally based offices in Aberystwyth and Llandudno Junction is well advanced. By relocating around 700 posts across Wales the strategy will promote and strengthen equality of opportunity and give staff the opportunity to develop a full career in their chosen locality.
3. The Human Resources staff database, which is vital to our success in monitoring progress on equality issues, developed considerably in 2005-06. The phased introduction of the system allowed more accurate analysis of data on the background and experience of staff. This was helped by the completion of a comprehensive diversity monitoring exercise. By the end of the year the return rate for this was 90.6 per cent of staff, which was recognised as an excellent achievement by the Civil Service Diversity Adviser. These data have now been added to our database to provide a baseline for future benchmarking and planning.

### Staff in Post 31 March 2006

Welsh Assembly Government		Per cent
<u>Total</u>	4,299	100.0
Of which:		
<u>Men</u>	1,901	44.2
Women	2,398	55.8
Minority Ethnic <sup>1</sup>	116	2.7
Disabled <sup>1</sup>	215	5.0

## Senior Staff in Post

Welsh Assembly Government – SCS				per cent
	Oct 2003	April 2005	March 2006	Target for April 2008
Proportion of women in the SCS	28	36	35	45
Proportion of women at SCS Pay Band 2 & above	30	25	19	30
Proportion of BME staff in SCS <sup>1</sup>	2.1	1.8	1.4	4
Proportion of disabled staff in SCS <sup>1</sup>	1	2.7	4.1	3.2

Welsh Assembly Government – SCS Feeder Grades				per cent
	Sept 2005	March 2006	Target for April 2008	
Proportion of women in feeder grades	44	44	50	
Proportion of BME staff in feeder grades <sup>1</sup>	1.1	2.7	3.1	
Proportion of disabled staff in feeder grades <sup>1</sup>	2.6	6.1	3.2	

1. Source: 2005 Diversity Survey – excludes APS, ESTYN, Wales Office, ASPBs and employees on Career Break, Secondments Out, Loans Out

### Equal Pay

- The Welsh Assembly Government pay system, introduced for staff below the Senior Civil Service in 2001, has been successful in reducing the 'pay gap' between male and female employees and it has contributed substantially to the organisation's success in recruiting and retaining staff. Following the ASPB mergers we now have a significant number of staff on different pay and conditions. Maintaining and improving equal pay for staff will be a key objective of the review of pay and grading, which was planned as part of the mergers programme.

### Bringing In Staff

- In the lead up to mergers in 2006, all Welsh Assembly Government vacancies were offered internally to merging staff before they were advertised externally. An external recruitment moratorium was put in place in the Cardiff region to ensure that staff displaced as a result of the mergers and in preparation for the new Merthyr office could be found posts.
- Recruitment continued for those posts scheduled for relocation, for posts outside the Cardiff area and for specialist posts. For the Merthyr

Tydfil building 26 vacancies have been filled externally with 18 filled by local recruitment from the surrounding Valleys. A number of Cardiff based staff have taken the opportunity to take posts at Merthyr Tydfil which will reduce their travel to work time, achieving a better work life balance.

7. In 2005-06, external recruitment was held for 238 posts compared to 178 in 2004-05. The posts were advertised in key newspapers chosen for their recruitment and/or Welsh language platform, together with relevant national newspapers and Trade Journals. The bilingual and professionally designed advertisements were presented in a format recommended by Disability Wales for people with visual impairment.
8. Since early 2005 we have concentrated on developing a web-based advertising capability. A comprehensive online recruitment system will be introduced by December 2006. Since July 2005 a generic press advert alerts potential candidates from under-represented groups to a web-site address, which displays all information relating to the Welsh Assembly Government's current vacancies, and offers downloadable application forms that can be returned electronically. Hard copy information packs are also available to those who email, fax or phone. The opportunity to advertise in Job Centres is also frequently used.

### Recruitment Headlines

9. An integral element of our new recruitment policy was the creation of only 3 entry points for external recruitment, at team support level, entry level junior manager and middle manager. Following the merger announcement, we implemented a recruitment moratorium in the Cardiff area which limited the opportunity for external recruitment and explains, in part, why the level of internal promotion is higher than the number of external appointments.

### Staff Recruitment 2005-06<sup>1</sup>

	Applicants	Per cent	Appointments	Per cent
<b>Total</b>	1,975	100.0	238	100.0
Of which:				
<b>Men</b>	1,127	57.1	91	38.2
Women	848	42.9	147	61.8
<b>Minority Ethnic</b>	41	2.1	4	1.7
<b>Disabled</b>	41	2.1	4	1.7

1. Information provided as part of the application process by applicants. Includes internal staff who applied in open competition, and some candidates for whom diversity data are unknown.

## Bringing Staff On

### Staff Promotion 2005-06 <sup>1</sup>

	<b>Applicants</b>	<b>Per cent</b>	<b>Promoted</b>	<b>Per cent</b>
<u>Total</u>	858	100.0	309	100.0
Of which:				
<u>Men</u>	390	45.5	128	41.4
Women	468	54.5	173	55.9
Minority Ethnic	27	3.1	10	3.2
Disabled	19	2.2	7	2.3

<sup>1</sup>Includes some candidates for whom diversity data are unknown

### Training and Development Headlines

10. Statistics for 2005-06 on the members of staff attending equality/diversity training include:
- 17 Merger Reception events were held throughout Wales, attended by 949 ASPB staff
  - 59 Developing Confident Manager courses –529 attendees.
  - Reception Stage 3 (Equality and Diversity Awareness) – 281 attendees
  - Equality Awareness has been delivered to staff as hotshot sessions. The Equality and Diversity Team have delivered 10 sessions on the new Age Legislation and Disability Duty to up to 20 staff in each session. Each session covers both areas in 2 hours.

### Benchmarking

11. The Welsh Assembly Government has participated successfully in a number of benchmarking exercises with other organisations in Wales and Whitehall Departments:
- Race for Opportunity (RfO)– The Welsh Assembly Government improved on the previous year's Bronze Award and attained a Silver Award for 2005-06. This indicates a marked improvement in our performance. We were also recognised as one of the top 10 most improved organisations. RfO is an employer led forum sharing best practice on race issues.
  - Employers Forum on Disability Standard – the Welsh Assembly Government achieved an overall score of 66 per cent putting us 9 percentage points higher than the average and 7 percentage points higher than the public sector average.

- Opportunity Now Benchmarking – The Welsh Assembly Government maintained its Gold standard, first achieved in 2004. Our overall benchmark score was 81 per cent.
- Age Champions – The Welsh Assembly Government was awarded Age Positive Employer Champion status in January 2006.

#### Assembly Government Estate

12. In managing the Welsh Assembly Government's estate our continuing aim through 2005-06 has been to provide, as far as practicable, buildings which provide equal access and functionality for all people, disabled and able-bodied. Mergers saw the number of buildings in the estate growing from 61 property holdings at 31 March 2006 to 85 from 1 April 2006. Disability access audits are regularly undertaken at all sites and a programme of improvement work was undertaken during the year. All new property acquisitions, fit-out works or alterations to existing buildings are sourced/ designed to ensure compliance with the Disability Discrimination Act regulations.

#### Positive Action/Placement Schemes

13. The Welsh Assembly Government participated in the Cabinet Office Summer Placement Scheme and the Summer Development Scheme for minority ethnic and disabled students and was the most active participant outside London with 10 students. Feedback from students and line managers was very encouraging and the scheme has been expanded for 2006-07. The Assembly Government also maintains its commitment to the Windsor Fellowship and Chevening Schemes and placed 3 Windsor Fellows and 2 Chevening Scholars during the year.

#### Perceptions of the Welsh Assembly Government as an Employer

14. Research on perceptions of minority ethnic groups, disability groups and socially excluded groups towards the Welsh Assembly Government as an employer/potential employer was commissioned and reported during the year. The report concluded that many in these groups perceived the Welsh Assembly Government as not providing career opportunities for them. Internal and external recruitment processes were seen as long and cumbersome, and a barrier to under-represented groups applying for posts. It recommended that the Welsh Assembly Government:
- Make more effective use of e-recruitment to speed up the recruitment process and reach some under represented groups
  - Develop new and more innovative approaches to promoting the diversity of the current Welsh Assembly Government workforce and the accessibility of careers to those from under-represented groups

- Develop placement schemes within the workplace to allow more people from under-represented groups to experience working within Welsh Assembly Government teams.
  - Target outreach better, towards under represented groups and improve links with key representative organisations.
  - Improve the take up of diversity training for Welsh Assembly Government staff and make more effective use of staff networks for those within under-represented groups.
15. The recommendations were used immediately to inform the development of the full online recruitment system and a diversity micro site, which will go live by the end of this year. The findings have also been used to build on existing recruitment outreach activities, and in particular to develop a programme of outreach designed to meet the needs of under-represented groups. This includes involvement in recruitment fairs in the Cardiff, Newport and Merthyr Tydfil regions and more targeted marketing campaigns. Stronger contacts with local representative organisations and Job Centres in the Cardiff region have been established to help us engage more effectively with local minority ethnic communities. An e-learning equality package which staff will be able to access from the desktop is under development to increase the number of staff who have participated in equality training.
16. Outreach teams have also been set up to support closer local engagement in the Aberystwyth and Llandudno areas. The issues of under-representation are different in these locations and action plans are being drawn up tailored to the local populations.

#### Diversity Delivery Plan

17. We have developed a Diversity Delivery Plan in response to a key Cabinet Office requirement that all Government Departments should set equality targets for senior staff for achievement by 2008. The plan was drafted in accordance with the Cabinet Office guidance for 'Delivering a Diverse Civil Service: A 10-Point Plan'. The plan has now been agreed. A detailed report on progress will be made next year.

#### Priorities for 2006-07

- Adding data from the merged organisations to the HR Information System
- Launching e-recruitment
- Launching the diversity microsite
- Refocusing our outreach strategy in relation to the effects of the Location Strategy and better targeting of minority ethnic communities in South Wales.
- Expanding use of placements
- Publishing the Diversity Delivery Plan

- Developing Modern Apprenticeships

JON SHORTRIDGE

**October 2006**

## Annex C

### Departmental Responses

Annex C contains the contributions which have been provided by each Department to demonstrate the work they have undertaken during the financial year 2005-2006 to promote equality of opportunity. Each Department has set out its top five objectives and, separately, policies and/or functions that have the specific aim of promoting equality. These are split into Part A and Part B respectively for each contribution. An opportunity to provide a case study and to identify where improvements could be made has also been provided. An index of Departmental responses is provided below:

- |    |  |                   |
|----|--|-------------------|
| 1. | Department for Enterprise Innovation and Networks      | Part A Page: 3 -  |
|    | 12   | Part B            |
|    | Page: 13 - 14  |                   |
| 2. | Strategy, Equality and Communication                   | Part A            |
|    | Page: 15 - 16  | Part B            |
|    | Page: 17 - 27  |                   |
| 3. | Office of the Chief Medical Officer                    | Part A            |
|    | Page: 28 - 33  | Part B            |
|    | Page: 34 - 46  |                   |
| 4. | Legal Service Department                               | Part A            |
|    | Page: 47 - 48  | Part B            |
|    | Page: 49 - 50  |                   |
| 5. | Culture, Welsh Language and Sport / CADW / CyMAL       | Part A            |
|    | Page: 51 - 54  | Part B            |
|    | Page: 55 - 70  |                   |
| 6. | Central Information Services                           | Part A Page: 71 - |
|    | 72   | Part B            |
|    | Page: 73 - 80  |                   |
| 7. | Environment, Planning and Countryside                  | Part A            |
|    | Page: 81 - 85  | Part B            |
|    | Page: 86 - 89  |                   |
| 8. | Department for Education, Lifelong Learning and Skills | Part A Page: 90 - |
|    | 97   | Part B            |
|    | Page: 98 - 99  |                   |

9.	Public Service Management Wales	Part A Page: 100 -
	101	Part B
	Page: 102 - 104	
10.	Social Justice and Regeneration	Part A
	Page: 105 - 111	Part B
	Page: 112 - 117	
11.	Office of the Chief Nursing Officer	Part A
	Page: 118 - 120	Part B
	Page: 121 - 121	
12.	Finance	Part A
	Page: 122 - 124	Part B
	Page: 125 - 125	
13.	Health and Social Services	Part A
	Page: 126 - 130	Part B
	Page: 131 - 154	
14.	Local Government	Part A
	Page: 155 - 156	Part B
	Page: 157 - 160	
15.	Inspectorates	Page: 161 - 162

**PART A**

**DEPARTMENT FOR ENTERPRISE, INNOVATION & NETWORKS (DEIN) (formally Economic Development & Transport (EDT))**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
<p>To increase the sustainability, productivity and competitiveness of business in Wales and its contribution to increasing environmental welfare and reducing carbon emissions by:</p> <ul style="list-style-type: none"> <li>• Increasing the innovative capacity of the wealth creating parts of the Welsh economy, particularly among high potential enterprises; and</li> <li>• Putting Wales at the forefront of resource efficiency, including energy efficiency and clean energy production; and</li> <li>• To create and safeguard jobs in the Assisted Areas.</li> </ul>	<p>A Quality Assessment Form was included in the appraisal process for Regional Selective Assistance and Assembly Investment Grants. This includes assessing companies' commitment to training and equal opportunities.</p> <p>New Deal Plus Premium introduced as an add-on to the Regional Selective Assistance scheme as an incentive to encourage applicants to take on long-term unemployed or inactive people from jobcentre plus programmes.</p>	<p>Better focus on companies who are exemplars in equal opportunities and sustainability.</p> <p>£1.59 million offered, 265 potential jobs under the initiative in 2005-06. It should be noted, however that, people must be with the company for at least 12 months before premium payments can be made.</p>	<p>EDT 1</p>
<p>Put Wales on the World map – by becoming a key player in Europe, by becoming a strong international trading nation and by raising Wales' profile on the international stage including attracting inward investment, marketing events in Wales and about Wales.</p>	<p>Wales Trade International provided appropriate international trade support to all Wales-based SME's. Partnerships were forged with a range of external organisations in order to ensure that details of services were cascaded and promoted to a wide audience. These partnerships included such organisations as</p>	<p>Organisations like EBSP were consulted in the development of the programme of activities. This included joint working on a proposed trade mission to Bangladesh. Unfortunately, due to circumstances outside Wales Trade International's</p>	<p>EDT 2</p>

	<p>the Ethnic Business Support Programme (EBSP), and Women in Business International.</p>	<p>(WTI) control, the event has yet to take place but discussions will continue. There was also engagement with the ethnic business community when hosting inward delegations from overseas markets. As part of the work of the Customer Relationship Management (CRM) merger group, WTI are looking to introduce the capture of ethnic and equality information on their CRM system so that they can better analyse performance with these groups. In addition, WTI have arranged for a post-graduate ethnic student placement to join them for two months in July/August 2006 to conduct initial research with EBSP and other relevant organisations to look at the interaction with the ethnic business community in Wales.</p>	
<p>To enhance the prosperity and spread of that prosperity in Wales by helping to create an environment within which a greater number of sustainable businesses can start up and be developed by a more diverse group of people and owners.</p>	<p>While access to business support programmes remains open to all, we have continued to provide dedicated positive action to assist under-represented groups including minority ethnic groups, women, and the disabled.</p>	<p>Business Eye is the main portal for access to all business support. During the year the percentage of users of the service from minority ethnic groups on a monthly basis averaged some 4% of all its customers. Against a base population share of just over 2%, this suggests that a higher rate of take-up than from the population as a whole.</p>	<p>EDT 3</p>

		<p>The Potentia Programme achieved the following outputs during the year:</p> <ul style="list-style-type: none"> <li>• Nearly 4,300 individuals from under represented groups were given at least one hours business advice/assistance.</li> <li>• 448 businesses started up as a result.</li> </ul>	
To ensure that Wales has affordable access to a world class communications infrastructure that allows full exploitation of ICT by businesses, public sector, voluntary organisations, individuals and communities.	The Broadband Wales Programme is focussed on delivering affordable broadband services to the people of Wales regardless of age, gender or ethnic origin.	<p>All people in Wales are now able to access and take advantage of free communications infrastructure through the Lifelong Learning Network (LLN) which connects Schools, Libraries and Learning Centres in Wales to high speed broadband services.</p> <p>The Regional Innovative Broadband Support (RIBS) Project is delivering first generation broadband infrastructure to the areas of Wales that were deemed unviable by the telecommunication industry. This is ensuring that nearly all the people in Wales have the ability to access high-speed broadband technology that was previously unavailable to them.</p>	EDT 4
<b>The Structural Fund Programmes in</b>	<b>Equal Opportunities (covering the areas of</b>	1. There continued to be significant	EDT 5

<p><b>Wales provide grant aid for projects that encourage and facilitate economic regeneration and revival in areas where the decline of traditional industries has caused serious economic and social problems.</b></p>	<p><b>disability, gender, race, Welsh language) are mainstreamed into the European Structural Fund Programmes as one of three Cross-Cutting Themes. In addition, there are certain Priorities and Measures within the Programmes which specifically focus on Equality issues; for example, Objective 1, Priority 4 Measure 5 (Improving the Participation of Women in the Labour Market).</b></p> <p>Data on activities and results is submitted by project sponsors on a quarterly basis.</p>	<p>demand for the WEFO Fact Sheet on Welsh Language to highlight projects with a strong emphasis on the Welsh language that had successfully accessed Structural Funds, as well as highlighting opportunities for projects that target Welsh speakers as their main beneficiaries. (the Fact Sheet was developed in 2004).</p> <ol style="list-style-type: none"> <li>2. In 2004, WEFO strengthened the monitoring of Equal Opportunities data by drawing up additional guidance to all project sponsors, including issue of a sample monitoring form. This work has continued with individual sponsors to support them in the monitoring process.</li> <li>3. In Autumn 2004, WEFO undertook a Childcare Mapping Exercise on childcare provision in Wales supported by Structural Funds. The findings were presented to the Childcare Working Group, who considered them when drafting a strategy for childcare delivery across Wales. The Group has now completed its</li> </ol>	
--	--	--	--

		<p>role. The Strategy was published during the year and is now being implemented.</p> <p>4. Since completion of the Mid-term Evaluations and Reviews of the Programmes in 2003, there has been a change in emphasis towards identifying gaps in provision and barriers to projects, and proactively encouraging the development of strategic projects. In November 2004, 'Genesis Wales', a strategic All Wales project, was approved. The project aims to provide a comprehensive package of advice, guidance, support and childcare for individuals, predominantly women, who wish to access work, training and / or learning opportunities. The project is making good progress. Beneficiaries have increased and targets should be met. An evaluation will be undertaken once the project has been completed (June 2008) to inform policy on overcoming barriers to women returning to employment and training.</p>	
--	--	---	--

		<p>5. During the year WEFO commissioned an independent evaluation of how well projects have integrated the Cross Cutting Themes into the Objective 1 and 3 Programmes, and the strengths and weaknesses of the model used to integrate them. The report will be used to inform the integration of the Cross Cutting Themes in the post 2006 SF programmes, and can be found at: <a href="http://www.wefo.wales.gov.uk/resource/RME-CCT-2006-e4535.pdf">http://www.wefo.wales.gov.uk/resource/RME-CCT-2006-e4535.pdf</a>.</p> <p>The study found that:</p> <ul style="list-style-type: none"> <li>• advice and guidance available to project sponsors has generally been well received, although many sponsors would have welcomed more detailed examples of how to integrate the Themes for their specific projects;</li> <li>• there are very good examples of how projects have championed at least one of the Themes;</li> <li>• there are a number of barriers to their effective implementation, including difficulties associated</li> </ul>	
--	--	--	--

		<p>with securing match funding, planning permission and State Aid issues;</p> <ul style="list-style-type: none"> <li>• the majority of targets are likely to be achieved by the end of the Programme; and</li> <li>• there is considerable value in the two pronged - vertical and horizontal - approach to integrating the Themes.</li> </ul> <p>6. January 2006 monitoring data figures show that progress continues to be made towards achieving the Equal Opportunities targets in many of the Priority and Measures, with some targets being exceeded. For example, an Objective 1 Priority 1, Measure 2 target, the number of new SMEs owned by women, disabled people, Black and Minority Ethnic groups, and Welsh speakers have been given advice / information or assistance, has been exceeded by 77%. Relevant information can be found in section 4 of the Objective 1 Programme Monitoring Committee report, as</p>	
--	--	--	--

		<p>it is an agenda item for each quarterly Objective 1 PMC. The report for March 2006 is available via the WEFO website:  <a href="http://www.wefo.wales.gov.uk/default.asp?action=page&amp;ID=1693">http://www.wefo.wales.gov.uk/default.asp?action=page&amp;ID=1693</a></p>	
<p>An excellent transport system which offers businesses and people good access to markets and jobs and practical and affordable travel solutions.</p> <p>A transport system which minimises impact on the environment and the generation of emissions.</p> <p>To manage, maintain, operate and improve the trunk road network in Wales in a sustainable manner, taking into account the social, economic and environmental needs and obligations of the nation.</p> <p>To meet the aims of the Road Safety strategy for Wales by reducing real and perceived danger for all road and footway users in Wales and meet the UK casualty</p>	<p>The Draft Wales Transport Strategy (Connecting Wales) focuses on the role transport can play in delivering wider policy objectives in areas such as spatial planning, economic development, education, health, social services, environment and tourism. The Strategy is positioned as a framework document that will become the focus of the Regional Transport Plans and the Assembly Government's future transport programmes. The Strategy has passed through the Gender Disability and Race Equality Impact Assessment processes. The Wales Transport Strategy will also undergo Strategic Environmental Assessment (SEA) – this is thought to be the first strategy by any UK government to be subject to the statutory SEA process.</p> <p>Reducing the number of accidents for all members of the community particularly those in disadvantaged areas. Funding given to local authorities with the stipulation that they concentrate in Community First areas.</p>	<p>Number of children killed or seriously injured in 2004 was 41% lower than the 1994-98 average.</p>	EDT 6

reduction targets for 2010 and to increase the numbers of people walking and cycling.			
---	--	--	--



**CASE STUDY  
(POTENTIAL/PRIME)**

Welsh Art Re-Starts Career for Retired Japanese Manager

Japanese-born Kyoko Gibson, found herself bored and lacking a challenge after taking early retirement from her job as a manufacturing manager. Kyoko, who grew up in the ruins of post-war Hiroshima, settled in Wales after marrying an Englishman and lives in the small community of Upper Cwmtwrch in the Swansea Valley. She hit upon the idea of starting a business from home selling Welsh arts and crafts over the Internet to people back in Japan.

Kyoko, 57, turned to PRIME-Cymru, an organisation which specialises in helping people aged over 50 to establish their own businesses. With their help she set up a new venture, UK Trade Chic, which is now building up its client base on the far side of the world where she is confident there will be growing interest in Welsh goods.

What she loves most about running her own business is the flexibility it allows her. She explained: “Japan is eight hours ahead of us, so I might work from midnight to 5am to coincide with their working hours – but then I’ll have the afternoon to myself.”

And she has no hesitation in recommending that others aged over 50 take the same enterprise path as herself. “People like me usually have experience and confidence,” she said. “I would say to them: ‘Don’t limit yourself – 50 is young nowadays. If you have a dream, pursue it – the support, especially in Wales, is wonderful’.”

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>

**PART A**

**STRATEGY, EQUALITY AND COMMUNICATIONS DEPARTMENT (SECD) (formally Strategy & Communications Directorate (SCD))**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
Strengthen communications with BME groups.	Research has been undertaken which has led to the development of a draft Consultation and Communication Toolkit.	<p>This toolkit will facilitate the most effective means of actively communicating with identified (established and emerging) ethnic minority groups. It is intended to be shared widely and will promote real engagement.</p> <p>The toolkit will be regularly updated and monitored to ensure it will be a live and effective communication tool.</p>	SECD 1
Put in place a policy gateway regime and support mechanisms for all strategic policies.	<p>Used the `policy gateway` process to identify major strategic consultations that need to undergo a Race Equality Impact assessment; (RES commitment).</p> <p>Introduced policy compliance paragraph to Ministerial decision submissions to ensure Assembly's duties have been reflected in providing advice and that appropriate assessments have taken place; (RES commitment).</p>	<p>Policy Gateway is mandatory for all high-level strategic policies going out to public consultation. Guidance has been incorporated into the Policy Gateway website.</p> <p>Policy compliance paragraph is mandatory for all policy submissions. A policy compliance checklist has been introduced to enable officials to identify the need to complete a RES Impact Assessment.</p>	SECD 2
Implement effective policy training programme.	The need to consider the impact of policies on Equality as a part of the course.	126 people have been on the policy training course. The course content covers cross cutting themes such as Equality, Sustainable Development and the Welsh language. Participants	SECD 3

		are also instructed in the use of the policy integration tool which takes into account equality issues.	
The objective to develop effective WAG competence in commissioning and using research and evaluation.	Office of the Chief Social Research Officer incorporated equality issues in all aspects of the commissioning and deployment of research projects. This included offering 'Best Practice' advice to other departments who are undertaking social research.  OCSRO ensure that group Research and Evaluation Plans are focused on equality issues. There is a specific commitment in the Race Equality Scheme to reviewing Research & Evaluation Plans in relation to this.	Review of 2005/2006 Research and Evaluation plans has been completed, and findings have informed the further development of guidance and support to departments to improve their coverage of equality and diversity issues.	SECD 4

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
Strengthen communications with BME groups.	To develop a Translation Standard and Consultation and Communication Toolkit for Welsh Assembly Government staff.  This will lead to a better understanding of the diverse needs of the different ethnic and minority groups in Wales, and to the	The project was split into five stages. It is now at stage 5 where the first draft of the toolkit will be posted to the SEDU intranet site at the end of August 06. The website will be continually updated with case studies, statistics and contacts.  Following on from this, there will be	Race	SECD 5

	development and delivery of policies and services that are responsive to those needs.	a meeting of the working group to approve a draft for the internet and to discuss external use. The workgroup includes minority ethnic representative groups e.g. All Wales Ethnic Minority Association; Welsh Refugee Council; 5 regional race equality councils and the NHS Centre for Equality.		
The EcAD economic seminar on social mobility (14 March 2006) included a specific item on mobility for ethnic minorities.	<b>Economic seminars aim to provide WAG officials (in particular policy officials) with the latest findings from economic research in order to help support the development of evidence-based policy.</b>	Too early, however initial feedback from attendees confirmed that the seminar had raised important issues that they had not previously been aware of / considered.	Race	SECD 6
Push for the adoption of the Minority Language paper at the Network of Regional Governments for Sustainable Development (nrg4SD).	<b>Promote the sustainability of minority languages at the international level by establishing minority languages as a policy area for nrg4SD.</b>	The paper was formally adopted by nrg4SD in April 2006.	Race	SECD 7
Civil Partnerships.	<b>The provision of a new legal framework enabling recognition of same-sex relationships through the new status of civil partnership via the Civil Partnership Act.</b>	The Civil Partnership Act came into force on the 5 December 2005.  The Act enables civil partners to have legally binding rights and responsibilities in relation to each other in the eyes of third parties, including the State.	Sexual Orientation	SECD 8

		<p>The provision of three year core funding to Stonewall Cymru has been used, in part, towards a new website. This site provides a useful source of information and advice on civil partnerships in Wales and can be accessed via <a href="http://www.stonewallcymru.org.uk/cymru/english/default.asp">http://www.stonewallcymru.org.uk/cymru/english/default.asp</a></p>		
<p>Launch Phase 3 of the Close the Pay Gap Campaign.</p>	<p><b>The Assembly will work in partnership with the EOC and the Wales TUC to promote equal pay and address the continuing imbalance in pay levels between men and women.</b></p>	<p>Phase 3 of the Campaign commenced in April 2005 and focuses primarily on the public sector.</p> <p>An Equal Pay Summit was held in October 2005 with key decision makers from the public sector reporting 4 common issues: risk, priority, capacity and funding.</p> <p>All public sector organisations have since been requested to sign up to equal pay commitments and to identify milestones to move the agenda forwards. Progress will be reviewed at the follow-up Summit in the Autumn 2006. A Close the Pay Gap Project Manager and a WTUC Equal Pay Champion have been seconded by the WAG to take this</p>	<p>Gender</p>	<p>SECD 9</p>

		<p>work forward.</p> <p>The Cross Party Working Group was re-established to support and provide a steer for the work of the Campaign. All Ministers were contacted to help reinforce the message of the Campaign at any appropriate meetings they attend with public sector leaders.</p>		
Disability and Gender Duty.	<p><b>A project initiation document for the Welsh Assembly Governments Disability Equality Scheme and Gender Equality Scheme was developed and agreed. A dedicated team was established to take forward this project and preparation for WAGs disability and gender engagement events took place.</b></p>	<p>These two projects are ongoing. The Disability Equality Scheme will be in place for December 2006 and Gender Equality Scheme in April 2007.</p>	Disability Gender	SECD 10
Implement and monitor the race equality scheme.	<p><b>Our compliant Race Equality Scheme is aimed at promoting race equality in all aspect of the Assembly Governments work.</b></p>	<p>This is cross cutting as the race equality outcomes lie with individual Departments. SEDU is responsible to providing support and assisting Departments to deliver their commitments.</p>	Race	SECD 11
Launch of Minority Ethnic Youth Forum.	<p><b>The activity sought to engage with young people from minority ethnic communities in Wales and</b></p>	<p>The Forum was successfully launched in Cardiff during December 2005 and Wrexham in March 2006.</p>	Race	SECD 12

	<p><b>to provide a vehicle for engagement with the Welsh Assembly Government.</b></p>	<p>It gave young people from minority ethnic communities a chance to engage with WAG and to highlight what they feel are the real issues for them.</p> <p>SEDU is now working with relevant Departments to take forward regional events.</p> <p>An initial mapping exercise has been undertaken by SEDU identifying existing minority ethnic youth groups and networks in Wales. The purpose of the exercise is to enable us to identify key groups which it needs to engage with to take forward the youth forums at a local level.</p>		
<p>Accessible Venues.</p>	<p><b>The Accessible Venues Working Group focussed on developing good practice amongst venue providers and event organisers that arrange public meetings and large scale events. The guidance can be used as a tool for these organisations to ‘self-assess’ how best they are meeting the needs of disabled people and providing a service that goes beyond the minimum requirements set out in Part M of the building regulations.</b></p>	<p>Consultation on draft guidance undertaken for the period 4 April to 13 June.</p> <p>Following the consultation period the Accessible Venues Guidance was successfully launched on the 19 July by the Minister for Assembly Business, Equalities and Children.</p> <p>Further work to encourage increased accessibility for disabled people will be explored by the Working Group in</p>	<p>Disability</p>	<p>SECD 13</p>

		2006/2007.		
Gender Budgeting.	<p><b>The Equality of Opportunity Committee report recommended the Assembly Government develop gender budgeting.</b></p> <p><b>Gender Budgeting ensures accountability and transparency requiring policies to spell out how the gendered needs of the population are being met. It also assists in deciding how policies need to be adjusted to achieve their maximum impact.</b></p> <p><b>MEWN Cymru were commissioned to take forward a series of events to raise awareness of gender budgeting in the Assembly Government.</b></p>	<p>During 2005/06, MEWN Cymru delivered a series of nine training workshops. They were delivered to senior civil servants across policy departments.</p> <p>Feedback to the sessions has been positive and awareness of gender budgeting has been raised.</p>	Gender	SECD 14
Social Model of Disability	<p><b>The Disability Wales three year project on the implementation of the Social Model entitled 'Disability Equality in Action' commenced. The project will provide information, briefings and guidance on specific areas of Welsh Assembly Government (and the wider public sector) policy and practice which will</b></p>	<p>Successfully appointed the project officer to take forward the work of the project.</p> <p>Best practice research leading to the development of a website giving details of public sector organisations best practice examples.</p> <p>Drafting of information leaflet on</p>	Disability	SECD 15

	<p><b>demonstrate application of the Social Model of Disability to grant making criteria and effective consultation with disabled people and their organisations. The project is also designed to assist the Welsh Assembly Government in producing its Disability Equality Scheme and with the development of the equality impact assessment tool.</b></p>	<p>SMD, raising awareness of the Project within WAG and Local Authorities.</p>		
BSL Futures.	<p><b>The Welsh Assembly Government has taken positive action toward ensuring public services will have both the resource and knowledge to deliver their services in British Sign Language.</b></p>	<p>There has been £1.6 million Assembly Government commitment for the BSL Futures Scheme. It is the first of its size in the UK. A 3 year Scheme to quadruple the number of BSL Interpreters in Wales (from 15 – 60).</p> <p>It is funded by both European and WAG monies and run by a partnership of organisations from the public and voluntary sector.</p> <p>It will create a long lasting legacy by investing in Wales' capacity to teach BSL. The first 10 apprentice interpreters start their apprenticeships 2nd May – with a further 10 will start 2nd October.</p>	Disability	SECD 16

<p>Launch of the Croeso Campaign.</p>	<p>The Croeso Campaign was launched in November 2005 is an important vehicle for promoting good relations in Wales. The Welsh Assembly Government are providing funding of £100,000 per year to the CRE to help develop the initiative.</p>	<p>Through the campaign, the CRE is working with partners to support improvements in the race equality performance of the public sector and other organisations.</p> <p>It seeks to develop activities across Wales which will involve the widest possible range of organisations and individuals in practical activities, discussions or public expressions of support with regard to race equality.</p> <p>It will provide a basis for effective management discussions in a range of public bodies to work together towards race equality in Wales.</p>	<p>Race</p>	<p>SECD 17</p>
<p>Provision of secretariat to the Faith Communities Forum.</p>	<p>Membership of the Faith Communities Forum is comprised of two representatives from each of the of the Baha'i, Buddhist, Hindu, Jewish, Muslim and Sikh faith communities and a representative of the Church in Wales, the Roman Catholic Church in Wales, The Free Church Council, Churches Together in Wales (CYTUN) and the Evangelical Alliance Wales.</p> <p>The National Assembly is represented by the First Minister and</p>	<p>It aims to facilitate dialogue between the National Assembly and Welsh Assembly Government and the major faith communities on any matters affecting the economic, social and cultural life in Wales.</p> <p>Any matters of concern to faith communities in Wales can be raised and similarly, any matters on which politicians might wish to consult faith communities can also be raised.</p> <p>It meets twice yearly, and aims to</p>	<p>Faith and Belief</p>	<p>SECD 18</p>

	leaders of the political parties in the Assembly. The Secretary of State for Wales is a member of the Forum. Meetings of the Forum are chaired by the First Minister.	create opportunities for faith communities to speak for themselves in this dialogue.		
--	---	--	--	--

## **CASE STUDY**

### **Minority Ethnic Youth Forum**

**The Minority Ethnic Youth Forum was set up the Welsh Assembly Government following a recommendation by the Wales Resilience Forum which met shortly after the London bombings. Concerns were raised at the Wales Resilience Forum meeting that some young people from Minority Ethnic Communities felt isolated and alienated, with no means of engagement available to order for them to voice their views. Furthermore, it was identified that the Minority Ethnic Youth felt that the Assembly itself had not been successful in engaging with them.**

**The Welsh Assembly Government launched the Minority Ethnic Youth Forum in Cardiff during December 2005 and Wrexham in March 2006. The Forum is intended to address the concerns of the Minority Ethnic Youth regarding engagement, by serving as a channel for the Welsh Assembly Government to engage with young people from minority ethnic communities and to identify the key issues that are of particular interest to them. It is a mechanism to engage with young people at their level on policy development. Turn out at the events has been extremely high, with attendance levels as high as 200.**

In order to take this forward, SEDU is now working with relevant Departments to take forward regional events, however, key recurring issues raised by young people at events include:

- Education (bullying, the need for more Halal food and the need to teach more about other religions in school so pupils can appreciate them more);
- Health (access to services and being more informed about having health checks etc)
- Community safety and regeneration (more security cameras, gang culture, drugs, crime, stop and search policy, 24 hour drinking etc)
- More leisure facilities for young ethnic minority people
- House prices
- Asylum seekers
- The media and how it portrays Muslims
- Prejudice and segregation
- Lack of support when reporting racial abuse.

An initial mapping exercise has been undertaken by SEDU identifying existing minority ethnic youth groups and networks in Wales. This exercise will enable us to identify key groups which it needs to engage with to take forward the youth forums at a more local level.

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>
<p>The Race Equality Scheme initially had too many small objectives which were difficult to measure and ascertain real outcomes.</p> <p>Although we are now working on Phase 3 of the Equal Pay Campaign, it is acknowledged that to achieve real results this is a long term process. Within the short term only small inroads have been made to gender pay disparity.</p>	<p>We are in the process of ensuring that the actions contained in our Race Equality Scheme are linked to strategic policies to ensure clear and measurable outcomes.</p> <p>Phase 3 concentrates on the public sector, however gender pay disparity remains a generic problem across the employment field. A joined up approach across both the private and public sector will ultimately be needed to solve the wider problem of equal pay.</p>

**PART A**

**DEPARTMENT: OFFICE OF THE CHIEF MEDICAL OFFICER (OCMO)**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
Development of food and fitness implementation plan for children and young people.	<p>Representatives from a wide range of organisations in Wales were represented on the Task Group. This included the voluntary organisation MEWN (Minority Ethnic Women's Network).</p> <p>Young people's views were obtained from focus groups run around Wales. The consultation included a wide range of organisations and a special children's version was produced to encourage young people to respond.</p> <p>The majority of the actions in the action plan are inclusive because recommendations for physical activity and healthy eating are the same regardless of equality issues.</p>	<p>A specific action included is to modify a physical activity resource for use in special schools, and another is to make resources for parents available in minority languages. Disabled access has been incorporated into the mobile cookery classroom which has been commissioned for Wales. The venue for the launch conference to be held in June 2006 was selected to provide all facilities for disabled people.</p>	OCMO 1
Reducing smoking-related harm.	<p>The SLA with the National Public Health Service for smoking cessation services in Wales highlights the need to target clients from socially disadvantaged groups.</p> <p>The NPHS has been requested to pay particular attention to pregnant smokers and smokers from manual socio-economic groups to tackle inequalities in health and reduce</p>	<p>To raise awareness of smoking cessation services, TV advertising was introduced to broaden knowledge about the service to all social groups.</p> <p>The specification for the media/PR contract for public awareness</p>	OCMO 2

	<p>social exclusion.</p> <p>The commitment to a comprehensive ban on smoking in enclosed public places and workplaces, including all pubs and clubs, was announced in July 2005. This will ensure that the health benefits of the ban reach areas of social deprivation.</p>	<p>campaign emphasised WAG Welsh language guidelines and the use of a wide range of media to ensure that information reaches all social groups.</p>	
Inequalities in Health Fund. (liHF)	<p>Established in 2001, there are 62 live projects across Wales's most disadvantaged communities. Projects cover most communities first areas. The liHF was recommended by the Townsend report 'Targeting Poor Health' in order to improve access to services and reduce inequalities. Projects are focusing on coronary heart disease (CHD) and are providing access to a range of services and activities for people with heart disease or considered to be at risk from it.</p> <p>The core principle of the Fund / projects is that they are helping to tackle inequalities in services and access to advice on healthy lifestyles. Some projects are delivering improvements by health screening delivered in primary care or community settings for hard to reach groups. Others are engaging in setting up disease registers and others in referrals for lifestyle advice.</p>	<p>All projects are providing evidence that they are making a positive difference to individuals and helping to tackle inequalities e.g. access to services or advice previously not available. Examples include providing screening and assessment services in areas where they did not exist before; helping people to lose weight through advice on diet and exercise and improving people's health and well being. The BEM projects have succeeded in developing gender specific exercise classes and in tailoring advice about health and well-being in a culturally sensitive way.</p> <p>Individual projects collect data on outcomes and independent evaluation is on-going. A position report 'Inequalities in Health Fund – Making a Difference' published February 06 provides examples of some outcomes</p>	OCMO 3

	There are four BEM projects, one project which focuses on gypsy travellers; the other projects include activities geared towards children and/or adults considered at risk of CHD.	to date. We have added a question to our quarterly monitoring returns to find out if any uptake by people with a disability.	
Health Challenge Wales.	Health Challenge Wales (HCW) was announced by the First Minister in February 2004 as a focus for action to improve health and well-being across the board. No specific equality considerations built into HCW, but it is intended as a banner under which action that addresses the social, economic and environmental determinants of health can go forward.	<p>Numerous organisations have responded positively to Health Challenge Wales, and interest from individuals has been encouraging. There is considerable scope for targeting Health Challenge Wales messages at specific sectors of the population, perhaps to address inequalities in health status. Health Challenge Wales public information materials are available in a variety of formats, including Braille and the spoken word for those people with visual impairment.</p> <p>An information booklet has been produced in association with Bro Morgannwg Trust for those with learning difficulties. Information leaflets are to be translated into BEM languages – although the equality toolkit indicates that this is not necessarily the best course of action. PHSD is working with SEDU and will attend BEM events in Swansea, Cardiff and Newport over the summer</p>	OCMO 4

		<p>months to engage local communities with HCW messages.</p> <p>A photo competition is being developed with ffotogallery. It is aimed at people with mental health issues (planned for completion Spring 2007).</p>	
<p>Sponsorship of the Wales Centre for Health - a new ASPB established on 1<sup>st</sup> April 2005.</p>	<p>The Wales Centre for Health (WCfH) was established on 1 April 2005 under the Health (Wales) Act 2003. It is an independent body but is sponsored by the National Assembly for Wales. It has responsibility for providing and disseminating information on the protection and improvement of public health in Wales via the following functions conferred upon it by the Health (Wales) Act:</p> <ul style="list-style-type: none"> <li>• to develop and maintain arrangements for making information about matters related to the protection and improvement of health in Wales available to the public in Wales;</li> <li>• to undertake and commission research into such matters;</li> <li>• to contribute to the provision and development of training in such matters.</li> </ul> <p>The WCfH aims to fulfil its functions by:</p>	<p>The core function of the Wales Centre for Health is to communicate with the public, and thus equality issues feature very high on the agenda.</p> <p>As a new ASPB from April 2005, the Wales Centre for Health needs to satisfy the Assembly Government that it will continually take full account of all equality matters. During the first year of its establishment the ASPB has produced and implemented an Equality Policy/Race Equality Scheme, along with a supporting Race Equality Action Plan. In the process of producing these documents, the WCfH liaised closely with the Commission for Racial Equality and also (via its sponsor division) the Assembly Government's Strategic Equality and Diversity Unit. Representatives from the ASPB also attended (February 2006) an</p>	<p>OCMO 5</p>

	<ul style="list-style-type: none"> <li>• acting as an advocate on public health issues;</li> <li>• engaging with the public and their communities and advising on public health concerns;</li> <li>• speaking independently on health, free from corporate or economic interest;</li> <li>• operating in an open and transparent manner.</li> </ul>	<p>Assembly Government organised seminar on “Mainstreaming Equality”, with further follow-on events to take place in the next financial year.</p>	
<p>To ensure that childhood and adult vaccination programmes are delivered and that take-up rates remain high.</p>	<p>PHPD provides the policy lead on matters relating to immunisation and vaccination in Wales. This includes regular programmes, new and revised programmes and responses to disease outbreaks.</p> <p>Equality issues are always considered in relation to immunisation programmes, particularly when the programme relates specifically to a particular group e.g. Hajj pilgrims.</p>	<p>During 2005/06 immunisation information materials were prepared in Braille as well as 21 minority languages. All hard copy materials include Welsh translated text. For 06/07 audio tapes will also be made available.</p>	<p>OCMO 6</p>

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
Manage the Health Challenge Wales Voluntary Sector Grant Scheme.	<p><b>The aim of the scheme is to develop the capacity and capability of national voluntary organisations in Wales by working in partnership with the Welsh Assembly Government (in promoting health and well-being) who provide support for core and project activities. Due to the nature of the grant scheme most recipients work with disadvantaged groups thus addressing inequalities.</b></p>	<p>The grant scheme is still running and each initiative has put evaluation plans in place. Progress reports received so far, indicate that in the main, the projects are producing successful outcomes. 19 organisations are receiving funding and below are some examples.</p> <p>MEWN Cymru is using the grant to fund an Ethnic Minority women's health project. They are delivering training to health professionals about the issues faced by EM groups. They are also delivering health information sessions directly to the women. The project has established credibility in the field and health organisations are requesting the training. Trust has also been built up with the EM women and MEWN Cymru has been able to get across important health messages.</p> <p>Other examples include, Innovate Trust who have a project for people</p>	Disability Gender Faith/Belief Language Race Sexual Orientation	OCMO 7

		with learning disabilities informing them of the importance of keeping active and looking after their health and well-being; and the National Federation of Women's Institute is working with disadvantaged young people teaching them how to cook inexpensive healthy meals. This course has proved successful and requests are being received to extend the course to older clients. The Terrence Higgins Trust receive support for the Wales HIV Network project.		
Producing a paper on Men's Health & Gender Health Inequality for discussion by the Health & Social Services Committee.	<p><b>The paper highlighted the specific health issues faced by men and explored some of the reasons why they are less likely to do anything about them.</b></p> <p><b>The paper also identified the forthcoming Gender Duty that will place a duty on all public sector bodies to deliver services in such a way to promote equality between men and women.</b></p>	The paper was discussed on March 8 <sup>th</sup> .	Gender	OCMO 8
Health ASERT Wales research programme.	<b>This is a research programme investigating public health improvement issues among Minority Ethnic Groups,</b>	To date a summary of findings and recommendations has been published, alongside two literature reviews (Gypsy travellers and	Race Faith / Belief	OCMO 9

	<b>Refugees/Asylum seekers and Gypsy travellers. The objective is to use the evidence gathered in developing policies and programmes.</b>	Minority Ethnic Groups). The reports will be used to inform public health improvement policy on an ongoing basis.		
Disability research programme.	The initial work has focused on a literature review of public health improvement and disability issues in Wales, the UK and beyond, and a scoping exercise to identify current or planned practice in Wales. Further primary research will follow involving members of the community.	The review and scoping exercise will be used in developing future policies and programmes.	Disability	OCMO 10
Healthy Ageing Action Plan.	The Healthy Ageing Action Plan is one of the programmes developed from the Assembly Government's overarching Strategy for Older People in Wales. One of the 5 main aims of the Strategy is 'Reflecting the United Nations principles for older people, to tackle discrimination against older people wherever it occurs, promote positive images of ageing and give older people a stronger voice in society'.  <b>This aim is reflected in the ethos of the Healthy Ageing Action Plan, which is aimed at people aged 50 and over, and includes plans for</b>	Moving More Often, a physical activity programme for frail older people in care settings has been rolled out to 14 counties, and the remaining 8 invited to apply for the scheme this year.  Age Concern Cymru has been supported to further develop the Ageing Well scheme across Wales. At the core of this scheme is the involvement and empowerment of older people through training to become senior health mentors to their peers. The number of schemes has increased from the original 6 to 13, with an increased geographical	Age	OCMO 11

	<b>action aimed both at those at the younger end of the spectrum (e.g. action on pre-retirement planning) and those who are frail and living in care settings.</b>	<p>spread. Another 8 schemes are in development.</p> <p>Literature reviews on older people and sexual health, and older people and alcohol have been completed and will be published following peer review. Both literature reviews highlight existing age discrimination in respect of services available to older people. The sexual health review also draws attention to the inadequacy of provision for older gay, lesbian, bisexual and transgender people. Following the peer review, these issues will be discussed with relevant internal and external partners.</p>	Sexual orientation	
Keep Well This Winter.	The 2005-06 Campaign ran a number of events, initiatives and measures to target the most vulnerable older people.	The Campaign evaluation showed increased awareness among the target audience of the key messages to keep warm, keep well and keep safe during the winter months.	Age	OCMO 12
Equity Training and Advocacy Grants.	A total of 25 projects were funded to address inequalities in access to health care and to develop advocacy for better health within different organisations. There are a number of actions specific to the target group, examples include: multi-	Training and practical input has promoted cultural competence by increasing awareness regarding the needs of minority ethnic groups and has provided means to identify ways to overcome cultural and linguistic barriers.	Race	OCMO 13

	<p>professional cultural diversity training; training addressing health needs of asylum seekers and the gypsy &amp; traveller population; provision of Somali interpreters for antenatal drop-in clinics and Maternity Arabic Advocacy Service.</p>			
<p>Supporting equity of access to Health Promotion Library and Information Services.</p>	<p>All library customers have equitable access to services wherever they are located in Wales. To achieve this we promote remote access via the web, email, fax, minicom, telephone and post as well as visiting us in person.</p> <p>All information provided in print is also available for downloading on the library pages of the OCMO web site.</p> <p>The availability of the FREEPOST address ensures that customers who cannot visit us to return resources do not suffer financially over those who live more locally. A free postal loans service is also provided to encourage equitable access for remote customers.</p> <p>Library publications conform to the requirements of the Disability Act,</p>	<p>The annual customer satisfaction survey demonstrates that the service is making a difference, and that remote access is particularly useful to those who cannot visit. Research bulletins are beginning to show that evidence is used in health promotion practice.</p> <p>Positive response was received from BME organisations about the availability of services following the marketing of the library flier in ethnic languages.</p> <p>Deaf awareness training contributed to the participants overall understanding of deaf awareness issues.</p>	<p>Library customers are anyone working or living in Wales so would potentially cover all equality strands. Specific measures noted target customers with disabilities, and people from minority ethnic communities.</p>	<p>OCMO 14</p>

	<p>and customers can also notify us if they have additional requirements. Library News is published in English, Welsh, electronically, and in Braille.</p> <p>The library flier has been published to make information easily available, and is published in English, Welsh, Arabic, Bengali, Chinese, Gujarati, Hindi, Punjabi, Somali and Urdu.</p> <p>The library organised a Deaf Awareness Training session in January 2006 – it was attended by colleagues from the Group.</p>			
To support the statutory professional advisory committees.	Part of this function is to provide two conferences each year on specific health topics. Equality issues are a key feature in choosing the location and topic of the event (e.g. the venue must cater for disabled access and have facilities for the hard of hearing etc).	A large-scale conference was held in June 2005 which catered for disabled access and had facilities for hard of hearing.	Disability	OCMO 15
Heatwave policy/Heat-Health Watch.	<b>Signing up to the Met Office's heat-health watch provides an alert system to selected organisations about the potential for extreme hot weather and is targeted particularly at bodies/organisations caring for</b>	The System was not tested during 2005-6 as there was no heat period.	Age (Older people. Children under 4)	OCMO 16

	<b>at-risk groups such as older people and children.</b>			
Welsh Committee for the Professional Development of Pharmacy.	Implementation of the policy review of the Welsh Committee for the Professional Development of Pharmacy.	Membership of the Committee has been adjusted to reflect the diverse nature of the profession. There has been an increase in the number of female members as a consequence and also a member from ethnic minorities has been recruited.	Gender Race	OCMO 17
Recruitment of dentists and doctors.	<p>The Chief Dental Officer through membership of the GDC/BDA Refugee Dentists Liaison Group and various working groups has worked to clarify and develop information and procedures for Registration of non UK qualified dentists</p> <p>Work, in association with NHS Human Resource Division, to ensure that overseas doctors had access to posts in Wales to improve supply to the NHS.</p> <p>Funding provided (via HRD) for an overseas doctor Associate Dean to support overseas doctors in the NHS in Wales, with the aim of improving the experience of overseas doctors.</p>	<p>Access to information for refugee dentists have improved greatly.</p> <p>The General Dental Council has agreed to lower the required International English Language Testing System (IETLS) score needed by dentists.</p> <p>The waiting list between sittings of the International Qualifying Examination (IQE) has been reduced, enabling dentists to pass quickly through all parts.</p> <p>Improved number of consultants recruited in year.</p>	Gender Race	OCMO 18

	Policy development to improve career prospects of non consultant career grade [nccg] doctors, most of whom are overseas doctors, as part of Implementing Modernising Medical Careers and the Postgraduate Medical Education and Training Board.	Production of useful guidance through the Deanery, which has been valued locally and elsewhere in the UK.  UK policy agreed and in legislation – non consultant career grades can apply from September for assessment to go on the specialist register.		
Work with Disability Rights Committee inquiry to contribute to physical health needs of those with mental health and learning disabilities.	Promoting equal rights to physical health for people with learning disabilities or mental health problems.	Input into Welsh consultation ongoing	Disability	OCMO 19
Work with Mental Health Act Commission to look at language issue in mental health units across Wales on it's next national visit.	Planning for the Mental Health Act Commission to visit all Welsh units to asses, language policy and implementation.	Report completed 2005/6	Language	OCMO 20
Assisting supporting the development of a Wales Equality and Diversity Health and Social Care Network.	Direct relation to research in the field	Network established in spring 2006.	Disability Race	OCMO 21

## **CASE STUDY**

### **Health Challenge Wales Voluntary Sector Grant Scheme**

This scheme provides funding for 19 organisations with the aim to improving the health and well-being of their client groups through various initiatives. Organisations have been encouraged to work in partnership across sectors. For example:

MEWN Cymru is using the grant to fund an Ethnic Minority women's health project. They are delivering training to health professionals about the issues faced by EM groups as well as delivering health information sessions directly to the women. Training sessions have been held in Cardiff and Newport for EM women from different ethnic background e.g. Chinese, Somali, Sudanese, Central African, Bangladeshi and Pakistani. These sessions inform the women of the health care services available for them to access and provides a safe forum to discuss the challenges faced by different EM groups regarding their health and well-being. They have also held health information days in partnership with other organisations where women were able to drop in and collect literature in their preferred language and speak to health professionals. MEWN Cymru works with other organisations funded by the scheme e.g. Terrence Higgins Trust, Breast Cancer Care.

The training provided for health care professionals on the issues, challenges and barriers to health care faced by EM women has proved valuable and requests for such training are increasing. Sessions are held with staff from LHBs, hospitals and other health and/or organisations involved in providing support to EM groups such as BAWSO, Welsh Refugee Council and Asylum Seekers.

The project has established credibility in the field and health organisations are requesting the training. Trust has also been built up with the EM women and MEWN Cymru has been able to get across important health messages.

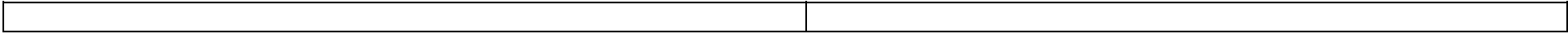
### **Science and Innovation Symposium**

Under the auspices of the Joint Professional Forum for Health and Well Being and in collaboration with MediWales, PHPD3 organised a major symposium in June 2005 focussing on the theme of Science and Innovation. The symposium included a number of speakers, over 200 delegates and a variety of exhibitions and stands. The venue at Sophia Gardens, Cardiff was chosen largely because of its excellent disabled access and parking. Facilities for the hearing impaired were also available on request. The conference was fully bilingual with simultaneous translation facilities available to all delegates and aspects of the sometimes technical presentations provided in both languages.

**What are the areas for improvement in relation to equality**

**What action will be taken to strengthen your policy or activity?**

<b>outcomes in your policy or activity?</b>	
Keep Well This Winter – vulnerable and hard to reach older people and those in BME groups do not always receive the same degree of information as other groups.	Vulnerable, hard to reach older people and those in BME groups have been identified as the prime targets for the 2006-2007 campaign by the Steering Group.
Equity Training and Advocacy Grants – Equality Impact Assessment is not routinely carried out by projects bidding for funds under this scheme.	Improved guidance will be sent out with the call for applications for the 2007-2008 funding round.
Health Challenge Wales in itself will not result in outcomes in equality activity as it is essentially branding of better health activities that contribute the Assembly Government response to better health and well-being as set out in Wales: A Better Country. However, Public Health Strategy Division will be working with BME communities to establish how best information about health improvement can be disseminated.	Public Health Strategy Division will be taking part in three outreach sessions - planned for Swansea, Cardiff and Newport by SEDU to inform future marketing activity designed to overcome cultural barriers to better health messages.
Library - Increased take up of membership.	Marketing.
The Inequalities in Health Fund targets any and all people at risk of or already having CHD. BEM projects are already in place as are projects addressing people with mental health and learning disabilities. LGBT are treated as individuals within the wider at-risk groups and not as a specific at-risk group for CHD. The area we seek to improve for ensuring the delivery of equality outcomes is in monitoring the quantity of service delivery to those with disabilities.	The issue is now being built into the templates for future progress monitoring reports, both quarterly and annual, from the individual projects. Projects will be asked to highlight the extent to which they have delivered services to people with disabilities.
Extending range of health promotion publications in ethnic minority languages.	Essential elements of Pregnancy Book and Birth to Five to be made available in a further 4 languages.
Public Health Protection Division always takes into account equality issues when formulating and implementing policy and when carrying out tasks in relation to other activities.	Together with their partners in the NPHS, FSA & WCfH, they will monitor and review the effectiveness of policies, strategies and activities on an on-going basis at regular review meetings.



**PART A**

**LEGAL SERVICES (LS) DEPARTMENT**

<b>Top Five Departmental objectives</b>	<b>Identify how equality was built into the objective</b>	<b>Identify positive equality outcomes and outputs</b>	<b>Ref</b>
Provide legal advice to the Assembly.	Advice was provided taking full cognisance of any relevant equality legislation.	No legal challenge.	DLS 1
Involvement in the preparation of primary legislation.	We ensured that input into primary legislation was compliant with relevant equality legislation.	No legal challenge.	DLS 2
Timely preparation of draft secondary legislation.	We ensured that all secondary legislation prepared was compliant with relevant equality legislation.	No legal challenge.	DLS 3
Develop a Welsh legislature and administration.	We ensured that Welsh language and equality issues were recognised in drafting the Government of Wales Bill. We also ensured, in co-operation with Parliamentary Counsel, that the Bill was drafted in gender-neutral language wherever possible – unusually for Parliamentary Bills.	No parliamentary challenge This was not met – there was a challenge (an amendment tabled) re the Welsh language. The UK Govt's and WAG's position was that the Bill as drafted provided sufficient protection but nevertheless the two Governments agreed on, and responded positively with, a Govt amendment which has satisfied critics in Parliament.	DLS 4
Provide the legislation to merge WDA, WTB, ELWa, and ACCAC into the Assembly to abolish Health Professions	Not relevant		DLS 5

Wales.			
--------	--	--	--

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
<p>(a) Drafting the Civil Partnership Act 2004 (Consequential Amendments to Subordinate Legislation) (Wales) Order 2005 and ensuring that it was brought into effect by the 5 December 2005 deadline given by the DTI.</p> <p>(b) Providing advice on the Civil Partnership Act 2004.</p>	<p><b>The 2004 Act creates a new legal relationship, known as civil partnership and confers rights/ imposes duties on civil partners. In order to ensure that the Act was fully implemented in Wales at the same time as it was implemented in England (i.e. on 5 December 2005), it was necessary to make the 2005 Order and have it come into force by that date. The Order amends the Assembly’s subordinate legislation to bring it into line with equivalent subordinate legislation in England (and other parts of the United Kingdom).</b></p>	<p>Subordinate legislation has been amended at the same time as the 2004 Act was fully implemented.</p>	<p>Sexual Orientation</p>	<p>DLS 6</p>

**CASE STUDY**

The Constitution team has worked closely with policy officials on implementation of Civil Partnership Act 2004, in particular by drafting the Civil Partnership Act 2004 (Consequential Amendments to Subordinate Legislation) (Wales) Order 2005 and ensuring that it came into force at the same time as the Act was implemented.

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>
Not applicable	Not applicable

**PART A**

**DEPARTMENT: CULTURE, WELSH LANGUAGE AND SPORT / CADW / CyMAL (Formerly Local Government, Public Services and Culture (LGPS&C))**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
<p><b>Welsh Language</b> Iaith Pawb – The national Action Plan for a bilingual Wales.</p>	<p>Supporting and promoting the use of Welsh in people’s everyday lives.</p> <p>Inequalities in health and the Welsh language.</p> <p>Equal access to education and lifelong learning opportunities in both Welsh and English mediums.</p> <p>Special Educational Needs and the Welsh language issues.</p>	<p>Progress year on year on Iaith Pawb projects. Full details in annual report for 2005-06 to be published in July 2006.</p> <p>Secondment for project to develop Speech and Language Therapy in Welsh.</p>	<p>CWLS CC 1</p>
<p><b>CyMAL</b> Support museums, archives and libraries in the management of their collections and the provision of quality services to diverse audiences.</p>	<p>Through the provision of online best practice guides and training sessions for museum, archive and library professionals.</p> <p>Through the provision of advice given, on an individual basis, by CyMAL’s Equal Opportunities Adviser.</p>	<p>Launch of the 12 best practice access guides available on the CyMAL website.</p> <p>Provision of 4 days of sector training addressing issues of disability and accessibility.</p> <p>Involvement of c.140 people as</p>	<p>CWLS CC 2</p>

		<p>trainers and delegates over the 4 days.</p> <p>Awareness of equalities issues, and capacity to address them, raised across all 3 domains (museums, archives and libraries) and from all geographical areas in Wales.</p>	
<p><b>Cadw</b> Maintaining, conserving and presenting monuments in the care of the Welsh Assembly Government includes improving public access to monuments.</p>	<p>By improving access, all groups are given greater opportunity to enjoy monuments and buildings, but particularly people with disabilities.</p>	<p>A number of access audits were completed which have led to physical improvements to access at a number of sites across the estate including Chepstow, Beaumaris, Caerwent, Hafoty, Oxwich, Dyfi Furnace and St David's Bishops Palace.</p> <p>Portable induction loops have been maintained at all visitor centres and shops while visitors with disabilities and their companions are offered free admission to sites.</p>	<p>CWLS CC 3</p>
<p><b>Sport</b> Launch of the Climbing Higher Action Point.</p>	<p>Document still at draft stage but equality will be built into the plan.</p>	<p>A fully inclusive plan which will provide opportunities for all age, gender and social groups.</p>	<p>CWLS CC 4</p>
<p><b>Culture – Arts, National Museum and National Library</b></p>	<p>Ensuring that all sectors of society have physical and intellectual access to culture and</p>	<p>Physical access audits have been carried out at Museums, arts centres</p>	<p>CWLS CC 5</p>

<p>Strengthening and promoting Wales' cultural identity.</p>	<p>have the opportunity to experience and enjoy culture in the widest sense.</p>	<p>and theatres.</p> <p>Improved access for people with disabilities have been introduced in some theatres.</p> <p>Amgueddfa Cymru – National Museum Wales (NMW) has set up an Access Working Party and a Diversity Working Party to make the collections as accessible as possible to the widest of audiences - the latter will work on and communicate the Museum's Race Equality Action Plan to all staff and will address other diversity issues such as Gender, Sexual Orientation and Religious Belief in line with the new Equalities Bill in 2007.</p> <p>National Library of Wales (NLW) has established an Equal Opportunities Working Group and an Ethnicity Working Group.</p>	
--	--	--	--

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
<p><b>Welsh Language</b> Welsh Language Scheme.</p>	<p><b>Purpose of Scheme is to set out how the Assembly Government will treat both Welsh and English languages on the basis of equality.</b></p> <p><b>Providing services bilingually.</b></p> <p><b>Induction courses for new starters include Welsh language and wider equalities issues.</b></p>	<p>Improved bilingual services year on year.</p> <p>Full details in annual report for 2005-06 to be published in July 2006.</p>	<p>Language</p>	<p>CWLSC C 6</p>
<p><b>Welsh Language</b> Funding and sponsorship of the Welsh Language Board (£12,677 million in 2005-06).</p>	<p><b>All Welsh Language Board activity is aimed at promoting the Welsh language and placing the Welsh language on an equal footing to English.</b></p>	<p>Examples include :</p> <ul style="list-style-type: none"> <li>• £1,261 million in grants to 24 Mentrau Iaith (language initiatives) serving 17 countries throughout Wales. The Mentrau facilitate the use of Welsh at a local level providing services, support and advice.</li> <li>• Almost 19,000 of the Board's Welcome Packs distributed and some 2,000 hits per month to</li> </ul>	<p>Language</p>	<p>CWLSC C 7</p>

		<p>the project's associated website providing information on the language to those who move into areas where Welsh is widely spoken.</p> <ul style="list-style-type: none"> <li>• Further investment in Twf (groundbreaking linguistic transmission project). Over 35,000 information packs distributed to new parents ; over 6,400 contacts made with parents and over 2,400 presentations given.</li> <li>• An estimated 8,401 children attending the Mudiad Ysgolion (Welsh medium parent and toddler groups). This is an increase of 9% compared to April 2005. Compared to last year, there are now an extra 44 "Cylch Ti a Fi" and an extra 10 Cylch Meithrin (Nursery Groups).</li> <li>•</li> </ul>		
<p><b>Welsh Language</b> Liaison with UK Government departments on Welsh language matters.</p>	<p><b>To secure equal treatment of the English and Welsh languages.</b></p>	<p>Rollout commenced in April 2006 of the new UK Biometric passports, all of which now include the Welsh language.</p> <p>Office of Criminal Justice Reform</p>	<p>Language</p>	<p>CWLSC C 8</p>

		<p>issued Consultation on the use of Bilingual Juries for certain criminal trials in Wales.</p> <p>DCMS has been consulting on the production of Welsh language versions of Licensing application forms (under the 2005 Licensing Act).</p> <p>An order being prepared by the Home Office to specify the wording of Welsh versions of the Oaths and Affirmations to be taken at Citizenship Ceremonies.◇</p>		
<p><b>Welsh Language</b> Review of the Welsh Assembly Government Welsh Language Scheme (Target is to get the revised Scheme approved by end of 2006).</p>	<p><b>SEDU represented on review working group.</b></p> <p><b>Equalities covered in newcomers induction courses on Language Scheme.</b></p> <p><b>Draft MoU between WLU and SEDU.</b></p>	<p>Useful input from SEDU especially for links with other equalities Schemes.</p> <p>SEDU to provide fresh commitments in Scheme on equalities issues.</p>	Language	CWLSC C 9
<p><b>Welsh Language</b></p>	<p><b>To encourage reluctant readers,</b></p>	<p>46 theatre performances in 43</p>	Gender	CWLSC

Taro 10 Reading Campaign aimed at Year 7/8/9 pupils.	<b>mainly boys, to read and buy Welsh-language books.</b>	secondary schools reaching around 7,800 pupils.	Language	C 10
<b>Welsh Language</b> Funding of Audio Books	<b>To promote Welsh-language books in an audio format for children and adults.</b>	Production of 5 audio books.	Disability Language	CWLSC C 11
<b>CyMAL</b> Disability Summer School in September 2005 : A series of 3 days, held in Bangor, Aberystwyth and Swansea. Each day offered a different programme of speakers and elective workshops on different aspects of making museums, archives and libraries accessible to people with disabilities.	<b>The provision of equality was the Summer School's <i>raison d'être</i> and its objectives were :</b> <ul style="list-style-type: none"> <li>• <b>To formally launch (and raise awareness of) the Wales Edition of Disability Portfolio for museums, archives and libraries.</b></li> <li>• <b>To provide a wide range of training sessions to help sector professionals make their services more accessible.</b></li> <li>• <b>To provide a forum in which delegates could learn from the access expertise of the voluntary sector.</b></li> </ul>	The Summer School was very successful in meeting these aims : <ul style="list-style-type: none"> <li>• All those who attended heard a presentation on the Disability Portfolio, introducing them to this valuable resource. Feedback forms showed that many people had not been aware of it before the Summer School, underlining the importance of the objective as well as its success at the Summer School.</li> <li>• A very wide range of different training sessions were provided for delegates. These covered physical, sensory and intellectual access. Feedback forms expressed a high degree of satisfaction with all workshops.</li> <li>• Of the 130+ people who</li> </ul>	Disability	CWLSC C 12

		<p>attended over the 3 days, around 90 were delegates from the sector and around 40 were drawn from access and disability groups (some of whom were workshop leaders or delegates) – this facilitated a valuable exchange of ideas and added enormously to the value of the event.</p>		
<p><b>CyMAL</b> Disability Audit Workshop for delegates from museums, archives and libraries. Held in New Tredegar in November 2005.</p>	<p><b>The objective was to give delegates the knowledge and encouragement to go away and arrange disability audits for their services.</b></p> <p><b>Undertaking a disability audit is often the most critical step in identifying, and then acting to remove or otherwise alleviate, the barriers which prevent people with disabilities from enjoying equal access to buildings and services.</b></p>	<p>All delegates went away with a clear understanding of the nature and value of an audit and the different options for arranging one.</p> <p>Delegates were empowered to make informed decisions about the use of a professional consultant and/or a local access group.</p> <p>Delegates left with a clear understanding of the case for an audit and will have been able to present this to service managers.</p> <p>Feedback forms suggested a high degree of satisfaction with the workshop.</p>	Disability	CWLSC C 13
<b>Cadw</b>	<b>To recognise and celebrate good</b>	The award is being developed in	Disability	CWLSC

<p>Cadw has agreed with the Civic Trust for Wales to sponsor a new award as part of the Trust's design awards Scheme.</p>	<p><b>practice in adaptation to facilitate access for people with disabilities to historic buildings.</b></p>	<p>association with the Trust and Disability Wales. Applications have been invited from civic societies, local disability groups and other interested organisations and judging will take place in Summer 2006.</p>		<p>C 14</p>
<p><b>Sport</b> The Sports Council for Wales have an equal opportunity policy in place.</p>	<p><b>The Sports Council for Wales promote equality through their range of services. Equality is also included in the Sports Council funding scheme requirements.</b></p>	<p>A full outcome of these activities will be contained in the Record of Achievements report in June 2006.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>CWLSC C 15</p>
<p><b>Culture - Arts</b> In May 2005, we published (via ACW) a new 3-year Arts and Disability Strategy, "Moving Beyond", developed in conjunction with Arts Disability Arts Cymru (formerly Arts Disability Wales – ADW).</p>	<p><b>To improve access to all forms of art across Wales.</b></p>	<p>Disability Arts Cymru have received £78,375 in revenue support to continue to deliver the programme outlined in last year's report. There has been an increase in the number of projects run and there have been new initiatives such as the Unusual Stage School, a residential stage school for deaf or people with disabilities over 18.</p> <p>Disability Arts Cymru also began work on a review of audience development issues for people with disabilities.</p>	<p>Disability</p>	<p>CWLSC C 16</p>

		DDA Capital projects in 2005/06 included a grant of £280,000 to Swansea Little Theatre and a grant of £45,000 to Torfaen to make the Art Gallery fully accessible.		
<b>Culture - Arts</b> Development of the Arts Council of Wales (ACW) Race Equality Scheme.	<b>To set out arrangements for mainstreaming Race Equality.</b>	<p>The draft scheme is still awaiting a response from the Commission of Racial Equality (CRE). To move the agenda forward, ACW set up a 6-month project with Black Voluntary Sector Network Wales to establish a database of BME artists working in a 3-year development programme.</p> <p>The development programme will address the development needs of BME artists in Wales, increase opportunities for performing/ exhibiting BME arts created in Wales, increase partnership working between arts funders and BME</p>	Race	CWLSC C 17

		communities and raise the profile of the opportunities that exist for BME arts.		
<p><b>Culture - Arts</b> Touch Trust is a resident of the Wales Millennium Centre (WMC). The Welsh Assembly Government is providing £100k in 2005/06 to develop its ground breaking work with profound physical and learning difficulties.</p>	<p><b>Touch Trust Therapy Programmes help young people to communicate, develop movement skills and relax.</b></p>	<p>The Touch Trust programme uses art, music and movement to develop communication.</p> <p>The Trust has enabled the WMC to welcome people with profound difficulties to the centre.</p> <p>The Trust uses performers with disabilities to develop and run sessions.</p> <p>The Trust is fully equipped to cope with profound physical difficulties and engages in a broad range of groups.</p> <p>The Arts Council of Wales undertook a review of the work of Touch Trust and will be reporting back at the end of May.</p>	Disability	CWLSC C 18
<p><b>Culture – National Museum Wales</b> Making the collections of Amgueddfa Cymru – National Museum Wales (NMW) as accessible as possible to</p>	<p><b>NMW has appointed an Access and Diversity Officer and has also set up two working parties to address this objective ; the</b></p>	<p>Work carried out during the last year by the Access Working Party :</p> <ul style="list-style-type: none"> <li>Physical Access Audits been</li> </ul>	Age Disability Faith/ Belief Gender	CWLSC C 19

<p>the widest of audiences.</p>	<p><b>Access Working Party and the Diversity Working Party.</b></p>	<p>carried out at 2 Sites.</p> <ul style="list-style-type: none"> <li>• Tactile maps and improved signage at St Fagans : National History Museum.</li> <li>• Staff training on “How to deal with the Disabled Customer”.</li> <li>• Large print labels available in some Galleries.</li> <li>• New National Waterfront Museum in Swansea has many interactive exhibitions with sign language interpretation, etc.</li> <li>•</li> </ul>	<p>Race Sexual Orientation</p>	
<p><b>Culture – National Museum Wales</b> Celf Cymru – ArtShare Wales, National Museum Wales’ Visual Arts Partnership Scheme. Set up to work with 5 art galleries around Wales, utilising objects from the national collection.</p>	<p><b>ArtShare Wales aims to increase access to the national collection by making its art collections available across a broad geographical reach.</b></p>	<p>55,000 people visited ArtShare projects between September 2005 and April 2006.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>CWLSC C 20</p>
<p><b>Culture – National Museum Wales</b> Diversity of Amgueddfa Cymru – National Museum Wales’ (NMW) Vision Consultation.</p>	<p><b>A significant element of NMW’s public “Vision Consultation” focused on obtaining the opinions of people from all sectors of society who are potential users of National Museum services.</b></p>	<p>The public “Vision Consultation” was completed in May 2005, resulting in almost 1,000 responses that outlined the opinions of a wide range of stakeholder groups regarding the future plans of the National Museum.</p> <p>This process will be continued</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>CWLSC C 21</p>

		throughout 2006 with all members of the consultation database being invited to attend a number of "Vision Open Days" where the National Museum will continue to encourage new audience groups to become involved with the future work of the organisation.		
<p><b>Culture – National Museum Wales</b> On Common Ground 2 involves working with young people (14-24 years old) in five communities in Objective One areas in Wales. The programme builds on the success of the original OCG scheme.</p>	<p><b>On Common Ground is an exercise in youth consultation, gathering the views of younger people on museums and heritage. It looks at ways of making this area more attractive to young people from disadvantaged areas. On Common Ground 2 will run for 2 years with Objective One and HLF Funding.</b></p>	<p>The project runs from January 2005 to January 2007, so will report next year.</p>	<p>Age</p>	<p>CWLSC C 22</p>
<p><b>Culture – National Library Wales</b> "Aber in Summer" : A project to create a collection of artwork by people who attend the Plas Lluest Day Services Centre in Aberystwyth.</p>	<p><b>The project involved the active participation of individuals with learning difficulties, a professional artist and funding from PROSPECTS and MENCAP.</b></p>	<p>A public exhibition was arranged which drew much publicity and the evident appreciation of those involved.</p>	<p>Disability</p>	<p>CWLSC C 23</p>

## CASE STUDIES

### 1. CyMAL

#### Disability Groups Forum at CyMAL's Disability Summer School

At each of the 3 days of the Summer School, CyMAL's Equal Opportunities Adviser ran a Disability Groups Forum. This was an opportunity for delegates from access and disability groups to talk about what they considered to be the greatest priority for CyMAL's work in supporting museums, archives and libraries to be accessible. It provided a chance for them to have direct input into the development of CyMAL's future policy.

These discussions involved representatives from all over Wales and individuals with personal experience of disability and/or experience of working with people with a wide range of different impairments.

The discussions were striking because of the difference between priorities identified by access and disability groups and the perceived priorities identified by sector delegates. The greatest barrier to access was identified as the current paucity of information on the accessibility of individual museums, archives and libraries ; the highest priority to provide accurate, comprehensive and accessible information on access.

In direct response to this, CyMAL has undertaken to develop an Access Summary Template for use by all Welsh museums, archives and libraries. Liaison to develop the template will commence during 2006-2007 with the intention that it will be in widespread use by 2008.

### 2. Arts

#### Theatr Ffynnon

Theatr Ffynnon (Gwent Theatre, Abergavenny), is a theatre company of adults with learning disabilities. The Arts Council of Wales (ACW) have funded an outreach project involving core members of the company running workshops with other adults with learning disabilities in the local area and outreach workshops in the Eastern valleys.

Members play a central role in the creative decision making processes. The activity, although supported by arts professionals, is disability-led – a key priority within ACW's arts and disability strategy. The result is a piece of outstanding theatre that has its own artistic integrity.

Theatre Ffynnon has continued to receive project funding and was also included in the European-funded capacity building programme for community arts organisations along with Disability Arts Cymru.

What are the areas for improvement in relation to equality outcomes in your policy or activity?	What action will be taken to strengthen your policy or activity?

<p><b>A. CyMAL</b> As a new policy division, one of the difficulties faced by CyMAL is a lack of information relating to equalities issues in the museums, archives and libraries sector. We need to obtain that information so that we can tailor our policies accordingly.</p> <p><b>B. Sport</b> Points agreed following the recent equality audit will be implemented into the preparation of the Climbing Higher Action Plan.</p> <p><b>C. Culture – National Museum Wales and National Library Wales</b> Increase the numbers of visits to Amgueddfa Cymru – National Museum Wales (NMW) by Black Minority and Ethnic Groups. Continue to improve both the physical and intellectual access to NMW’s sites and collections.</p>	<p><b>A.a CyMAL</b> CyMAL is about to commission a research project called Quantifying Diversity : Mesur Amrywiaeth. The research will capture data relating to 3 areas : users/visitor services and monitoring practices, employees/volunteers and collections. It will cover disability, race and gender across all 3 areas and age, language, religion/belief and sexual orientation as appropriate. This research project will be completed during 2006-2007 and inform our future work.</p> <p><b>B.b Sport</b> See answer to first part of question.</p> <p><b>C.c Culture – National Museum Wales and National Library Wales</b> NMW is hosting events, exhibitions and taking part in many activities to celebrate the Festival of Muslim Culture 2006. NMW’s Access and the Diversity Working Parties are made up of employees from a cross-section of departments and sites and their role is to promote access, diversity and equality into the work of their department/site. The Access Working Party is looking at producing its Disability Equalities Scheme in line with current legislation. NMW’s Vision process continues throughout 2006 with all members of the consultation database being invited to attend a number of “Vision Open Days” where NMW will encourage new audience groups to become involved with future work of the organisation.</p>
---	---

- Ensure wider accessibility by ethnic communities to National Library services and collections.

Links have been established between National Library Wales (NLW) and Butetown History & Arts Centre in Cardiff Bay with a view to co-operation on exhibitions : Additional web pages with information on collections of ethnic interest are under construction.

Planning has commenced for exhibition in 2007 to mark the 200<sup>th</sup> anniversary of the end of the Atlantic slave trade. Planning has commenced to ensure that ethnic groups will be specifically targeted as part of NLW's 2007 centenary programme of inviting groups to the Library.

NLW's Ethnicity Working Group has met to consider the subject areas of collecting, access and education and has formulated a number of ideas for further consideration. The programmes and displays are linked to the Cwrcylym Cymreig, and include such themes as "sacred books", with the opportunity for pupils to examine the scriptures of several different religions.

The Library adopted a new access policy indicating its fully inclusive approach to provision of services. A multi-fait prayer room was opened in the National Library building.

Further improvements have been made to the car park to enhance access for disabled people.

A Welsh language scheme is awaiting the Welsh Language Board's approval which confirms the bilingual service which the Library provides.

NLW has been prominent in planning for the "@ Your Library" initiative which will enhance access by the public to materials of interest.

A policy on the use of guide dogs was adopted.



**PART A**

**DEPARTMENT: CENTRAL INFORMATION SERVICES (CIS) (formally Business Information Management Directorate (BIMD))**

<b>Top Five Departmental objectives</b>	<b>Identify how equality was built into the objective</b>	<b>Identify positive equality outcomes and outputs</b>	<b>Ref</b>
MERGERS. By April 2006, establish: A department that delivers information, ICT and business change services; A connected and integrated ICT system; Corporate information services.	It was crucial that staff should not experience any loss of functionality (particularly taking into account any special needs) in order for them to maintain service delivery to public. All external customer facing activities reliant on ICT needed to continue through seamless transition.	No loss of quality of service.	CIS 1
To successfully deliver the MERLIN transformation of hardware and software by November 2005.	Staff should be able to continue with service delivery to the public during the delivery of improved ICT facilities (including catering for special needs eg: usability features).	A number of usability features are under control of individual users – this is an expansion of pre-transformation position.	CIS 2
Achieve the milestones business change programme delivered through the MERLIN Partnership.	To improve the efficiency and effectiveness of delivery of WAG services across Wales.	Services easier to access.	CIS 3
To define a corporate information strategy and further develop a balanced scorecard performance system for monitoring new departmental structure by end of March 2006.	See IMD below.	See IMD below.	CIS 4
To achieve compliance with the BS7799	See IMD below.	See IMD below.	CIS 5

Information Security standard for key business systems by April 2006 and certification for those systems by April 2007.			
To establish sustainable mechanisms for managing, monitoring and advising on access to information requests.	See IMD below.	See IMD below.	CIS 6

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
Access to Information – implementation of the Freedom of Information Act, Data Protection Act and related legislation.	The policy is based on the premise of providing equality of rights to information to all, irrespective of an individual's background or their motive in making a request. It aims to increase openness and ensure individuals' rights of access to information and rights of privacy in relation to personal information are observed by all staff.	Principle 2 of our Code of Practice on Public Access to Information explicitly reflects the equality aspects of access to information. Our web disclosure log (index of material released) meets DDA requirements. Information is provided in the format preferred by the requester and free of charge where possible.	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 7
Providing access to Assembly publications.	The Publication Scheme sets out the principles by which any member of the public can request and obtain a copy of any Assembly publication in the form that best suits their needs.	Requests are accepted via range of media. Publications are provided in alternative formats wherever possible. Producers are informed of needs for alternative formats where appropriate. The service is bilingual.	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 8
Handling general telephone enquiries	The service aims to deal with telephone enquiries from any member of the public.	The switchboard service is bilingual and caters for users with certain disabilities.	Disability Language,	CIS 9
Ensuring good practice in the storage and retrieval of records to meet statutory requirements.	The Assembly Government seeks to comply with best practice in public records management. This includes	In addition to commitments under the Code of Practice on Public Access to Information, records are made	Age Disability Faith/ Belief	CIS 10

	maintaining records allowing for the different needs of users.	available via The National Archives in line with the time-scales set out in public records legislation.	Gender Race Sexual Orientation	
Development of management information.	The need for management information on equality aspects associated with running the business is a recognised aspect of the strategy.	Regular reports on the staffing profile, and on the demand for and supply of Welsh-English / English-Welsh translation, are provided to senior management to ensure that decision making is evidence-based.	Language Gender	CIS 11
Provision of Welsh-English / English-Welsh translation services.	The Assembly Government's Welsh Language Scheme is built on the principle of the equal treatment of the Welsh and English languages.	The translation services support the delivery of the Scheme.	Language	CIS 12
Implementing the information security standard	<b>The standard is built around three components: the integrity, confidentiality and availability of information.</b>	Assembly Government systems are managed to ensure that personal information about individuals is secure and used for relevant purposes only.	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 13
Social Inclusion and Equality statistics branch.	To provide a focussed statistical support to Equality Policy Unit and the wider Assembly Government on equality issues.	The publication of a statistical focus on diversity in Wales in August 2005, covering (as far as data availability allowed) all equality strands.	Age Disability Faith/ Belief Gender Race	CIS 14

		<p>Publication of the Welsh Index of Multiple Deprivation (WIMD) in September 2005. This classifies areas in terms of relative level of deprivation and allows population groups to be examined in terms of the areas they live in. This is particularly valuable when direct measures of deprivation are not possible, for example when samples sizes are not large enough.</p> <p>Produced a draft social audit report for the Muslim Council of Wales in February 2006.</p> <p>Produced baselines for the main Welsh Assembly Government offices in terms of the local minority ethnic populations for staff monitoring purposes (taking into account student populations and local travel to work patterns).</p> <p>Active participation in the Mainstreaming Equality Task and Finish Group, including the production of the first in a series of equality snapshots covering key issues in the labour market.</p>	Sexual Orientation	
Census of Population, 2011.	To ensure the needs of the Welsh	The Statistical Directorate responded	Age	CIS 15

	<p>Assembly Government and wider user base in Wales would be met by the 2011 and any future Census of Population.</p>	<p>to the User Consultation on 2011 Census topics, on behalf of the Welsh Assembly Government, on the need for data on languages spoken other than Welsh or English as well as British Sign Language.</p> <p>Contributions were provided to the Welsh Assembly Government response to the Census consultation on the topic of sexual orientation.</p> <p>The Welsh advisory group on the Census met twice in 2005-06 and equality issues were the main item of discussion (membership includes the equality commissions and Stonewall).</p> <p>The Statistical Directorate attended the first of an ongoing series of meeting between the UK statistical offices and the representatives of CRE from the three countries of GB to discuss the ethnicity classifications for the 2011 Census.</p> <p>The Statistical Directorate attended a meeting between the UK statistical offices and the representatives of Stonewall from the three countries of GB to discuss research into the collection of data on sexual</p>	<p>Disability Faith/ Belief Gender Race Sexual Orientation</p>	
--	---	---	--	--

		orientation.  The Statistical Directorate held bilateral meetings with both CRE and Stonewall in Wales to help reach a common understanding.		
Development of a Data Asset Register for statistical sources.	To develop an electronic catalogue of statistical data sources, both those held by the Statistical Directorate and other Departments data used by the Directorate, including the level of analysis possible.	The project reached the proof of concept stage in 2005-06 and information for major data sets was been entered, including the availability of data for each of the equality strands.	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 16
Statistics web site.	<b>Making a wide range of statistical information available to everyone.</b>	During 2005-06 there were a number of developments aimed at improving the accessibility of the statistics web site, particularly in respect of the impacts on screen readers (e.g. introduction of tagging of html pages, especially tables, and the tagging of PDFs).	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 17

## **CASE STUDY**

The Census of Population is one of the most important sources of statistics on equalities. Despite only being undertaken every 10 years, the Census aims to enumerate the entire population and so allows detailed analysis for very small population groups or small geographic areas which are often not possible from more regular sample surveys. The next Census is due to be carried out in 2011.

To ensure the needs of the Welsh Assembly Government and wider user base in Wales is met by the 2011 Census, the Statistical Directorate have been heavily involved in all working groups and project governance arrangements for the England and Wales Census run by the Office for National Statistics (ONS). In addition, regular discussions have been held with stakeholders in Wales on issues as they arose. The Census Director from ONS has been invited to a number of Assembly Committees including the Equal Opportunities Committee.

The Welsh advisory group on the Census met twice in 2005-06 and equality issues, including the Welsh language, were the main item of discussion (membership includes the equality commissions and Stonewall).

The Statistical Directorate responded to the User Consultation on 2011 Census topics, on behalf of the Welsh Assembly Government, on the need for data on languages spoken other than Welsh or English as well as British Sign Language. A contribution was also provided to the overall Welsh Assembly Government response to the Census consultation on the topic of sexual orientation.

The Statistical Directorate attended the first of an ongoing series of meetings between the UK statistical offices and the representatives of CRE from the three countries of GB to discuss the ethnicity classifications for the 2011 Census. The Statistical Directorate also attended a meeting between the UK statistical offices and the representatives of Stonewall from the three countries of GB and the Equality Commission for Northern Ireland to discuss research into the collection of data on sexual orientation.

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>
--	---

N/a	N/a
-----	-----

**PART A**

**DEPARTMENT: ENVIRONMENT, PLANNING AND COUNTRYSIDE (EPC)**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
<p>A new development plan system for ensuring timely adoption of Local Development Plans (LDP) and early and continuous involvement of communities and businesses in a transparent LDP process.</p>	<p>The new Local Development Plan (LDP) system has been designed to facilitate community involvement and build consensus on where future development should take place. LDP Wales, the policy of the Assembly Government on the new LDP system, covers the need for local planning authorities to comply with the general duties in the Race Relations Act (2000) and the Disability Discrimination Act 1995 when producing their development plans.</p>	<p>LDP Regulations in place which require consultation with “ bodies which represent the interests of different racial, ethnic or national groups”. LDP Manual will give more advice about the LDP Community Involvement Scheme and refer to the Royal Town Planning Institute (RTPI) best practice on Diversity and Planning.</p>	<p>EPC 1</p>
<p>Prepare and publish an Environment Strategy for Wales.</p>	<p>The consultation document was sent to the statutory equality commissions and groups representing minority and disadvantaged groups.</p> <p>Black Environment Network are represented on the Environment Strategy Reference Group, which steered the development of the Strategy and which will assess progress in implementation.</p> <p>Organisations representing disabled people</p>	<p>The Environment Strategy was published on 17 May and it is too early to report any outcomes. However, a recent race equality audit identified the following:</p> <ul style="list-style-type: none"> <li>• Social cohesion is demonstrated as a fundamental value on which this strategy is built.</li> <li>• Resource plans related to this strategy take due account of equality and diversity needs.</li> <li>• The strategy demonstrates how it</li> </ul>	<p>EPC 2</p>

	<p>and ethnic minorities provided written responses to the consultation or attended the consultation workshops on the Environment Strategy, including Disability Wales, Black Environment Network and WELCOME. Specific workshop events were held for children and young people, and the Wrexham workshop was held at St Christopher's Special School and a diverse group of children and young people participated in the event.</p> <p>REIA screenings were undertaken as part of the development of the consultation document, the final Strategy and Action Plan.</p> <p>The Strategy specifically identifies the environmental issues where there is a significant equality impact.</p>	<p>interns to improved health/social/economic status for all groups.</p> <ul style="list-style-type: none"> <li>• Robust consultation and involvement processes were influential in setting policy direction.</li> </ul>	
--	--	--	--

<p>3. Change the way that Wales manages its waste to more sustainable practice by implementing the Wales Waste Strategy with its key recycling and composting target of 25% by 2006-07.</p>	<p>The implementation of the Wales waste strategy seeks to extend benefits as widely as possible across communities in Wales. Early in the process a discussion was held, facilitated by the Wales Council for Voluntary action, with representatives of ethnic minorities and groups representing disabled people. Responsibility for managing waste rests with local authorities and guidance issued jointly with the WLGA to local authorities on the production of municipal waste management strategies emphasises the importance of full consultation and in particular those socially excluded.</p>	<p>By ensuring that each local authority has targets for recycling and composting these improvements in waste management are taken forward across Wales including in more rural areas where such action may be more difficult to deliver. For example local authorities are expected to ensure that there is appropriate access at civic amenity sites for disabled people. The Wales waste strategy has strongly supported the role of the community sector in delivering local services and organisations like Newport Wastesavers, Frame in Pembrokeshire and Cae Post in Powys provide training and employment opportunities for people from disadvantaged groups, people on probation, people with mental health difficulties and people with learning difficulties.</p>	<p>EPC 3</p>
<p>4. Contribute to the economic sustainability of rural communities and to the Health Challenge Wales agenda by opening up public access to the countryside and coast.</p>	<p>Along with the Countryside Council for Wales and other partners we have recently successfully delivered a programme of new public access to some 20% of the land area of Wales. In the preparations for that we sought to take account of equality issues in a range of ways (for example, ensuring that guidance on the establishment of local access forums</p>	<p>CROW Act 2000 actually places a duty on local highway authorities to have regard to needs of those with mobility problems in making improvements to rights of way.</p> <p>New Rights of Way Improvement Plans being drawn up now by local</p>	<p>EPC 4</p>

	<p>emphasised the need for membership to be representative of the population of local areas; encouraging CCW to produce the new Countryside Code in 22 different languages; and ensuring that the Minister's Countryside Opportunities Steering Group had 'countryside access and disadvantaged groups' in its work plan).</p> <p>The Assembly Government has also commissioned advice from CCW on how we can best take account of the disabled in the design of stiles, gates and other right of way 'furniture'.</p>	<p>highway authorities will set out how they plan to cater for those with mobility problems.</p> <p>National Park Authorities are looking at ways to improve access to their parks for those with disabilities.</p>	
<p>5. Co-ordinate Wales' contribution to reducing greenhouse gas emissions and Assembly policy act action on adapting to climate change impacts.</p>	<p>Co-ordination work so far focused on the Environment Strategy (see details above.)</p> <p>Next major action will be the development of an Adaptation Action Plan for Wales and research work on greenhouse gas emissions / savings from different policies and then applying the results to inform decision-making.</p> <p>Equality will be built into these activities through an inclusive consultation process, a REIA screening of the Adaptation Action Plan and an assessment of its relevance to other equality strands.</p>	<p>Main outputs focused on the Environment Strategy (see 2 above). Further outputs and outcomes will emerge as work progresses.</p>	<p>EPC 5</p>



**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
<p>Part of the National Park Authorities Review is to develop an implementation plan of actions they will take to build on current actions. These include the Mosaic project, which aims to increase awareness of National Parks among minority ethnic groups and to encourage visits and other activities.</p>	<p>To increase awareness of the recreational opportunities provided by National Parks to minority ethnic groups and to encourage visits and other activities</p>	<p>Countryside Code has been translated into 20 languages and placed on the Countryside Council for Wales (CCW) website.</p> <p>Ministerial launch in May included children from minority ethnic backgrounds who do not normally visit the countryside.</p> <p>Consultation held with CCW in January 2006 on grant funding for projects that encourage people from minority ethnic groups into the countryside. Also building on work undertaken in 2005/06 with Minority Ethnic Women's Network.</p>	<p>Gender Race</p>	<p>EPC 6</p>
<p>Guidance on Local Development Plan (LDP) to be prepared together with a training programme.</p>	<p>Guidance to include advice on promoting participation by minority ethnic groups in plan preparation.</p>	<p>Draft LDP Manual went out for targeted consultation to a list of 400 groups based on the Wales Planning Forum (which included representatives from minority ethnic groups) in September 2005. The draft included a generic approach to community engagement.</p>	<p>Faith / Belief Race</p>	<p>EPC 7</p>

		<p>LDP Regulations in place which require consultation with “bodies which represent the interests of different racial, ethnic or national groups”.</p> <p>LDP Wales in place which requires Local Planning Authorities (lpas) to take account of the Race Relations Act in preparing a plan. This includes RIA as part of Sustainability Appraisal.</p>		
Proposal for Access Statements to accompany planning applications in Wales.	<b>Applicants applying for planning permission will need to state how their proposals meet the needs of those with disabilities.</b>	Going to consultation with various access groups including Disability Rights Commission and Disability Wales. It is proposed to be introduced in the Autumn through secondary legislation.	Disability	EPC 8
Delivery of advice to existing, start up and pre-start food companies in Mid Wales via Mid Region Agri Food team and Food Business Development Advisers.	<b>The service is designed to be as accessible as possible to all under represented groups. For instance a bilingual (Welsh &amp; English) service is provided where requested and meetings with advisers can be advised at client’s homes and at flexible times of day. Referrals are also encouraged via partner organisations such as Disability Wales &amp; Potentia.</b>	The client base is still dominated by clients not from under-represented groups but this is a reflection of the Mid Wales population. The team is actively trying to encourage participation from under represented groups by following up leads and giving encouragement where clients may lack confidence.	Disability Language	EPC 9

--	--	--	--

**CASE STUDY**

Planning Aid Wales provides free advice on planning related matters and is designed to reach those hard to reach groups who are unfamiliar with the planning system.

Welsh Assembly Government provides funding for Planning Aid Wales to develop its services for local communities and the voluntary sector. The funding has been used to produce material in non-technical language, as well as support for outreach staff. Planning Aid volunteers work with local communities, minority groups such as black, minority ethnic groups, people with disabilities, and ‘seldom-heard’ groups, by providing advice and support so that such groups can contribute to the plan-making process, and in relation to decisions on specific developments.

What are the areas for improvement in relation to equality outcomes in your policy or activity?	What action will be taken to strengthen your policy or activity?
<b>Agri-Food</b> - Service delivery should be monitored at the point of customer contact to examine participation from under-represented groups – whether via WAG staff or programmes funded by WAG.	Analysis of the client base can be undertaken to track participation from under represented groups.
<b>Rural Development Plan</b> - To ensure that equalities are a founding principle for the funding criteria of Axis 3 and 4 of the successor Rural Development Plan for Wales, 2007-2013.	Grant applications will have to be equality proofed for disability, gender and race..
<b>Environment Strategy</b> – a recent screening assessment of the Strategy highlighted specific areas of relevance for minority ethnic groups.	Those areas identified will be highlighted specifically when commissioning requests to take actions forward.

**PART A**

**DEPARTMENT: DEPARTMENT FOR EDUCATION, LIFELONG LEARNING AND SKILLS (DELLS) (Formerly Department for Training and Education (DfTE))**

<b>Top Five Departmental objectives</b>	<b>Identify how equality was built into the objective</b>	<b>Identify positive equality outcomes and outputs</b>	<b>Ref</b>
<p><b>Better Early Years Provision</b> Implementation of Flying Start scheme for 0-3 year olds in disadvantaged areas.</p>	<p>This programme will deliver an entitlement to high quality services in specific school catchment areas. A meeting was convened with Children and Young People's Co-ordinators and black and minority ethnic groups to ensure the programme met their needs. The meeting identified that guidance must require local partnerships to take a proactive approach to ensuring that ethnic minority communities are engaged with the programme.</p>	<p>Programme is to be implemented in 2006-07. Local partnerships will be required to report their actions in ensuring that the programme avoids indirect discrimination and positively engages local ethnic minority communities.</p>	DfTE 1
<p><b>Better Schools</b> Promote excellent, well-organised, community focused schools worthy of a Learning Country. To enable local authorities, governing bodies and other stakeholders to provide properly resourced and well governed schools:</p> <ul style="list-style-type: none"> <li>• Housed in buildings fit for teaching and learning in the 21st century.</li> <li>• Featuring classes of 30 pupils or less in primary schools.</li> </ul>	<p>£143m was provided in 2005-06 from all sources to improve school buildings</p> <p>Funding for class sizes was transferred to the Revenue Support Grant following the end of the 2002/06 financial year so that LEAs can continue to meet the target.</p>	<p>The target for class sizes was achieved in November 2004 and the position was maintained in November 2005.</p>	DfTE 2

<p><b>Better Standards</b> To promote high expectations, high standards of attainment, and sound transitions for every child in primary and secondary schools. To more widely, through effective regulation, inspection and support, gain a secure reputation for Wales as a Learning Country.</p>	<p>Development and implementation of the National Pupil database. The database provides the opportunity for analysis of pupil and performance data at school, LEA and national level by gender, age, and ethnic group. The database will inform local and national trend analysis and provides a rich evidence base for policy development .</p>	<p>The system was successfully launched in July 2005. Initial feedback confirms that it has been welcomed with wide usage at both LEA and national level. Usage is good and constantly improving and that 20% of usage is on standard report which include comparisons by gender and ethnicity.</p>	<p>DfTE 3</p>
<p><b>Better Support for Learners with Additional Needs</b> To promote inclusion, reduce disadvantage and tackle poverty of educational opportunity – To deliver more adaptable inclusive and relevant provision for learners with additional needs and for disadvantaged groups.</p>	<p>By developing an inclusion policy and performance framework for Wales - all learners individual needs are considered. This policy area covers disabled pupils, ethnic minority groups and others with additional learning needs.</p>	<p>Increasing engagement and retention amongst the most disaffected, working in partnership with schools, LEAs and other partners to improve behaviour and attendance and address bullying. Removing barriers to learning for pupils with additional learning needs and promoting inclusive practices in schools. Promoting high quality personal and social education, through providing guidance on elements such as substance misuse and sex and relationships education and revising the PSE framework to greater reflect the Assembly's objectives on equality.</p>	<p>DfTE 4</p>
<p><b>Better Higher Level Learning</b> No top up fees within the period of this Assembly.</p>	<p>Flexible tuition fees will be introduced from AY 2007 but HEIs will have to justify the higher fees they will be charging via the preparation of 5-year fee plans. These will contain institutional proposals on promoting equal</p>	<p>Institutional investment in measures to promote equality of opportunity beginning with plans for harnessing supplementary income stream 2006-07. WAG's expectation is that HEIs</p>	<p>DfTE 5</p>

	<p>opportunities. In AY 2006, HEIs will receive £33.5m supplementary income stream (SIS) from the Assembly and the intended use of this will, again, have to be set out in a one-year plan. WAG has issued guidance to HEFCW, who are responsible for approval of the 2 sets of plans.</p>	<p>should spend at least 1/3 of their additional fee income on Assembly priorities; in particular, those HEIs with furthest to travel in terms of widening access initiatives are expected to demonstrate that they are doing so. The outcome will be progress towards the <i>Reaching Higher</i> targets for making HE available to all those who are capable of benefiting from it. The Minister for ELLS has set out to the sector an expectation that pay modernisation issues will also be a call on additional income and the SIS. The outcome of implementation of the national pay framework will be a single pay and grading structure for HE, overcoming present inequalities in pay where these exist.</p>	
<p><b>Better Skills for Employment</b> Achieve better skills for employment.</p>	<p>Delivery of the objective has been structured around the Assembly Government's <i>Skills and Employment Action Plan 2005</i>, supported by other policy documents such as the new basic skills strategy, <i>Words Talk, Numbers Count</i>. These take a comprehensive approach and seek to address overall priorities (such as basic skills) and the needs of specific groups including those at risk of social exclusion.</p>	<p>Examples include:</p> <ul style="list-style-type: none"> <li>• Report from Chwarae Teg identifying good practice to achieve gender equality in Modern Apprenticeships;</li> <li>• As part of the Basic Skills Strategy, action under way to establish National Support Projects for Speakers of Other Languages and groups at risk of social exclusion;</li> <li>• New work-life balance website,</li> </ul>	<p>DfTE 6</p>

<p>The all age careers advice and guidance service</p>	<p>The National Assembly's contract with the six Careers Wales companies requires them to comply with all statutory duties in respect of equal opportunities. The companies are required to have an equal opportunities policy, an implementation plan and processes for evaluating achievement.</p>	<p>supported through Chwarae Teg;</p> <ul style="list-style-type: none"> <li>• working with Jobcentre Plus to complete and evaluate a project in Pill, Newport, which aims to help black and ethnic minority people access employment opportunities</li> </ul> <p>The companies are involved in a variety of activities at the local level to ensure equality in service delivery. Careers Advisors work closely with schools to develop classroom materials for Careers Education and Guidance which pay particular attention to equal opportunities issues. There is also collaboration with organisations such as WISE that seeks to encourage girls to consider careers in the Science and Engineering fields. Careers fairs are arranged specifically targeted at girls. Companies also provide support and materials to clients in the language of their choice as far as this is appropriate in the circumstances and reasonably practical.</p> <p>All companies employ careers advisors with specialist training to provide support for clients with special needs, including learning difficulties</p>	
--	--	---	--

	<p>Race equality had been built into ELWa's work in 2005-06 through the ongoing implementation of the Race Equality Scheme.</p>	<p>and disabilities. This includes advocacy support in placing young people with disabilities into specialist learning provision. There is no upper age limit for support to clients with disabilities – they receive support, including advocacy until they are settled in their career intention. Careers Wales produces Learning and Skills plans to assist young people with Statements of Educational Need making the transition from compulsory education to further learning</p> <p>All the companies undertake an annual destination of school leavers survey which includes details of destinations by gender and by ethnicity.</p> <ul style="list-style-type: none"> <li>• Joint ELWa and Dysg race equality event held with learning providers,</li> <li>• equality and diversity performance measures developed and incorporated in the Provider Performance Review Process,</li> <li>• Requirement introduced for FEIs to include information on their race equality policies within the FEI strategic planning process,</li> </ul>	
--	---	---	--

	<p>Learning Community Accounts Pilot Programme (2005-2008). Five pilot projects reflect the diversity and complexities of Community Learning. The projects address the needs of both urban and rural social exclusion. The LCA framework consists of identified "Learning Champions" who undertake Learning Needs Analysis and draw up learning plans for the benefit of their communities.</p> <p>Managed the Common Investment Fund to promote collaborative working to bring about improvements in the learning infrastructure, the quality of the learning experience and environment.</p>	<ul style="list-style-type: none"> <li>• research commissioned into the learning experience and needs of black and ethnic minority learners</li> </ul> <p>Senior Learning Policy Manager a member of the RAMOD Steering Group - a project for setting up networks for education practitioners working with ethnic minority learners</p> <p>Pilots include the Caia Park Partnership that supports learners with mental health needs. The project involves intensive mentoring to support learners by helping them to solve problems, get advice, and focus on their learning and development.</p> <p>Two projects were funded that supported equality &amp; diversity ESOL in the Workplace - design and develop ESOL programmes and resources relevant to the need of employers within the Hospitality and Catering Sector and migrant worker employees.</p> <p>WBL Pilot Scheme - a pilot scheme for the provision of work based learning for faith based learners via</p>	
--	--	--	--

		the engagement of private training providers.	
--	--	---	--

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
Study of costs involved in delivering Welsh medium higher education.	<b>Promotion of Welsh medium HE</b>	Results of study and associated options appraisal due Q1 2006-07	Language	DfTE 7
To reduce financial barriers to learning faced by the economically active and inactive and making Wales a Learning Country for all. To tackle poverty of educational opportunity and contribute to combating inactivity or disengagement.	Assembly Learning Grants and Loans (Higher Education) (Wales) Regulations drafted and made ready for introduction of devolved student finance system in 2006/07	Amended the previous age limit for receiving student maintenance loan from 55 to 60 and deliberately placed no age limit on tuition fee support	Age	DfTE 8

**Case Study (Minimum of one)**

ELWa has provided funding for a Workplace ESOL Development programme for the Hospitality and Catering Sector through the Common Investment Fund.

Cardiff has a growing reputation as a vibrant European entertainment hub (over the past four years Cardiff has seen a 30% rise in the number of hotels, 35% increase in the number of bars and 20% more restaurants). The potential recruitment headache has been eased by the flow of workers arriving in the capital city from abroad eager to snap up the positions and contribute to the Welsh economy. Although many of the new arrivals possess the exact skills enabling them to fit seamlessly into the city's burgeoning hospitality and catering industry, language can sometimes be a barrier. To enable Cardiff's continued growth and to enable these new citizens to fully participate in the community it is vital that they acquire and improve their English language skills. The workplace ESOL project was piloted with five employers and some 50 employees in Cardiff's vibrant hospitality and catering sector. The employers included St David's Hotel, Hilton Hotel and Le Monde restaurant.

The project designed ESOL programmes and resources relevant to the needs of employers with the sector. Individuals also learnt about Cardiff and Welsh culture and had a taster session on the Welsh language. Employers have recognised the benefit in the programme for attracting, retaining and developing staff which ultimately leads to improved customer service.

ELWa and Dysg jointly hosted an Equality and Diversity Network meeting for staff who work in the post-16 sector. The meeting took place on the 8<sup>th</sup> December 2005. Presentations were made by ELWa and NIACE and covered topics such as Promoting Race Equality and Learning Support for Black and Ethnic Minority Communities. The day was very interactive and a wide range of issues were raised by participants.

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>

**PART A**

**DEPARTMENT: PUBLIC SERVICE MANAGEMENT WALES (PSMW) (Formerly Local Government, Public Services and Culture (LGPS&C))**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
<p>Public Service Management Wales was established to develop the capacity of the Welsh public service. In this context the top five objectives were to:</p> <ul style="list-style-type: none"> <li>• Develop top leaders and managers</li> <li>• Bring forward future leaders</li> <li>• Develop proposals to improve workforce engagement and its renewal and retention</li> <li>• Secure PSMW membership</li> <li>• Establish clear governance arrangements for PSMW</li> </ul>	<p>At the heart of PSMW's stated values was promoting equal opportunities, diversity, bilinguism, social inclusion, sustainable development and challenging prejudice of all kinds. All PSMW's activities were therefore underpinned by a need to make them accessible to under-represented groups. In terms of workforce engagement, initial plans were put in place to gather information on representation in the workplace and how the issues were reported. PSMW also sought to secure representation from a range of organisations in order to broaden its membership base. Representation on both the PSMW Steering Group and the Programmes Board includes individuals from these organisations.</p>	<p>Ethnic minority participation was actively monitored. Results show that early participation is low, although there is no data on the percentage of public service leaders from BME backgrounds within the target group. A comparison is not therefore possible. Efforts specifically to target these groups have been increased. As part of one programme cross sector learning group was established to explore how equalities can be mainstreamed. The results are explained in detail in the case study below. Additional resources were secured to ensure voluntary sector participation on its flagship programme, Connect 4 Cymru.</p> <p>PSMW is working together with the Equalities organisations to do more than monitor numbers of minorities in employment systems and raise the issues as integral to good strategic management and planning. This is being pursued through the work of the Wales Public Sector Workforce Forum, membership of the EOC's Equality Exchange and Gender</p>	<p>PSMW 1</p>

		<p>Budgeting Group as well as through projects to support outreach to communities that public services have failed to connect with. PSMW is also a member of EOC's Gender Duty Advisory Group for the Public Sector and an active part of the Wales equal pay initiative.</p> <p>In securing membership of the Welsh public service to PSMW, a number of equality organisations were successfully invited to join PSMW. These include Disability Rights Commission, Commission for Racial Equalities and the Equal Opportunities Commission.</p>	
--	--	--	--

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
Development of programmes and activities to develop leadership and leadership potential.	Programmes needed to be accessible across the Welsh public service and delivered in such a way that they met leading practice in terms of equality and diversity.	Key programmes were promoted to diverse groups and as being available through the medium of Welsh where possible. Positive Action Programmes were specifically designed to develop a cohort of managers from groups that have traditionally experienced discrimination and disadvantage in progressing to leadership positions. These were designed for roll out in 2006-07. The first of the three related programmes is at mid point, and is fully recruited and successful. Recruitment is now progressing well for the second, aimed at leaders from BME backgrounds. Core documentation was translated into Welsh, and large print and braille copies are provided as necessary. Contracts with providers included requirements on them to adhere to PSMW values and principles when delivering activities. For example, events frequently included facilitated working groups, one of which works in Welsh, with both Welsh and	Disability Gender Language Race	PSMW 2

		English participants, using translation facilities. All programmes were held at venues that were accessible to people with restricted mobility.		
--	--	---	--	--

**Case Study (Minimum of one)**  
 PSMW's flagship programme developed in 2005-06 was Connect for Cymru. Equality principles were at the heart of its design and one of 4 core principles. Ethnic minority participation was encouraged and monitored. PSMW also encouraged and enabled a cross sector action learning group to explore how equalities can be mainstreamed. Most themes were suggested by prospective participants. The set have clarified its thinking on the issue, and achieved a cross sector consensus on an approach. This approach and potential actions arising from it will be presented at the programme's final joint event in September. In addition, the awareness of the requirement, and the thinking by the group, has been shared across the membership of the whole programme, 77 middle managers from across Wales's public services. The group now work together outside the programme, and will continue to do so after they end participation. Additional funds were made available to enable voluntary sector participation (fees had been a barrier). PSMW enabled 13 members of the voluntary sector to attend, increasing the diversity of the group.

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>
<p>Improve participation from diverse groups in PSMW activities.</p> <p>Provide learning opportunities through the medium of Welsh.</p> <p>Support and encourage mainstreaming Social Justice and Equalities through systems focused on outcomes and efficient, best business and strategic HR practice.</p>	<p>Build database of organisations and individuals from diverse groups, actively encourage them to take part and be involved in the design of activities.</p> <p>Actively promote opportunities available through the medium of Welsh to prospective participants.</p> <p>Diagnose systems development needs through inquiry and collaborative activity e.g. shared workforce planning, skills development for all managers and strengthening HR capacity. In addition, launching projects to promote best practice tools and methodologies.</p>



**PART A**

**DEPARTMENT: SOCIAL JUSTICE AND REGENERATION (SJ&R)**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
<p>Roll Out Communities First.</p>	<p>Communities First is the Assembly Government's long term strategy for improving opportunities and quality of life for people living and working in the most disadvantaged communities in Wales.</p> <p>The Assembly Government supports the Black Ethnic Support Team (BEST) and the Black Voluntary Sector Network ((BVSN) through the Communities First Support Network) to help engage minority ethnic individuals in Communities First areas across Wales.</p> <p>Officials in the Communities first Unit have also worked with Mentrau Iaith and Menter a Busnes to enhance the role they play in supporting Communities First Partnerships.</p>	<p>The revised Communities First Guidance was re-written during 05/06. The draft revised Guidance reflects issues raised as part of the evaluation process. Equality issues are highlighted with specific information on Race, Children and Young People, Older People and the Welsh Language. The Guidance is currently out to consultation.</p> <p>Race Equality Guidelines were developed by the BVSN during 05/06 and these were launched in June 06.</p> <p>Work began in 05/06 on reviewing the support arrangements available to Communities First Partnerships. The current arrangements will remain in place until the end of March 2007, with revised arrangements (based on the outcome of the review) to be in place from April 2007.</p> <p>The RNIB was awarded a total of</p>	<p>SJ&amp;R 1</p>

		<p>£752,401 under the Communities First Programme over six years (2001-07) to identify main barriers to social inclusion for people with severe sight loss, and to develop the priorities for action to overcome these barriers. The RNID is awarded funding under the Communities First Support Fund to help deaf and hard of hearing people participate fully in the Communities First process. The aim of the project is to increase confidence and skills through a range of practical activities such as training, workshops and interactive events.</p>	
<p>All Wales Domestic Abuse Strategy.</p>	<p>Race equality issues are mainstreamed into the All Wales Domestic Abuse Strategy. Monitored alongside other members of the All Wales Working Group on Domestic Abuse including the Black Association of Women, Step Out, BAWSO, All Wales Ethnic Minority Association and All Wales Saheli.</p>	<p>The strategy by the All Wales Domestic Abuse Working Group is regularly reviewed with a view to ascertaining the extent to which race equality issues have been mainstreamed.</p> <p>Helplines for domestic abuse victims have been set up for both Welsh and English speakers. The helpline is currently exploring the practicality of extending the services to include services delivered via e-mail. The working group is currently trying to increase publicity of the helpline number by advertising within the mass</p>	<p>SJ&amp;R 2</p>

		<p>media and on public transport.</p> <p>A Feedback Forum consisting of members drawn from Women's Aid Groups has been established to provide feedback on service delivery at each yearly meeting.</p> <p>The Refuge and Asylum Seekers leaflet provided to schools is currently available in Samalia, Urdu, Farsi, Arabic, French, Turkish, Portuguese, English and Welsh.</p> <p>The strategy makes a commitment to developing a statistical database for measurement of outcomes. The database will be developed from data taken from the helpline, police, Crown Prosecution Service and reviewing British Crime Survey.</p>	
Revised National Homelessness Strategy.	<p>The need to ensure that homelessness services "are designed in accordance with the equality and diversity needs of the community" is identified as one of the four fundamental themes of the strategy.</p> <p>Equality of access is one of the six sections of the strategy's action plan defining activity to address the needs of; refugees, BME groups, Lesbian Gay and Bi-sexual people, people with</p>	<p>The strategy is supported by a range of identified actions as well as grant schemes which funds front line services providing advice assistance and support.</p> <p>The Welsh Assembly Government has funded the Welsh Refugee Council to provide a Refugee Well Housing Project which provides</p>	SJ&R 3

	<p>disabilities, women, older people and Gypsies and Travellers.</p> <p>Homelessness is known to impact more highly on disadvantaged groups. Therefore in addition to specific actions to mainstream equality and diversity issues in the strategy and services following that strategy, there is also an overall positive impact on equality of opportunity through generic action to tackle homelessness.</p>	<p>housing advice and support to access accommodation.</p> <p>Through Supporting People we have funded a range of supported housing services including supported housing for the particular needs of BME women fleeing domestic abuse in the form of 6 projects operated by BAWSO.</p> <p>We have funded an All-Wales housing advice service for LGB people run by Tai Trothwy.</p> <p>We have funded a specialist housing advice service for people with disabilities in South East Wales.</p> <p>In addition we funded Tai Pawb the BME housing organisation for Wales which supports housing organisations to deliver the BME housing strategies which they developed in response to an Assembly Government requirement.</p>	
<p>Support for grassroots/social economy businesses.</p>	<p>Grassroots/social economy businesses are of their nature most likely to be operating in areas of disadvantage or deprivation. In areas where statutory services are not in place, or where there has been a market failure, social</p>	<p>The social economy budget of £1m is used to support some individual projects, but mainly to lever in European Structural funds. Within the current programme Objective 1,</p>	<p>SJ&amp;R 4</p>

	<p>enterprises are likely to step in. All support to this sector will therefore help in some way to reduce this gap.</p>	<p>priority 3, measure 4 alone has committed over £20m to 62 projects in the social economy. We have been working on some procurement issues to ensure that social enterprises are able to succeed at winning public sector contracts.</p> <p><b><u>In addition, 18 social economy projects were awarded grants totalling £2,528,955 for 2005/06 under the Community Facilities and Activities Programme.</u></b></p> <p>Approved projects range from £253,000 to Refurbs Flintshire for the refurbishment of furniture and while goods, £192,500 to Abergele Youth Action Café Ltd and £24,500 to Towyn, under 5s Playgroup.</p>	
<p>To provide effective and preventative treatment for those that misuse substances.</p>	<p>The Substance Misuse Strategy is aimed at ensuring that all those who need treatment are provided with it irrespective of race, disability, gender. One of the projects funded by the Assembly is:</p> <p>Turnaround, which aims to transform the lifestyle of <b>all</b> 14 to 19 year olds who have become engaged in significant substance misuse and as a result had become a challenge and burden to the community, as well as being a risk to themselves. Turnaround aims to transform their lifestyle and enable</p>	<p>The evaluation of the project shows that it has been extremely successful in helping young people to reduce their overall substance use, help improve their behaviour by increasing their ability to control their anger, deal with disappointment and express emotion.</p> <p>As at December 2005, 90% of clients did not offend whilst attending the project 80% of clients entered work, full time</p>	<p>SJ&amp;R 5</p>

	<p>them to actively participate in mainstream education and employment.</p>	<p>education, training or work experience.</p> <p>Parents feedback indicated that 100% felt the project improved communication skills; 74% of parents considered the project had a positive impact, helped with behaviour and improved self confidence.</p> <p>We are working to improve access and availability for treatment for all individuals that need help. An audit of treatment services for all client groups is due in Summer 2006</p>	
--	---	---	--

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
Post Office Development Fund.	<b>Under the Post Office Development Fund, funding is available to support disabled access and to aid compliance with DDA.</b>	The evaluation of the Fund showed that it had allowed more Post Offices to install better access for disabled facilities than would have otherwise been the case.	Disability	SJ&R 6
All meetings of the Social Enterprise Joint Working Group are conducted bi-lingually.	Ensuring that Welsh speakers were able to use their preferred language.	Welsh speakers able to use Welsh with translation facilities at all meetings.	Language	SJ&R 7
CAFCASS CYMRU.	CAFCASS CYMRU recognises that society is enriched by diversity. We aim to work with all children and their families in a way that respects and values differences, and which promotes a non-discriminatory approach to our work. We endeavour to treat everyone courteously, with respect and dignity.	<p>During 2005/6 CAFCASS CYMRU have taken the following actions to achieve our objective:</p> <ul style="list-style-type: none"> <li>• We attended the National Eisteddfod to raise awareness of our Welsh medium services and to attract bilingual staff, to enable us to serve the needs of our service users.</li> <li>• We monitor the diversity of our service users, so we can plan and improve our services to ensure we meet their needs. To improve the reliability of the statistics collected we have launched a pilot diversity</li> </ul>	Language	SJ&R 8

		<p>monitoring procedure which is currently being actively promoted within the organisation.</p> <ul style="list-style-type: none"> <li>• We have established a representative Diversity Steering Group, and this group's first task has been developing and implementing our Diversity Strategy. This group has also worked on the diversity monitoring procedure and form.</li> <li>• The Diversity Strategy outlines how we comply with the Assembly's Equality and Diversity policies and guidance, and relevant legislation.</li> <li>• The Welsh Language and Diversity Manager has been proactive in developing links with relevant units in the Assembly, and relevant bodies such as the CRE and EOC.</li> <li>• The CAFCASS CYMRU staff newsletter includes a monthly diversity feature.</li> </ul>		
Community Safety Strategies.	Continued implementation of Community Safety Strategies for each of the 22 Community Safety	The Unit works closely with the 22 CSPs in Wales to promote the particular needs of minority ethnic	Race	SJ&R 9

	Partnerships (CSPs) to ensure full take-up by CSPs of the available Home Office and Assembly funding.	groups within their triennial strategies to tackle crime and disorder. The 2005-08 Community Safety Strategies have now been published by each partnership. The Unit has encouraged efforts to engage with local groups to be actively involved in the strategy and this includes providing services to minority ethnic groups.		
Community Safety.	Contribute to the development of initiatives, projects, policy and legislation for England and Wales related to crime and disorder reduction, anti-social behaviour and fear of crime.	The Community Safety Division has contributed to a variety of policy documents across different departments within the Assembly, ensuring that the needs of minority groups are adequately reflected and that hate crime is highly placed on the Assembly's community safety agenda.	Faith / Belief Race	SJ&R 10
Anti-social behaviour guidance.	The objective to address anti-social behaviour includes the impact of racial harassment.	The guidance ensures that social landlords are equipped to tackle anti-social behaviour including racial harassment through enforcement, prevention and rehabilitation measures.	Faith / Belief Race	SJ&R 11
Review of social landlords performance in promoting race equality.	The review was intended to identify how effective social landlords had been at developing and implementing BME housing	A review report containing conclusions and recommendations was published in July 2005	Race	SJ&R 12

	strategies resulting from a requirement established by the Assembly Government.			
BME Housing Strategy.	The strategy is designed to improve the housing outcomes for BME individuals and households in housing need.	The strategy contained a range of interventions including research projects such as “The housing and socio-economic circumstances of BME people in Wales”, broadening consultation to ensure BME issues were mainstreamed, for example in Supporting People guidance and the provision of training on racial harassment for social landlords.	Race	SJ&R 13
Refugee Housing Action Plan.	The action plan addresses the housing needs of refugees who are not a specific BME group and often face similar issues of language and cultural barriers.	The action plan has prompted a range of activity including the funding of front line services, and the publication of “Asylum seekers and refugees- Guidance for accommodation and related service providers in Wales”.	Faith / Belief Race	SJ&R 14

## **CASE STUDY**

### **Gypsy and Travellers**

Gypsy and Traveller groups are amongst those facing the highest levels of inequality in Wales. Victims of direct discrimination from a wider society from which they are frequently excluded they are also subject to unequal access to public services, such as housing, which frequently fail to engage adequately with Gypsies and Travellers and their needs.

The Welsh Assembly Government is introducing a duty for local authorities to assess the accommodation needs of Gypsies and Travellers and to develop a strategy relating to Gypsy and Traveller accommodation.

In order to facilitate this process the Assembly Government has attempted to mainstream these responsibilities by including guidance on needs assessment for Gypsies and Travellers in guidance on Local Housing Market Assessment and guidance on the development of Local Housing Strategies. This will ensure that in Local Housing Strategies to be submitted in March 2007 there will be a developed understanding of the accommodation needs of Gypsies and Travellers and planning taking place to meet that need.

This process will ensure that existing services can be better tailored to meet need and that where appropriate new services will be developed.

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>
<b>The Guidance has been revised to reflect these issues.</b>	

**PART A**

**DEPARTMENT: OFFICE OF THE CHIEF NURSING OFFICER (OCNO)**

<b>Top Five Departmental objectives</b>	<b>Identify how equality was built into the objective</b>	<b>Identify positive equality outcomes and outputs</b>	<b>Ref</b>
Review of Roles and Responsibilities of Primary Care and Community Nursing.	Review undertaken by Swansea University on behalf of OCNO. Ensured Equality Policy Unit (WAG) was involved in the process.	The report recommends that there is the potential to develop specialist nursing roles focussed on patient groups/disease which span service boundaries and facilitate pathways across the full range of service interfaces including minority ethnic group patients.	OCNO 1

		Appointing specialist nurses is the responsibility of Trusts and Commissioners. The Review Report was sent to the Chair of Nurse Executives in Wales and the LHB Nurse Directors. The issue of nursing roles in the community is part of the discussions of the nursing contribution to Designed for Life.	
Investing in a Better Start: promoting breastfeeding in Wales.	Recommendations include the need to address health inequalities by focussing on those women least likely to breastfeed such as the youngest mothers who are the earliest school leavers. In addition, the Strategy recommends cultural sensitivity and availability of materials in appropriate languages.	Breastfeeding Awareness Week activities were directed towards the target group of mothers. Mother support groups have been established across the country with particular focus on areas with the lowest breastfeeding rates. Links on the breastfeeding website to leaflets in 10 different languages.	OCNO 2
Nurturing the Future: Strategic Framework for Children's Nurses in Wales.	An audit was undertaken of compliance with the 33 recommendations of "Nurturing the Future, Briefing paper 7. Realising the Potential of Children's Nursing in Wales (Welsh Assembly Government, 2004). An action plan for 2006-07 was produced.	Reflecting the culture, social, physical, emotional, psychological and spiritual needs and language of choice of children/young people and their families/carers is included in the core values of Briefing Paper 7.	OCNO 3
Nutrition Assessment.	In December 2005 NHS Trusts in Wales participated in a Nutritional Audit. The purpose of the audit was to determine which Nutritional Assessment tool Trusts were using. All Trusts	As a consequence of the findings of the audit a meeting with the head nursing professions has taken place to discuss the issues concerning	OCNO 4

	<p>in Wales use a Nutritional Assessment Tool in all areas.</p> <p>55.5% of Trusts in Wales use the MUST Nutritional Assessment Tool.</p>	<p>Nutritional needs of all patients in hospital, and in particular issues around feeding.</p> <p>Protected meal times are in operation within some Trusts in Wales and there are a number of other initiatives implemented across Wales e.g. red tray initiative.</p> <p>As a result of the meeting the Chief Medical Officer and Chief Nursing Officer have agreed that a Welsh Health Circular will be drafted and sent out to the service.</p> <p>A workshop is being arranged for September where Nurse Directors, Ward Sisters and Staff Nurses will come together to share best practice and discuss and agree a way forward for nursing in Wales.</p>	
--	---	---	--

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	How were the objectives of the policy or activity related to equality?	How successful were these policies or activities in achieving these objectives?	Equality strands covered? (See Key)	Ref
All Wales Pathway for Ante Natal Routine Enquiry into Domestic Abuse.	<b>To support health professionals in the routine enquiry into domestic abuse.</b>	One third of all Trusts are now implementing this pathway, with the remainder adopting it by March 2007.	Gender	OCNO 5

**Case Study (Minimum of one)**

All Wales Pathway Ante-Natal Routine Enquiry into Domestic Abuse is a collaboration between midwives and health visitors, working closely with the Women's Safety Unit, together with the South Wales Police and voluntary organisations working with groups of women who have experienced domestic abuse, including those working with women from multi-ethnic groups.

What are the areas for improvement in relation to equality outcomes in your policy or activity?	What action will be taken to strengthen your policy or activity?
To extend the Care Pathway to broader areas of the health service	Continuous process of audit and review of activity.

**PART A**

**DEPARTMENT: FINANCE DEPARTMENT**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
1. To ensure that the Assembly meets its timetable for the faster closing of Accounts.	Quicker accounts production does not have any direct impact on equality, or vice versa. However, in using additional staff to meet the objective we employed agency staff of both genders. On a slight tangent, as part of the accounts there is a section on equality and this will be published for all to see. We expect the accounts to be published in September.		FIN 1
2. To redefine the role, structure and business processes for the Finance Group post merger of 1 April 2006, including any corporate business changes.	The department applied the same processes for slotting in as the rest of the WAG, which included the opportunity for individuals to appeal to the Felt Fair Committee.	No complaints or appeals to the FFC from the Finance Group were based on equality issues, only on the grounds of matching previous and future roles.	FIN 2
3. Make a significant improvement in the quality of both internal and external financial reporting in the Assembly and to develop a single brand for finance publications.	Again, this is an objective that does not really have an equality dimension, being largely driven by finance processes and by technical accounting issues.		FIN 3
6. Deliver Value Wales, a broader approach to capital procurement and a more professional approach to asset			FIN 4

management in the Assembly.			
5. Construction and fit out of New Assembly Building on time and to budget .	<p>One of principle requirements of the brief was to ensure that the building was exemplar in terms of accessibility.</p> <p>Access Advisory Group (AAG) was established which was drawn from a wide variety of groups from across Wales with an interest in accessibility issues.</p> <p>The Group was involved throughout the design development process for the building.</p> <p>Officials visited many other public building to learn lessons from in terms of accessibility and to provide a benchmark of provision.</p> <p>Assembly appointed its own independent Access auditor to review what had been delivered.</p>	<p>The building is designed to be open and inclusive.</p> <p>Many of the suggestions put forward by the AAG were incorporated into the design of the building including:-</p> <ul style="list-style-type: none"> <li>• Additional lift installed at front of the building to increase lift access from the street level to the public entrance level;</li> <li>• Enlarged lift within the building which can accommodate a motorised scooter;</li> <li>• Installation of a “mega-loo” including a fixed hoist and adult changing facilities;</li> <li>• Provision of a Parent and Child room;</li> <li>• Hearing induction lops installed throughout the building;</li> <li>• Fully accessible reception desk in terms of both staff and visitors;</li> <li>• Provision for 3 dedicated wheelchair spaces in the committee room galleries with provision for an extra 2 spaces if required;</li> <li>• Provision for 12 dedicated wheelchair spaces in the debating chamber public gallery;</li> </ul>	FIN 5

		<ul style="list-style-type: none"> <li>• 12 Disabled parking bays provided alongside the building;</li> <li>• Covered walkway from the disabled parking bays to the lifts at the front of the building;</li> <li>• Sections of “moving floor” installed in the chamber to allow access to all levels of the chamber;</li> <li>• Bi-Lingual Braille incorporated into the signage.</li> </ul> <p>An independent report has been commissioned from the Independent Access Auditor. This has been received and a formal response is in – hand.</p>	
--	--	---	--

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	How were the objectives of the policy or activity related to equality?	How successful were these policies or activities in achieving these objectives?	Equality strands covered? (See Key)	Ref
Finance Department did not implement any policies in 2005-06 that were specifically designed to promote equality or that relate to equality issues.				FIN 6

**Case Study (Minimum of one)**

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>

**PART A**

**DEPARTMENT: HEALTH AND SOCIAL SERVICES (HSS) (formally Health and Social Care (HSC))**

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
1. Free Prescriptions.	The abolition of prescription charges was a manifesto commitment to ensure equal access to medication for all in Wales.	<p>The policy is being introduced by a series of staged reductions in prescription charges. On 1 April 2005 the charge was reduced again in Wales to £4 per item as oppose to £6.50 in England with pre-payment certificates also proportionately reduced to £57.46 (£93.20 in England).</p> <p>From 1 April 2006 the prescription charge will be reduced again to £3 (£6.65 in England) with pre-payment certificates reduced to £43.09 (£95.30 in England). Entitlement cards will also be introduced from 1 August 2006 to ensure that those living in Wales who are registered with GPs in England will benefit from the lower Welsh charge. Complete abolition of charges in Wales will take place on 1 April 2007.</p>	HSC 1
2. Policy and Implementation for tackling cancer.	The Assembly Government's policy aims and objectives for tackling cancer, National Cancer	In the light of very clear evidence and recommendations from the National	HSC 2

	Standards and waiting times targets are all set in a context of equality. In addressing the implications of an ageing population, we must take full account of equality of opportunity for all. Where certain cancers affect men and women differently, we need to respond accordingly.	Screening Committee, we have established national screening programmes for women for breast and cervical cancer. In 2005-06, the age range for the breast screening programme was extended from 50 to 64 to women aged 50 to 70.	
3. Implement Strategy for Older People.	The aims and objectives of the Strategy for Older People are set in a context of equality. The Strategy makes clear that in addressing the implications of an ageing population we must take full account of equality of opportunity for all.	As part of Strategy for Older People in Wales, the Assembly Government commissioned a Research Project looking at the specific needs of Black and Minority Ethnic elders. The research project was undertaken by Salford University following a competitive tendering exercise. A total of 677 older people (aged 50 and over) from a broad range of the BME communities across Wales were interviewed. Following this 5 focus groups with a selection of the interviewees considered the issues that arose from the interviews in more depth. A total of 43 older people were involved in the group discussions. Participants were from a range of BME communities.  It identified the needs of BME elders and made recommendations for service provision and policy. The work was completed in March 2006.	HSC 3

		<p>The report is currently being considered and advice will be put to Ministers regarding recommendations.</p> <p>Under the Strategy, the Assembly Government has also undertaken a Literature Review/Scoping Study on researching the needs of Lesbian Gay, Bi-sexual and Trans-gender older people. This was completed in March 2006.</p> <p>Funding from the Strategy has also been utilised by Age Concern Cymru to establish networks for organisations concerned with the interests of BME and LGBT older people in Wales. The first full schedule of meetings took place in 05/06. (See Case Study 1).</p>	
<p>4. Establishment of Children and Young People Specialist Services Standards.</p>	<p>The Children and Young People's Specialised Services Project was established following a review which found that children's specialised services were delivered in an ad hoc and fragmented manner with the levels of care the child could expect varying greatly across Wales. The remit of the project is to develop high quality, equitable and sustainable children's health services across Wales, with children and their carers at the centre of all planning and provision.</p>	<p>June 2005- Consultation period for first 3 specialised service documents ended.</p> <p>September 2005- Consultation events to link in with parents of children accessing specialised services through Contact a Family Wales.</p>	<p>HSC 4</p>

<p>5. £550m for modernising GP surgeries and hospitals.</p>	<p>All planning for new buildings and upgrades of existing buildings are checked for compliance with Disability Discrimination Act (DDA) (via AEDET (Achieving Excellence Design Evaluation Toolkit) validation) to ensure access to disabled people is built into the planning process.</p> <p>There is increasing involvement of Local Access Groups on NHS planning forums/groups/planning meetings.</p>	<p>All NHS Trusts are developing their iterative processes of employing accredited consultants to conduct surveys of their estates and produce a prioritised programme of actions required to comply with the DDA. Many of these programmes have been shared with local Community Health Councils (CHCs). All independent contracting GPs have been issued with guidance on meeting DDA compliance. DDA compliance is considered as part of the approval process for all bids for central capital funding. This is leading to improved access to premises and an on-going improvement to DDA aspects of the NHS Estate</p>	<p>HSC 5</p>
---	---	--	--------------

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	How were the objectives of the policy or activity related to equality?	How successful were these policies or activities in achieving these objectives?	Equality strands covered? (See Key)	Ref
<p><b>Children &amp; Young People</b> The National Service Framework for Children, Young People and Maternity Services in Wales.</p>	<p><b>The NSF is a 10-year strategy, which will have a strong influence on the health &amp; well being of children &amp; young people by the setting of national standards. Key actions to improve equality of access to services, equal opportunities and inequalities of health are contained throughout the document but Chapter 4 on disabled children and Chapter 5 on children in special circumstances place a strong emphasis on the need for social inclusion.</b></p>	<p>A web based self-assessment audit tool (SAAT) has been developed, for local partnerships to use in determining progress in implementing NSF actions. Progress on implementation of the standards will be monitored and evaluated at both local and national levels. A SaFF target in relation to the core key actions being achieved by March 2006 is in place and the 3<sup>rd</sup> quarter returns (end December 2005) indicate that most of the Trusts and LHBs are making progress. Officials will interrogate the data and discuss with Trust and LHB leads to ensure clarity on direction is set and</p>	<p>Age Disability, Faith / Belief Gender Language, Race,</p>	<p>HSC 6</p>

		momentum maintained.		
Community Health & Chronic Illness  Development of 'Service Development & Commissioning Guidance for Selected Minority Groups'.	<p><b>The guidance covers healthcare access for four selected minority groups:</b></p> <ul style="list-style-type: none"> <li>• <b>Gypsies &amp; Travellers</b></li> <li>• <b>Asylum Seekers &amp; Refugees</b></li> <li>• <b>Homeless</b></li> <li>• <b>Minority Ethnic Community to primary and secondary organisations</b></li> </ul>	<p>The guidance primarily relates to adults. Further dictats relating to children's issues have been identified in WAG – National Service Framework for Children, Young People and Maternity Services.</p> <p>The guidance contains key actions and examples of best practice. It contains a maturity matrix which has been developed to assist organisations to focus actions to address the following issues:</p> <ul style="list-style-type: none"> <li>• Access to Primary Care (including issues regarding information)</li> <li>• Lack of involvement in planning and development of services</li> <li>• Culturally alien services</li> <li>• Discrimination</li> </ul> <p>The Guidance has been produced and is to be disseminated at regional workshops. It is currently too early to measure the impact of the Guidance. Monitoring arrangements to be agreed.</p>	Faith/belief Language Race	HSC 7

<p><b>Community Health &amp; Chronic Illness</b></p> <p>Asylum seekers</p>	<p>To address the need to improve health and where possible eliminate inequalities in health.</p>	<p>A revised funding formula for the four LHBs from 2006 was agreed. Updated guidance has been produced.</p>	<p>Race Language</p>	<p>HSC 8</p>
<p><b>Community Health &amp; Chronic Illness</b></p> <p>Building Strong Bridges (BSB)</p>	<p><b>The local and national BSB Facilitators have responsibility to ensure the involvement of disadvantaged groups in the local and national planning and strategic development processes.</b></p>	<p>An additional £3m funding has been granted extending the work until 2009. This will strengthen and build on the investment to date in supporting work with disadvantaged groups.</p> <p>The roles support good communication, engagement, and involvement of the voluntary sector, carers, users and families.</p> <p>Examples of work undertaken include:</p> <ul style="list-style-type: none"> <li>• Development of local directories of services to help in strategic planning &amp; consultation</li> <li>• Mechanisms established to ensure involvement around PPI, long term conditions and related physical disabilities and sensory impairments.</li> </ul>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 9</p>

		<ul style="list-style-type: none"> <li>• Supports local user and carer panels</li> <li>• Encourage volunteering.</li> </ul>		
<b>Community Health &amp; Chronic Illness</b>  Gypsies and Travellers	<b>To ensure equitable access and availability of appropriate services for Gypsies and Travellers.</b>	The all Wales Gypsies & Travellers Task and Finish Group considered and responded to the eleven health related recommendations contained in the review. The work was completed and the report and its recommendations have been issued to LHBs.	Race	HSC 10

<p><u>DPO</u></p> <p>Perform Equality Champions Role for HS&amp;C Department</p>	<p><b>To ensure that greater attention and priority is given to taking equality issues into account in policy formation and other activities</b></p>	<p>Co-ordinate equality issues, new guidance, screening exercises and reports on behalf of HS&amp;C. Disseminate information to staff regarding training opportunities and relevant equality duties Provide support and advice to staff regarding policy and strategy development</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 11</p>
<p><u>DPO</u></p> <p>Welsh Language Strategy / Action Plan</p>	<p><b>Equitable service to Health provision bilingually or through the medium of Welsh Support other NHS sections (Dental, Pharmacy) in meeting patients needs Work with NHS Organisations to deliver training lechyd da dvd dissemination</b></p>	<p>NHS Welsh In Healthcare Awards 2005 Supported re-writing of prescriptions including patient guidelines Work with ELWA to provide staff welsh language training to better support welsh speaking patients Support NHS and education organisations in raising awareness to language issues</p>	<p>Language</p>	<p>HSC 12</p>
<p><u>DPO</u></p> <p>Assembly Welsh Language Scheme</p>	<p>To further develop the Department's compliance with the Assembly's Welsh Language Scheme</p>	<p>Established a network to support implementation Provided advice &amp; support on implementation issues as necessary Maintain close working arrangements with the Welsh Language Unit Culture/Media/Sport</p>	<p>Language</p>	<p>HSC 13</p>

<p><u>DPO</u></p> <p>National Liaison Officer Speech and Language Therapy</p>	<p>1 year project to raise awareness, undertake research, and develop assessment and treatment tools to support the mainstreaming of the Welsh language in service provision</p>	<p>Bilingual intranet based resource centre for Speech and Language Therapists          Welsh in Healthcare Award for SLT          Baseline survey undertaken to provide service with information on language needs/choice of patients, including data on condition, and referral sources and age</p>	<p>Language</p>	<p>HSC 14</p>
<p><u>Finance</u></p> <p>The Service Level Agreement (SLA) with Welsh Health Estates (WHE) throughout the year provided general advice to NHS Trusts on a comprehensive range of estate matters.</p>	<p><b>The advice provided on the amended DDA compliance guidance for NHS Trusts on employing accredited accountants</b></p>	<p>The NHS Trusts are using this guidance to help them fulfil their responsibilities under the DDA</p>	<p>Disability</p>	<p>HSC 15</p>
<p><u>Mental Health</u></p> <p>Development of Race Equality Action Plan for Adult Mental Health Services in Wales (Key Action 12a of the Revised Adult Mental Health National Service Framework).</p>	<p><b>The Action Plan contains a series of key actions for local health and social care organisations to meet in order to provide equitable, accessible and appropriate mental health services (inpatient and community) for people from Black and Minority Ethnic backgrounds.</b></p>	<p>Approved by the Adult Mental Health Implementation Advisory Group on 23<sup>rd</sup> March 2006, the Health and Social Care Departmental Management Board on 4<sup>th</sup> April 2006 and by the Minister for Health and Social Services on 15<sup>th</sup> May 2006.</p> <p>The Action Plan will be issued across Welsh NHS Trusts, LHBs and</p>	<p>Language          Faith/Belief          Race</p>	<p>HSC 16</p>

		the relevant Local Authority departments (i.e. Community Mental Health Teams) in September 2006.		
<b>Mental Health</b> Welsh Language Scheme for the Mental Health Review Tribunal	<b>The Welsh Language Scheme is to be put in place in order that Welsh speaking patients detained under the Mental Health Act 1983 can choose.</b>	The draft Scheme was sent to the Welsh Language Board for comments, prior to consultation. Currently awaiting a response.	Language	HSC 17

<p><u>Resources</u> Tackling inequalities in health through the allocation of NHS resources to areas of greatest health need, by use of the Townsend direct needs formula, and through focused action locally and nationally</p>	<p>The primary aim of the direct needs resource allocation formula is to target health resources at those with the greatest health needs. There is strong evidence of links between deprivation and poor health.</p> <p>Professor Townsend's final report called for action nationally in terms of continued implementation of the direct need formula for funding local health boards, to ensure they target resources on the needs of particular categories of the population: the mentally ill and disabled, other disabled people and the elderly, but also in general those individuals who are materially and socially deprived.</p>	<p>Professor Townsend's final report ensures a continued emphasis for national health policy, and local implementation on addressing the health needs of disadvantaged communities.</p> <p>Designed for Life creates a focus across all health policies for the development of an integrated approach to tackling health inequalities. In addition, the development of a new commissioning framework will provide a focus for action to be taken at local level to address health inequalities. The direct needs formula itself allocates funding to local health boards with reference to the health needs of the area. It does not directly address issues such as race or gender, although it does indirectly address such issues where the health needs of the population were different from the 'norm'.</p> <p>For example: The formula would allocate additional funding to areas with larger than average ethnic populations if the health needs of these populations (as captured mainly through the Welsh health</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 18</p>
--	--	--	--	---------------

		<p>Survey), were greater than average. By implication, as the formula allocates funding to areas with the greatest health need, areas which have a greater proportion of individuals with disabilities should receive higher levels of allocation. Progress towards implementation of the formula is through the differential distribution of growth funding, and so its impact on removing health inequalities will not be fully evident for several years.</p>		
--	--	--	--	--

<p><u>Resources</u></p> <p>Training and Development plan for the collection of ethnic data throughout the NHS</p> <p>The Information Services Branch of the Directorate has commissioned a Training and Development plan for the collection of ethnic data throughout the NHS. This will include building capacity within NHS Staffing to collect and analyse ethnic information relating to the patient population. The funding has been provided to the NHS Centre for Equality and Human Rights, for staffing, materials and delivering the training programme over a 2 year period, commencing June 2005.</p>	<p><b>Consolidate current arrangements for the collection of data to ensure the promotion of the best practice across the NHS.</b></p>	<p>An extensive programme of training will commence including the development of training materials and around 50 training events. The training programmes will be managed through the NHS Centre for Equality and Human Rights which will recruit additional staff in order to meet this agenda</p> <p>This will be assessed during the period of the Training and Development Programme</p>	<p>Race</p>	<p>HSC 19</p>
<p><u>QSSID</u></p> <p>Expert Patients Programme (EPP) Wales</p>	<p>An NHS self-management course for people living with any long-term condition.</p> <p>Patients are led through a structured course by two trained lay tutors who themselves have experience of making life changes as a result of long-term health conditions.</p>	<p>Benefits include: Providing individuals with skills to take more responsibility for their own health and well-being thus supporting them to self-care</p> <p><b>To date:</b></p> <ul style="list-style-type: none"> <li>• 91 EPP courses have been delivered in Wales</li> <li>• 964 people have attended an EPP course</li> <li>• 104 volunteer tutors have been</li> </ul>	<p>Race Disability Language</p>	<p>HSC 20</p>

		<p>trained</p> <ul style="list-style-type: none"> <li>• 12 local <a href="#">EPP Co-ordinators/Trainers</a> have been employed to help support the volunteers and to manage and</li> <li>• arrange the courses locally</li> </ul> <p><b>The course has enabled a number of patients with support and advice to be removed off the incapacity register and start working again. Capacity benefits have also been realised, as the comparison of before and after measures of patients involved, showed that 4-6 months after completing the course:</b></p> <ul style="list-style-type: none"> <li>• GP consultations decreased 7%</li> <li>• Outpatient visits decreased by 10%</li> <li>• A&amp;E attendances decreased 16%</li> <li>• Pharmacy visits increased by 18%</li> </ul> <p>Course material is currently available in 10 languages, including Welsh and 8 ethnic languages, braille, audio and an on-line system is under development.</p> <p>In 06/07 it is planned to develop a</p>		
--	--	--	--	--

		programme for ethnic minorities and mental health patients.		
--	--	---	--	--

<p><u>QSSID</u></p> <p>Ethics Sub-Committee of Advisory Board for Healthcare Standards</p>	<p>The Ethics Committee is a sub-committee of the Advisory Board for Healthcare Standards in Wales. It has been established to provide advice to the Welsh Assembly Government Minister for Health and Social Services, through the Advisory Board, on ethical issues relating to policy and standards development.</p>	<p>The Sub-Committee was established with a wide ranging membership including NHS, private and voluntary healthcare organisations.</p> <p><b>Functions of the Ethics Sub-Committee</b></p> <p>To provide a forum for debating the ethical issues relating to health and social services, with a view to advising the Advisory Board for Healthcare Standards in Wales.</p> <p>To provide an ethical framework for the introduction and adoption / development / implementation of standards for the NHS in Wales.</p> <p>Meetings took place during 2005/06, looking at current good practice, NICE papers on Social Value Judgments and opportunity costs. Other discussion topics included Values-based Practice, Values-based Commissioning and Values-base Policymaking”, This helped ensure the Sub-Committee have the information and knowledge required to ensure their terms of reference can be met.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 21</p>
--	---	---	--	---------------

--	--	--	--	--

<p><u>QSSID</u></p> <p>Sponsorship of the National Institute for Clinical Excellence (NICE)</p>	<p><b>An independent organisation responsible for providing national guidance on the promotion of good health and the prevention and treatment of ill health.</b></p>	<p><b>A Direction was issued to the NHS in Wales placing a statutory obligation on LHBs to make funding available to enable the implementation of all NICE technology appraisal guidance within three months. Compliance with NICE technology appraisals, interventional procedure guidance and clinical guidelines is also a requirement of Standard 12 of Healthcare Standards for Wales.</b>  NICE issued 10 pieces of technology appraisal guidance in 2005-06.)</p>	<p>Age  Disability  Faith/ Belief  Gender  Race  Sexual  Orientation</p>	<p>HSC 22</p>
<p><u>QSSID</u></p> <p>Development of Healthcare Standards for Wales, which promotes a framework</p>	<p>The 32 standards of care came into effect on 1/6/05 and are part of our sustained drive to remove inequalities in health across the breadth of Wales.</p>	<p>The Standards of Care help to ensure that quality services are provided equitably, robustly and ethically across the full range of services provided by or for the NHS in Wales, no matter what the setting. The assessment criteria, against which compliance with the Standards will be assessed by Healthcare Inspectorate Wales, is currently being developed, and will be the subject of a consultation exercise later in 2006.</p>	<p>Age  Disability  Faith/ Belief  Gender  Race  Sexual  Orientation</p>	<p>HSC 23</p>
<p><u>Strategy</u></p> <p>Designed for Life – a new strategic framework for health and social care</p>	<p><b>The aim is to ensure that future services are sustainable across Wales and that everyone has</b></p>	<p>As part of the framework there will be redesign of acute services across Wales, new guidance on</p>	<p>Age  Disability  Faith/ Belief</p>	<p>HSC 24</p>

	<b>access to high quality safe services as locally as possible.</b>	commissioning, and improvement in information systems, all of which should strengthen the ability to meet the needs of different groups.	Gender Race Sexual Orientation	
--	---	--	---	--

<u>Strategy</u> Development of Wales-wide research infrastructure	<b>Support of networks and areas important to ensure equality across minority groups and issues.</b>	Cross cutting equality and diversity group has been supported as part of the infrastructure	Other (All - & opportunity)	HSC 25
<u>Strategy</u> Research Funding Scheme	Need to ensure equality of opportunity to researchers across health and social care in respect of assessment.	Development of assessment committee to cover all key research areas in health and social care. Terms of reference developed to cover gaps if any are identified.	Other (Opportunity)	HSC 26
<u>Strategy</u> Revision of NHS Trusts' R&D funding annual report template	<b>Trusts are required to report on the measures they have take to ensure lay/participant involvement in their R&amp;D processes and procedures.</b>	Evidence of success will be captured when reports are submitted in Sep 2006.	Age Disability Faith/ Belief Gender Race Sexual Orientation	HSC 27
<u>Strategy</u> Patient Equality Monitoring Project	<b>The objective is to consolidate current arrangements for the collection of patient equality data - initially ethnicity – to ensure the promotion of best practise across the NHS in Wales.</b>	To achieve the objective, an extensive training programme is underway, to build the capacity of NHS staff to collect and analyse ethnic information relating to the patient population. This work is ongoing. A Steering Group has also been set up.	Race (to be expanded to cover other Equality Strands)	HSC 28
<b>Strategy</b> Public Appointments to NHS Bodies	<b>An ongoing objective to increase representation from minority ethnic communities, disabled</b>	A working group was set up to consider how we could target under	Race Disability Gender	HSC 29

	<p><b>people and women on NHS public appointments, eg to NHS Trust Boards.</b></p>	<p>represented groups to become members of Community Health Councils. Advertisements and information was changed to make it more accessible and an advertising strategy was developed that would reach more members of the community.</p> <p>Data from 2005-2006 financial year: 97 appointments made, 12 disabled appointees, 1 ethnic minority, 51 females, 46 males. The results of the working group will not be shown until next years statistics.</p>		
--	--	---	--	--

<p><u>WORD &amp; HR</u></p> <p>Development of Wales-wide research infrastructure</p>	<p><b>Support of networks and areas important to ensure equality across minority groups and issues.</b></p>	<p>Cross cutting equality and diversity group has been supported as part of the infrastructure</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 30</p>
<p><u>WORD &amp; HR</u></p> <p>Research Funding Scheme</p>	<p>Need to ensure equality of opportunity to researchers across health and social care in respect of assessment</p>	<p>Development of assessment committee to cover all key research areas in health and social care. Terms of reference developed to cover gaps if any are identified</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 31</p>
<p><u>WORD &amp; HR</u></p> <p>Revision of NHS Trusts' R&amp;D funding annual report template</p>	<p><b>Trusts are required to report on the measures they have take to ensure lay/participant involvement in their R&amp;D processes and procedures.</b></p>	<p>Evidence of success will be captured when reports are submitted in Sep 2006.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 32</p>

## **CASE STUDIES**

### ***Building Stronger Bridges***

The Building Stronger Bridges Health & Social Care Facilitator for Torfaen was involved in the planning with the multi agency working group to organise the following healthy living event for the minority ethnic community event held in March -

Language can sometimes pose a barrier for older people from ethnic minorities who want to access health services but understand little English. Organisers of a healthy living event at Cwmbran Stadium aimed to make things easier for them by providing an interpreter for anyone who needs one and lets them know in advance.

They hope that older people will feel more confident about talking to health professionals and finding out how to access health services if they are able to do it in their chosen language.

People attending had their lifestyle assessed to determine if they are at risk of developing diabetes or heart disease. Research has shown that diabetes is more common in people from Black Caribbean and many Asian communities. There was also an opportunity to participate in the "Heartsave" training so that people would know what to do in an emergency situation

The event gave people an opportunity to find out more about a wide range of issues that affect an individual's health and well-being, including:

- How to access health and social services
- Exercise
- Smoking cessation
- Management of long-term health conditions
- Community safety
- Trading standards
- Community groups

Written materials were available in any language on request.

Representatives from the South East Wales Racial Equality Council, Torfaen Race Advisory Forum and Torfaen's Older persons Forums also attended.

**Expert Patients Programme (EPP) - Wales**

**Views from a course participant, volunteer tutor and now an Expert Patients Programme (EPP) member of staff**

Since childhood I have lived with Diabetes and Asthma. There were often difficult times when I felt very unwell and unable to play a part in day to day activities. It hit me quite hard when at the age of eighteen my illnesses prevented me from going to University to study law, this was something that I had always wanted to do.

Sometime later when my health began to improve, I decided to find a job. It was a real shock to me when an employment adviser said that 'I would be lucky to get a job' and proceeded to give information about benefits that I was entitled to. It felt as if I had been labelled 'unemployable' and 'disabled', something that I had never considered. This experience led to a downward spiral and I became very depressed. Over the years I found living with depression very difficult, it robbed me of my personality, joy and self worth and made me feel very vulnerable.

About two years ago just at the time when my confidence was at rock bottom, I heard about the Expert Patients Programme (EPP) Wales, and decided to train to become a volunteer tutor. I found the course very empowering. It helped me to understand that feelings of helplessness and frustration with my illnesses were quite normal. The course gave me an opportunity to learn new skills to manage my symptoms, which helped me to move on and to minimise the impact of my long-term health condition on my daily life.

As a volunteer tutor I have really enjoyed delivering EPP courses within the local community. The opportunity to connect with people living with many different health conditions continues to be of immense value. I have learned that whatever long-term health condition/s a person is living with, that the challenges are the same, e.g. dealing with pain, fear, uncertainty, anger, eating healthily, taking regular exercise and planning for the future. Being able to express my feelings in a supportive environment of a course has enabled me to gain confidence, energy, humour and sense of peace. Furthermore the self -management skills that I have learned have for me become a way of life. I have learned the art of setting realistic goals and to control how I respond to these. gaiconfidence, energy, humour and sense of peace. Furthermore the self -management skills that I have learned have for me become a way of life. I have learned the art of setting realistic goals and to control how I respond to these.

**Whilst attending a course the tutor gave me a contact to seek help with finding work. It was good to have advice and support about how to apply for a job and to prepare for an interview. I am now 39 years of age and have just completed my first ever year of employment. Being in a job which I enjoy means so much, has made a real difference to my life.**

### **Older Peoples BME & LGBT Networks**

The Lesbian, Gay, Bisexual and Transgender Older Peoples Network, was established in 2005 by Age Concern Cymru with Welsh Assembly Government funding to raise awareness of older LGBT issues amongst organisations working older people. This is pioneering work in Wales as currently there are no other national initiatives focused on developing work to meet the older LGBT population.

Discussions to date have included gathering information on experiences of the older LGBT community from health care providers and service providers. The network has identified advocacy services and the need for thorough, professional diversity training for care and service providers as key. A leaflet is due to be produced outlining older LGBT rights and current available service provision and support across Wales.

The Minority Ethnic Older Peoples network, also established in 2005. The Group will be undertaken some work looking at involvement in mainstreaming and the development of policies and service delivery. They will visit some best practice sites and share their findings with other organisations through seminars and learning workshops. A leaflet will soon be produced with input from members of the Network on how older BME people can influence change and get involved in their local communities. The Network will also benefit from an additional resource in the form of a Minority Ethnic Development Officer who will work with the networks to identify priorities and develop a work programme

These networks are playing a crucial role in developing work that seeks to eradicate the discrimination that many older people from minority and disadvantaged groups face. Age Concern Cymru have recently secured funding for an Equalities and Inclusion Manager who will oversee the work of both networks and drive the agenda in Wales.

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>
Historically, limited capital funding has inhibited NHS Trusts ability to access such issues such as DDA compliance	Increasing strategic capital investment to enable the NHS Trusts to improve their DDA compliance through the strategic development of the NHS estate with new buildings and upgrades of existing buildings

**PART A**

**DEPARTMENT: LOCAL GOVERNMENT & CULTURE (formally Local Government, Public Service & Culture Group (LGPSC))**

<b>Top Five Departmental objectives</b>	<b>Identify how equality was built into the objective</b>	<b>Identify positive equality outcomes and outputs</b>	<b>Ref</b>
£21.5 million Deprivation Grant. This is unhypothecated grant funding to local authorities.	Distribution is by formula based on the Welsh Index of Multiple Deprivation	Aim to ensure less well-off areas do not suffer from lower quality services – delivery by local authorities according to their own priorities.	LGPS 1
Review of rate reliefs currently available to businesses in Wales: this is to provide assurance that the Assembly Government is achieving value for money in funding rate relief schemes. Consultation has been held.	Primarily rate relief currently given to businesses in rural areas – this was an action to help sustain businesses in rural communities during the foot and mouth outbreak.	Responses to the consultation now being analysed: likely changes to the current arrangements will reflect the need to sustain businesses in poorer communities.	LGPS 2
Establish Constitutional Affairs Unit and programme.	Part time posts were included in the divisional structure.	Two part time posts successfully filled.	LGPS 3
Deliver Government of Wales Bill	The equality provisions in the Government of Wales Act 1998 were to be carried forward in the new Bill.	The provisions in the Bill were discussed with representatives of statutory equality bodies and have been accepted.	LGPS 4
Developing MTC Action Plan, and promoting it across Welsh public sector	Equality factors into all streams of work carried out through the Making the Connections Agenda. Specifically the Assembly Government is due to publish for consultation Customer Service Core Principles for Public services in Wales.	The Core Principles have been developed with a stakeholder working group which includes representatives from the Young People's Participation Consortium and the Disability Rights Commission.	LGPS 5

<p>PSMW - Developing the Public Sector Workforce</p>	<p>Comprehensive range of development activities designed to build management capacity and excellence across the Public and Voluntary Sector in Wales</p>	<p>Public Service Management Wales (PSMW) is committed to taking action to develop the capacity and competence of the Welsh public sector workforce. <i>This is about supporting people who are not only aware of change but actively desire it, being entirely comfortable with it as a continuum because they are confident they have the knowledge and ability to work that way and that their contribution is valued and trusted.</i></p>	<p>LGPS 6</p>
--	---	---	---------------

**PART B**

<u>Specific policy function or activity relating to equality of opportunity</u>	<b>How were the objectives of the policy or activity related to equality?</b>	<b>How successful were these policies or activities in achieving these objectives?</b>	<b>Equality strands covered? (See Key)</b>	<b>Ref</b>
Performance measurement framework for local government.	<b>Design and introduction of performance indicators and data disaggregations relating to the equalities impact of local government services and any differential provision of them.</b>	Phase II of the framework, introduced in March 2006, contains numerous equalities indicators and disaggregations, although there is scope to develop more and to monitor local use of them.	Age Disability Gender Language Race	LGPS 7
Grant support for WLGA Equalities Unit.	The Unit provides direct support and advice to local authorities on equalities mainstreaming, capacity building and compliance.	The Unit's work continues to be highly regarded although a formal review of it (and our support for the Unit) will take place in the next 12-18 months.	Age Disability Faith/ Belief Gender Race Sexual Orientation	LGPS 8
Policy Agreements.	<b>A key feature of the Assembly Government's relationship with local government is its negotiation of individual policy agreements with each of the 22 authorities. Each policy agreement contains 16 measures. Eight are prescribed measures, defined by the Assembly Government and common to all 22 agreements, and eight are local measures, which each local</b>	All local authorities have been strongly encouraged to include at least one equalities-related measure in their local measures. For instance, sixteen authorities have opted to include compliance with the Local Government Equality Standard. Others have included measures on, for instance, improving workforce diversity, increasing employment opportunities for people with disabilities, or tackling racist	Age Disability Gender Language Race	LGPS 9

	<b>authority devise for itself and should reflect local needs and pressures.</b>	graffiti.		
Deciding statutory duties to be placed on Welsh Ministers, Assembly and Assembly Commission.	<b>The current Assembly, as a corporate body, has certain statutory responsibilities regarding equality of opportunity. Decisions had to be taken as to how these should be carried forward in the Government of Wales Bill, which replaces the corporate body with two separate bodies.</b>	A statutory equality duty will continue to apply as appropriate to the Welsh Ministers, Assembly Commission and Assembly, with the first two being required to report annually on how they have carried out that duty.	Age Disability Gender Race Religion	LGPS 10
Deciding statutory duties to be placed on Welsh Ministers, Assembly and Assembly Commission.	<b>The current Assembly, as a corporate body, has certain statutory responsibilities regarding equality of opportunity. Decisions had to be taken as to how these should be carried forward in the Government of Wales Bill, which replaces the corporate body with the Welsh Ministers, Assembly and Assembly Commission.</b>	A statutory equality duty will continue to apply as appropriate to the Welsh Ministers, Assembly Commission and Assembly, with the first two being required to report annually on how they have carried out that duty.	Age Disability Faith/ Belief Gender Race Sexual Orientation	LGPS 11
The Unit decided to participate in the summer placement scheme.	The summer placement scheme is targeted at people with disabilities (and ethnic minorities?) who are interested in joining the civil service as fast stream entrants.	This will happen in summer 2006.	Disability	LGPS 12

Raising awareness of public appointments among under represented groups.	Appointments are made on merit but publicity is designed to generate as diverse a field of candidates as possible.	For most appointment exercises a reasonably diverse field of candidates was generated.	Disability Gender Race	LGPS 13
--	--	--	------------------------------	---------

**Case Study (Minimum of one)**

<b>What are the areas for improvement in relation to equality outcomes in your policy or activity?</b>	<b>What action will be taken to strengthen your policy or activity?</b>
Improve experience of diversity in the workplace.	Take part in summer placement scheme for disabled / minority ethnic students.
Need to further improve the diversity of candidates so that the appointments made reflect Welsh society.	A campaign of awareness raising targeted on under represented groups using a variety of media and role models. Working with organisations representing under represented groups including AWEMA.
The revenue support grant which funds local authorities.	The funding formula for local government, broken down into its constituent parts allocates resources across Wales in accordance with the need to spend on each service area for each authority.
Performance measurement of local authorities.	The current round of policy agreements expires in March 2007. We will consider the possible inclusion of an equality-related measure as a prescribed component in any arrangements which replace policy agreements after that.  We will ensure that Equality Issues including those relating to Disability are included on the agendas of the annual meetings

	between individual Local Authorities and the Local Government Minister.
Deciding statutory duties to be placed on Welsh Ministers, Assembly and Assembly Commission.	The current Assembly, as a corporate body, has certain statutory responsibilities regarding equality of opportunity. Decisions had to be taken as to how these should be carried forward in the Government of Wales Bill.

**DEPARTMENTS: SOCIAL SERVICES INSPECTORATE FOR WALES (SSIW), CARE STANDARDS INSPECTORATE FOR WALES (CSIW) AND HEALTHCARE INSPECTORATE WALES (HIW).**

**Social Service Inspectorate for Wales (SSIW)**

SSIW inspects social services provided by local authorities and others, evaluates performance, promotes good practice and service development, and provides professional advice to the Assembly government on social services matters. Through leadership and partnership it aims for high quality social services in Wales that effectively protect vulnerable people and promote independence and social inclusion.

SSIW's reviews and evaluations include issues of equality, diversity and social inclusion. These issues are intrinsic to much social services provision, including for example services to older people and people with disabilities. In addition, SSIW's performance evaluations of local authorities ask specifically about progress in promoting equality and diversity, both in service provision and in the workforce.

**Care Standards Inspectorate for Wales (CSIW)**

The role of CSIW is to make sure that care services in Wales meet the standards that people have a right to expect. CSIW are an operationally independent part of the National Assembly for Wales and regulates social care and early years services in Wales. CSIW safeguard vulnerable people and deliver regulation through eight regional and three local offices across Wales. Each year

**CSIW regulates in excess of 6,000 settings and agencies against Regulations and national minimum standards set by the National Assembly for Wales and the Welsh Assembly Government.**

CSIW's first priority is to provide protection for service users, therefore we make every effort to assist providers to meet their legal obligations and to maintain required standards. However, we do take firm enforcement action either through a criminal or civil route against those providers who fail to comply with the requirements of the law.

### **Healthcare Inspectorate for Wales (HIW)**

The purpose of HIW is to promote continuous improvement in the quality and safety of patient care within NHS Wales. Its role is to undertake inspections of and investigations into the provision of health care by and for Welsh NHS bodies. These inspections and investigations are undertaken using the principles and key features of the joint review model for social services (involving the Wales Audit Office).

In exercising these functions HIW takes into account the availability of and access to the healthcare; the quality and effectiveness of the healthcare; the other management of the healthcare; and the economy and efficiency of its provisions.

The HIW inspection framework includes:

- Inspecting NHS bodies and service providers against national standards, agreements and clinical governance guidance in Wales
- Assessing the management arrangements in place to deliver clinical governance and NHS services
- Assessing the quality of NHS services across agencies/sectors using e.g. networks, patient journey tracking.

HIW has the powers to conduct inspections and investigations into Welsh NHS bodies, rights to enter, inspect premises, and powers to require documents and information.

All HIW inspection reports to contain a chapter/section on diversity issues including equal opportunities and race equality. As part of the editorial process all published material is checked for appropriateness of specific reference to equality matters, and we provide translated reports and other material in line with this commitment. As part of each review consideration is given to diversity and equality issues and where necessary recommendations made for improvement.



# Race Equality Scheme Annual Report 2005-2006



# equality



Llywodraeth Cynulliad Cymru  
Welsh Assembly Government

# Welsh Assembly Government's Race Equality Annual Report 2005-2006

## Content:

Foreword by the Minister for Assembly Business, Equalities and Children,  
Jane Hutt AM

Chapter One: Introduction

Chapter Two: How We Deliver Race Equality Objectives

Chapter Three: Promoting Race Equality in Our Work

Chapter Four:  
Corporate Services and Race Equality

Chapter Five: Promoting Race Equality in Our Policies

Chapter Six: Next Steps: Taking Forward the Scheme

Appendix 1 Welsh Assembly Departmental Progress on Actions Plans

Appendix 2 Welsh Assembly Government Policies which have undergone  
Race Equality Impact Assessment

Appendix 3 Permanent Secretary's 2005-06 Report on Employment Related  
Specific Duties under the RRAA 2000

## **Foreword by the Minister for Assembly Business, Equalities and Children, Jane Hutt AM**

**Insert photo**

Welcome to the Welsh Assembly's Race Equality annual report. It sets out the progress made by the Assembly Government during April 05 to March 06, demonstrating our commitment to meeting the requirements of the duties under the Race Relations (Amendment) Act 2000.

The Welsh Assembly Government launched its revised Race Equality Scheme in March 2005 in which we committed to reporting annually on the progress we have made under the Scheme to promote race equality in all our work. The Assembly Government's Scheme sets out how it will meet the requirements under the Race Relations (Amendment) Act 2000 (RRAA) and the Commission for Racial Equality's Statutory Code of Practice on the Duty to Promote Race Equality. This requires public bodies to carry out their functions and develop policies which help to eliminate unlawful racial discrimination, promote equality of opportunity, and promote good relations between persons of different racial groups.

Under Section 120 of the Government of Wales Act the National Assembly for Wales has a duty to promote equality of opportunity in all aspects of Welsh life. Since the launch of the Scheme the Assembly has worked hard to implement systems and processes to ensure successful delivery of the scheme.

This report is an opportunity for the Welsh Assembly Government to reaffirm its commitment to race equality, and to highlight the progress made in delivering the commitments under its Section 120 of the Government of Wales Act. I believe that we have made good progress towards delivering the Race Equality Scheme; in implementing systems such as the internal monitoring process and delivering a race equality impact assessment toolkit. Nevertheless, we still have some way to go in fulfilling our commitments. Many challenges lie ahead for us and this report looks at the achievements and areas of challenge to ensure we can learn lessons and build on success. It is certainly an interesting time for the Assembly is going through many changes internally with the relocation of staff and merging of other bodies into the Assembly. These changes mean that we need to look at how we deliver services to the people of Wales and ensure race equality is fully embedded in our services and policies.

Throughout the development and delivery of the Scheme we have maintained close links with the Commission for Racial Equality and will continue to do so. Their advice and support has been invaluable in helping us deliver on our commitment to race equality and in challenging us where they see gaps and inconsistencies.

My Cabinet colleagues and I are all fully committed to building a Wales which benefits all, where the diversity of our communities is seen as our great

strength. We will continue to work together with all of our colleagues and stakeholders, to make this a reality, to build on the success we have already achieved, and to continue to drive the race equality agenda forward for the benefit of all communities in Wales.

**Jane Hutt AM**  
**Minister for Assembly Business, Equalities and Children**

## Chapter One

### Introduction

1.1 The Assembly's Race Equality Scheme plays a pivotal role in the Assembly's aim of promoting equality of opportunity for all in Wales. This report provides an overview of progress the Welsh Assembly Government has made in the implementation of its Scheme in the first year, including a snapshot of the progress each department has made in delivering commitments under their departmental Race Equality Action Plans.

### The Race Relations (Amendment) Act 2000

1.2 The Race Relations (Amendment) Act 2000 places a set of general and specific duties on public bodies. The general duty tells the Assembly Government what it should be doing; the specific duties are a way of ensuring the Assembly meet the general duty and that it carries out its work in an appropriate way.

1.3 The general duty requires that, in carrying out the Assembly Government's functions, it shall have due regard to:

- eliminating unlawful racial discrimination;
- promoting equality of opportunity; and
- promoting good relations between persons of different racial groups.

1.3 The specific duties require public bodies to establish a proactive approach to race equality. The specific duties require us when developing and managing policies and services to:

- list all functions, policies and proposed policies assessed as relevant to the general duty;
- assess and consult on the likely impact of proposed policies on the promotion of race equality;
- monitor policies for adverse impact on the promotion of race equality;
- publish the result of assessments, consult and monitor;
- ensure that the public have access to information and services provided by the Assembly;
- train staff in conjunction with the general and specific duties; and
- review the assessment of functions, policies and proposed policies every three years.

1.4 The employment related specific duties also require the Assembly to:

- Monitor, by racial group, the number of applicants for employment, training and promotion
- Monitor, by racial group, the number of staff who: are in post; receive training; benefit from, or suffer detriment, as a result of

the Assembly's performance assessment procedures; are involved in grievance or disciplinary procedures; or cease employment with the Assembly; and

- Publish, each year, the results of employment monitoring.

### Producing the Assembly's Race Equality Scheme

- 1.5 In 2004, revision to the Assembly's Race Equality Scheme was begun. Initial assessments were conducted on all Assembly policy areas and functions to assess their relevance to the three general duties: eliminating unlawful discrimination, promoting equality of opportunity, and promoting good relations between persons of different racial groups.
- 1.6 A significant amount of consultation was undertaken on the Scheme with our internal and external stakeholders across Wales including the Commission for Racial Equality, Race Equality organisations, and various public authorities. As we continue to implement this Scheme over the next two years it is vital that this involvement is nourished and continues in delivering the Scheme.
- 1.7 Each Policy area and function was classified into categories of 'high', 'medium' and 'low' impact which resulted in the production of corporate and departmental Race Equality Actions Plans. The Scheme is underpinned by corporate and departmental Action Plans setting out what each department would do to achieve the Scheme's aims over the three year period. The plans along with the Scheme are also used as operational planning documents to guide the Assembly's work on promoting race equality.
- 1.8 The core themes of the scheme are:
  - to develop policies and deliver services in a way that addresses the needs of different ethnic groups in Wales and does not racially discriminate;
  - to promote equal opportunities for all ethnic groups;
  - to promote good race relations in Wales; and
  - to build capacity of minority ethnic groups so that they have the confidence to engage with the Assembly and gain access to services and information with ease.

## Chapter Two

### How we Deliver Race Equality Objectives

#### Formal Internal Monitoring Process

- 2.1 An integral part of the Assembly Government's objective in delivering race equality is its formal internal monitoring process. In May 2005, the Assembly Government set in place a quarterly internal monitoring system to ensure planned actions identified in the departmental and corporate action plans were being successfully taken forward. It identifies early on where departments maybe facing difficulty in furthering their actions.
- 2.2 The progress reports were used to assess the level of progress made by each department and establish where support on delivery was needed. Progress made by departments was assessed against the performance indicators (PI) to ensure the requirements to fulfil the actions were achieved. The PIs were used as a process of evidence gathering to quantify and measure level of success. The reports also attempted to capture risks and issues affecting departments in making progress on actions.
- 2.3 The formal reporting process has also been a tool by which to identify whether performance indicators in reality were relevant to the action. It enabled departments to build up their evidence base which demonstrated how they had worked towards delivering their actions, as well as reviewing the relevance and in some cases the priority of actions as they progressed through the year. This has been very important in helping departments to work towards mainstreaming race equality into their work. The internal monitoring system was also very helpful in revealing how departments were managing to fulfil the copious actions in year one. The progress reporting process revealed that many of the existing actions were very small and lost amongst other priorities. This has resulted in departments revising their plans to ensure that actions are SMART and strategically linked to their policy areas.

#### Senior Business Team

- 2.4 Key to delivering our Race Equality Scheme has been gaining leadership and commitment from senior managers. Through formal reporting at the Senior Business Team meetings we have been able to engage senior managers in the process.
- 2.5 As part of the internal monitoring process the Senior Business Team, chaired by the Permanent Secretary, and attended by Group Directors, is updated on the progress of all departments on a quarterly basis. The team has taken responsibility for monitoring progress at group level

and is used as a lever to address under achievement by departments. At group level the Head of Strategy, Equality and Communications has worked with his executive colleagues to keep race equality a high priority on the agenda and ensure senior managers are involved in the process of agreeing new and emerging actions which form part of the race equality scheme.

### Race Equality Steering Group

- 2.6 In June 2004, a steering group was formed to finalise the Assembly's revised Race Equality Scheme. The group was chaired by the Senior Director for Policy and its core members included senior policy officers from across the organisation. During the Groups existence it oversaw the implementation of the Assembly Government's Scheme. In late autumn 2005, the group joined to become part of the Mainstreaming Steering Group in pursuit of our commitment to mainstream race equality.

### Equality Champions

- 2.7 Equality Champions continue to be a key support to staff in the Departments. The role of Equality Champions has been reviewed. Every Department has a nominated Champion who has a seat on its management team. This will ensure race equality is a key consideration in all business decisions. The Champions act as a catalyst for change; and as a "critical friend" to staff in the departments, supporting and signposting sources of further advice and information.

### Funding Race Equality Organisations

- 2.8 The Assembly Government provides funding to a number of race equality organisations as part of its aim to ensure adequate services are available to minority ethnic communities. For example, in 2005/2006 the Promoting Equalities Fund provided funding to:
- MEWN Cymru
  - All Wales Ethnic Minority Association
  - All Wales Saheli Association
  - Commission for Racial Equality
- 2.9 The Assembly also funds Communities First. It is the Assembly Government's long term strategy for improving opportunities and quality of life for people living and working in the most disadvantaged communities in Wales. We support the Black Ethnic Support Team (BEST) and the Black Voluntary Sector Network (BVSN) through the Communities First Support Network to help engage minority ethnic individuals in Communities First areas across Wales.

## **Case Study**

### ***CRE's Croeso Project***

The Welsh Assembly Government committed to providing financial assistance to the Commission for Racial Equality's Croeso project. The funding has been provided for three years to enable the CRE to complement the work of public bodies in Wales in delivering their race equality schemes. The Croeso project celebrates the diversity of people and culture in Wales, working towards promoting understanding of faith, language and community.

It aims to provide bodies in Wales with an understanding of how to value diversity and respond to its needs as a mainstream part of their work. It also seeks to provide support to public bodies to gain experience in the promotion of good race relations and help managers and individuals gain more confidence in handling race relations.

The Croeso project has delivered a number of initiatives including hosting community forums. For example, it has held 8 community forums across Wales inviting groups and individuals from the local community and surrounding areas to discuss issues around racial diversity at a local and national level.

## Chapter Three

### Promoting Race Equality in Our Work

- 3.1 All Assembly Government Departments have provided a progress report on their Race Equality Action Plans for 2005-2006. The Action Plans set out how we aim to deliver and promote race equality in our work. These Plans underpin the Assembly's Scheme. The full detail of progress is at Appendix 1.
- 3.2 Assembly Government Departments commenced work in the last year to deliver race equality. The following section describes some of the main achievements in promoting race equality in 2005-2006.

#### Department for Training and Education

- 3.4 The Department for Training and Education (now called Department for Lifelong Learning) seeks to improve services for children, young people and adults, in education and training provision to secure better outcomes for learners, businesses and employers. It aims to empower children, young people and adults through education and training to help them achieve social and economic well being, crucial to developing a prosperous Welsh economy.
- 3.5 Its Race Equality Departmental Action Plan sets out how it intends to deliver these aims for minority ethnic people who are often more disadvantaged than others groups. Promoting inclusion, reducing disadvantage and tackling poverty of education is at the heart of its policy making. The Department has been developing key initiatives such as the Ethnic Minority Achievement Grant to promote educational achievement for children and young people of minority ethnic backgrounds in Wales, in the context of mainstream school policies and practices.

#### **Case Study**

##### ***Aim Higher Wales Campaign – Reaching Minority Ethnic Communities***

Aim Higher Wales was launched in March 2003 with the aim of inspiring young people about the benefits of higher education, particularly those from families or communities with no previous experience of higher education.

Since the launch, the road show has visited almost all secondary schools, including Welsh medium schools, and has provided the Aim Higher Wales experience to over 27,500 children across Wales.

Running alongside the Aim Higher road show has been the Reaching Wider Partnerships which worked specifically in Communities First areas aimed at all age groups.

Examples of some of the work undertaken under this scheme include a programme of mentoring for the Somali community of all ages. The mentoring programme involves undergraduate students mentoring Somali clients, working in collaboration with Riverside Community Centre in Cardiff. There are also mentoring programmes currently underway in three schools in Newport.

In October 2005, the Aim Higher campaign went to Wrexham for two weeks during Ramadan. A series of themed radio broadcast were held to raise awareness of and encourage young people from minority ethnic communities to think about higher education, and consider a future career in the expanding media industry.

### Economic Development and Transport Department

3.6 The Economic, Development and Transport Department (now called Department for Enterprise, Innovation and Networks) delivers economic and transport for Wales. It plays a central role in a number of areas, from helping businesses in starting up to building a world-class 21<sup>st</sup> century transport system in Wales and tourism.

3.7 With such a critical role in the Welsh economy, embedding race equality in its work is pivotal in ensuring that the minority ethnic groups are not disadvantaged. In the first year of the revised Scheme the department has worked hard to ensure race equality is fully implemented in its priority areas. A full list of its achievements is at Appendix 1 but below is a case study of some of its good work.

#### **Case Study**

##### ***Business Eye - Understanding The Ethnic Make-up of its Customers***

Business Eye is the main portal for access to all business support, thus the need to understand the service users of Business Eye is very important to ensure the service meets the needs of all its customers. Business Eye now collects disaggregated ethnic data on all its customers.

Data collected since February 2005 showed that Business Eye usage amongst minority ethnic groups varied from 3.38% to 6.56%. During the year the percentage of users of the service from minority ethnic groups on a monthly basis averaged some 4% of all its customers. This suggests that there is a higher rate of take-up than the minority ethnic population as a whole (of 2%), according to census 2001.

### Environmental Planning and Countryside Department

- 3.8 The Department for Environment, Planning and Countryside (EPC) is responsible for helping to create a sustainable environment for the people of Wales and future generations. It has a whole range of strategic objectives for our built and natural environments. Some of these include; protection and enhancement of the quality of the environment, promoting sustainable rural communities, reduce waste generation etc.

### **Case Study**

#### ***Work Shadowing Programme at the National Park Authority***

The Brecon Beacons National Park Authority in partnership with three other UK National Parks, the Youth Hostel Association (YHA), the Council for National Parks and minority ethnic community group leaders across England and Wales are taking part in the Mosaic Partnership 2 Project. One key element of this is to develop a network of Community Champions to promote the National Parks to ethnic minority communities, including by offering work-shadowing opportunities to individuals from minority ethnic groups.

To take this forward the Brecon Beacons National Park Authority has identified 10 officers, across a range of departments and roles, and 3 Park Authority Members who have volunteered to be 'shadowed' by those interested in learning more about the work of the Park Authority. The first shadowing opportunity began in August 2006, with individuals shadowing the Chair of the Park Authority.

As the Community Champions Network develops it is expected that the number of minority ethnic individuals engaged in the scheme will increase.

### Department for Health and Social Care / Office of the Chief Medical Officer

- 3.9 Health is indiscriminate of racial or ethnic background and thus a health service which caters for the diverse society of Wales is critical. The department for Health and Social Care is responsible for a whole range of health issues ranging from developing policies and strategies for health and social care in Wales to providing funding for the NHS and other health and social care bodies.
- 3.10 With such a diverse portfolio of work the department has a detailed set of actions which sets out how it will ensure race equality is mainstreamed into its work. The department with its partners has commenced a number of projects to deliver its actions under its Action Plan. Such work is listed in Appendix 1 but outlined below is an example of this work.

### **Case Study**

### ***Health Challenge Wales Voluntary Sector Grant Scheme***

The Office of the Chief Medical Officer provides funding to a number of organisations across Wales under its Health Challenge Wales voluntary grants scheme. The aim of the scheme is to develop the capacity and capability of national voluntary organisations in Wales by working in partnership with the Welsh Assembly Government (in promoting health and well-being). One of organisation currently receiving such funding is Minority Ethnic Women's Network (MEWN) Cymru who are using the grant to fund a minority ethnic women's health project. They are delivering training to health professionals about the issues faced by minority ethnic groups as well as delivering health information sessions directly to the women. MEWN has held training sessions in Cardiff and Newport for minority ethnic women from a whole of ethnic backgrounds including Somali, Chinese, Sudanese, Central African, Bangladeshi and Pakistani. The sessions were designed to inform the women of the health care services available for them to access and provided a safe forum to discuss the challenges faced by different minority ethnic groups about their health and wellbeing. Literature was also made available to women in their preferred language as well being able to speak to health professions.

The training sessions provided to health care professions focused on the issues, challenges and barriers in health care faced minority ethnic women. To date sessions have been delivered to staff from Local Health Boards, NHS Trusts and other health organisations working with minority ethnic women.

### Local Government & Culture Department

- 3.11 The Department for Local Government and Culture is responsible for a whole range of public services from local government to sport, culture, and Welsh language. It makes an important contribution to the Welsh Assembly Government's strategy for more effective public services.

#### **Case Study**

##### ***Encouraging People from Minority Ethnic Groups to visit the National Museums and Galleries and National Libraries of Wales***

Local Government and Culture Department (LGCD) is committed to working with minority ethnic representative groups to encourage more people from ethnic minority communities to visit the National Museums and Galleries of Wales (NMW) and National Library of Wales (NLW).

As part its commitment to embed race equality in its work and achieve the above objective NMW has been undertaking a number of initiatives, including:

- Working with a primary school in Cardiff on an animation project, for use in Oriel 1;
- Leading a project for people from Czech Roma community, in partnership with the Parade Centre for English for speakers of other languages;
- Working with people from the Parade Centre studying English for Speakers of Other Languages on a project called “You Choose”; and
- Attending the Black Environment Network conference in 2005 to talk about the NMW.

The NLW has established links with Butetown History and Arts Centre to work together on exhibitions. Additional web pages with information on collection of ethnic interests are under construction. NLW is currently planning an exhibition in 2007 to mark the 200<sup>th</sup> anniversary of the end of the Atlantic slave trade. Ethnic groups will be specifically targeted as part of the centenary programme of inviting groups to the library.

A number of projects, events and exhibition have been held and planned for 2006. These include an exhibition called Somali Elders: Portraits from Glenn Jordan, a book launch of Rageh Ommer’s new book “Muslims in Britain”. In addition, community events have been organised such as story telling, musical concerts and at the National Museum Cardiff a small exhibition space has been identified to enable monthly displays dedicated to every regional group of Muslim communities to present and celebrate their culture.

### Social Justice and Regeneration Department

- 3.12 The Department for Social Justice and Regeneration works to regenerate the communities of Wales, in particular those suffering the greatest disadvantages. Its Race Equality Action Plan seeks to address the disadvantages amongst racial groups in Wales. Some of the examples of the work it has undertaken includes, revising the National Homelessness Strategy. It is known that homelessness impacts more highly on disadvantaged groups, and in addition to specific actions to mainstream equality and diversity issues in the strategy and services following that strategy; there is also an overall positive impact on equality of opportunity through generic action to tackle homelessness.
- 3.13 The need to ensure that homelessness services “are designed in accordance with the equality and diversity needs of the community” is identified as one of the four fundamental themes of the strategy. Equality of access is one of the six sections of the strategy’s action plan defining activity to address the needs of; refugees, minority ethnic groups, women, older people, gypsies and travellers, lesbian, gay and bi-sexual people, people with disabilities. The strategy is supported by a range of actions and grant schemes to fund front line services providing advice assistance and support.

3.14 The Assembly Government funded a number of projects to address the specific needs of minority groups including:

- Funding the Welsh Refugee Council to provide a Refugee Well Housing Project which provides housing advice and support to access accommodation.
- Through Supporting People we have funded a range of supported housing services including supported housing for the particular needs of minority ethnic women fleeing domestic abuse in the form of 6 projects operated by Black Association of Women Step Out (BAWSO).
- In addition we funded Tai Pawb, the Black and Minority Ethnic (BME) housing organisation for Wales, which supports housing organisations to deliver the BME housing strategies which they developed in response to an Assembly Government requirement.

#### **Gypsies and Travellers – Local Housing Market Assessment**

Gypsies and Traveller groups are amongst those facing the highest level of inequality in Wales. They are often victims of direct discrimination and often excluded from wider society. As a result they have unequal access to public services, such as housing, which frequently fails to engage adequately with Gypsies and Travellers and their needs.

In December 2004 Local Government Policy Division commissioned the University of Birmingham to conduct research into the accommodation needs of Gypsies and Travellers in Wales. The findings contained in the Pat Niner report contains 28 recommendations for action across six broad headings: overall strategy and the policy framework; the existing sites network; the need for additional residential site provision; the need for transit site provision; site management; and social housing. These are spread across Assembly divisions and local authorities.

The Welsh Assembly Government is introducing a duty for local authorities to assess the accommodation needs of Gypsies and Travellers and to develop a strategy relating to Gypsy and Traveller accommodation. In order to facilitate this process the Assembly Government has attempted to mainstream these responsibilities by including guidance on needs assessment for Gypsies and Travellers in guidance on Local Housing Market Assessment and guidance on the development of Local Housing Strategies. This will ensure that in Local Housing Strategies to be submitted in March 2007 there will be a developed understanding of the accommodation needs of Gypsies and Travellers and planning taking place to meet that need.

Through this process local authorities can ensure that existing services can be better tailored to meet the needs of Gypsy and Traveller groups and where appropriate develop new services.

## **Chapter 4**

### **Corporate Services and Race Equality**

#### Communications

- 4.1 Effective communication with all of the diverse communities of Wales is needed to ensure that we can meet their needs. Work is underway to provide a Translation Standard and Consultation and Communication Toolkit for Welsh Assembly Government staff. It is about 2 way dialogue and real engagement. This will lead to a better understanding of the diverse needs of the different ethnic and minority groups in Wales, and therefore the development and delivery of policies and services that are more responsive to their needs.

#### Procurement

- 4.2 As a result of the impact of the mergers upon corporate services Corporate Procurement Services (CPS) took the decision to hold work on race equality. The decision was taken to ensure it was able to fully embed race equality into its new operations post merger. CPS began a fundamental review, in early 2006, of its procurement policies, procedures and documentation alongside those of the Assembly Sponsored Public Bodies who merged with the Assembly to form a new organisation from April 2006. To promote race equality in the way that it procures goods and services the plans to explore opportunities to incorporate race equality clauses into conditions of contract to ensure all relevant legislation is observed and develop a scheme to ensure minority ethnic businesses have equal opportunities to tender for Assembly contracts.

#### Public Appointments

- 4.4 Between 1 April 2005 and 31 March 2006, 154 appointments and re-appointments were made to bodies regulated by the Office of the Commissioner for Public Appointments (OCPA). 54 appointments and re-appointments were made to other public bodies.
- 4.5.1 Statistics show that, for OCPA regulated appointments white men still dominate public appointments in comparison with other groups. The number of minority ethnic appointments has decreased from 7% in 2000-2001 to 1% in 2005-2006. The difficulty of attracting women, minority ethnic groups and disabled people to apply for public appointments has been recognised. Steps have been taken to address the low percentages such as undertaking awareness raising and the appropriate targeting of publicity. This has involved working with minority ethnic organisations to raise the profile of public appointments.

## Legal Services

- 4.6 There is a specific centre of expertise on equality legislation that provides a legal service on race equality issues to Assembly Ministers and officials.

## Corporate Information and Systems Directorate

- 4.7 The Department has a corporate function to ensure the Assembly's internal information systems work effectively and are compliant; delivering information and knowledge in the formats required through the use of ITC. One of its core functions is the Statistical Directorate which provides support to policy departments by providing statistics, and associated analysis, as apart of the race equality impact assessment process.

## Human Resources

- 4.8 The Assembly Government runs a number of initiatives to promote itself as a prospective employer to under represented groups including the Cabinet BME Summer Development Programme.
- 4.9 The BME Summer Development Programme has been running since 1999. Trainees from minority ethnic backgrounds are offered 6-8 week full time placements in various government departments to gain a more thorough understanding of the type of work Fast Streamers do in the Civil Service. The Summer Development Programme offers development opportunities in a range of different government departments, across the UK.
- 4.10 Trainees are given the opportunity to benefit from core training activities. As part of the programme trainees are invited to attend a three-day residential training course. Working individually as well as in groups, trainees attend workshops and exercises that enhance their understanding of the Civil Service. They learn skills that will stand them in good stead for any career, including leadership, teamwork, time management, presentation and organisational skills. The intention of the programme is to enable trainees to feel confident enough to apply to the Fast Stream.
- 4.11 A graduate from Bristol university who undertook a placement in the Assembly's Change Programme Team, in summer 2005 says:
- “My line managers were great all the way through my stay. When I first joined they had defined the projects that they wanted me to undertake giving me a structured placement where I would be challenged. As it

turned out, these projects evolved in ways none of us had expected, but at all times I was given the backing and support to carry these through to completion in a way I thought most befitted their evolving nature. The culmination of my work was to produce a number of formal documents and reports, which I was able to present to the rest of my team. One of which was in part presented to the Executive Board. I left with both a sense of satisfaction and achievement, knowing that I had made a genuine contribution.”

## **Chapter Five**

### **Promoting Race Equality in Our Policies**

5.1 To fully deliver race equality we recognised the importance of testing all our strategic policies for relevance to race equality. The Assembly Government has in place a comprehensive process of testing its policies. The Policy Gateway Review and its supporting Policy Integration Tool tests each new strategic policy against the overall goals of the Assembly Government including equality. The Policy Gateway process signposts all policy developers to undertake a race equality impact assessment. The Assembly Government’s REIA seeks to put race equality at the heart of policy development.

#### Race Equality Impact Assessment

5.2 In 2005, the Assembly Government worked very closely with the Commission for Racial Equality (CRE) to develop a Race Equality Impact Assessment (REIA) toolkit. The REIA toolkit is a systematic process for analysing the impact of a proposed or existing policy on different racial groups. This is an important element of the Assembly Government’s work in weaving race equality into all its work, as well as the work of our sponsored bodies.

#### Why carry out a race equality impact assessment?

5.3 Under the RRAA 2000 there is a legal requirement to impact assess new or existing policies. This means that the Assembly Government must identify policies which are relevant to race equality and impact assess them to:

- monitor policies for any adverse impact on different racial groups;
- identify the needs of different racial groups which are not met; and
- identify changes and explore any adverse impacts.
- assess and monitor policies for any adverse impact on different racial groups;
- ensure policies do not exclude any groups and it serves everyone equally; and

- be conscious of any inequalities between different racial groups which could arise as a result of the policy.
- 5.4 Since the launch of the REIA toolkit in December 2005, strategic policies have been through the impact assessment process. Appendix 2 provides a list of those policies which have been through the assessment in 2005/06; some of these policies are currently going through a full impact assessment. We recognise that race equality must be a holistic process which feeds into and enhances a wide range of services and policies. This is important because our policies must meet the needs of all people in Wales. Through the assessments we have been able to set objectives and targets including those for inclusion in our Race Equality Departmental Action Plans. Many of the policies listed in Appendix 3, are currently going through a full impact assessment, but for the purposes of this report they have not been included due to them falling outside the period being reviewed.
- 5.5 Following launch of the REIA toolkit a series of race equality impact assessment awareness seminars were held by the CRE. In total the CRE delivered 5 seminars to over 150 people across the Assembly during the period December 2005 to March 2006.

### Consultation Tools

- 5.5 Key to developing good policies which meet the needs of all communities is ensuring consultation and engagement takes place at the right time in the right way. Consultation is a method by which the Assembly engages organisations and individuals in discussing, shaping and delivering policy. It is a legal requirement to consult on future policies. The Assembly's Standing Orders stipulate that "the Assembly should be accessible and inclusive, so that different political parties and different parts of Wales are able to contribute to its policies."

#### *Communications Toolkit*

- 5.51 One of the key objectives in the Race Equality Scheme for the Assembly's Communications Department was to develop a method which the organisation could use to better engage and consult with minority ethnic communities. A Translation Standard and Consultation and Communication Toolkit for use by Welsh Assembly Government staff has been developed.
- 5.52 The Communications Toolkit is an interactive toolkit which identifies minority ethnic communities living in Wales by Wards. The toolkit identifies the minority ethnic population make up for each ward with a synopsis of the language and cultural sensitivities which exist in these areas. The delivery of a consultation and communication toolkit has reached its final phase of development. The toolkit will be posted initially to the Assembly Government's intranet and then internet site and will be regularly updated with case studies, statistics and contacts.

It is intended to be shared as widely as possible to promote real engagement.

#### *Contacts Database*

- 5.53 A database which will provide a comprehensive resource, identifying contacts for all the equality strands across Wales has been developed. This will also be made available to staff via our intranet. The Database was commissioned by the recruitment centre in HR to identify alternative routes via which it could advertise posts to minority ethnic and other disadvantaged groups.

#### *Minority Ethnic Youth Forum*

- 5.54 As part of the consultation and engagement process we have established a Minority Ethnic Youth Forum. The Forum seeks to provide young people from minority ethnic communities in Wales a channel by which to communicate with the Welsh Assembly Government and vice versa. It is an opportunity for young people to voice their concerns to the Assembly in a meaningful way which influences decision making when developing policies. Work continues in developing the longer term strategic direction for the youth forum.

#### Collection of ethnicity Data

- 5.6 Like many public bodies the Assembly Government is developing its data sets to ensure that information collected on its service users are disaggregated by racial groups.
- 5.7 In 2005-06, each policy area developed a research and evaluation plan, identifying equality, in particular race as a priority issue. This identified the need for support and co-ordination across departments. The recently established Office of the Chief Social Researcher, responsible for co-ordinating research on key cross cutting themes, will support policy groups to more effectively weave race equality issues into their own research programmes and will establish a central research programme of projects that cross Departmental boundaries.
- 5.8 The Statistical Directorate is currently undertaking a project to provide a snap shot of the equality position in Wales. This project is ongoing and statistics are being gathered in the following areas:
- Health and social care
  - Employment/benefits
  - Transport
  - Education/training
  - Housing/communities
  - Leisure/culture

- 5.9 The data provided will then be able to feed in to the larger process of providing a robust evidence base to monitor progress against equality objectives.

#### How the Assessments helped our Policy Development in Year One

- 5.10 As a result of the race equality impact assessment, policy developers have had a chance to consider in a more focused way how their policies impact on different racial groups. Departments have had to give greater consideration to disaggregated data. Where there is little or no data available it triggered the need to collect data and new actions drawn up to factor this in.
- 5.11 The Assembly Government's Strategic Equality and Diversity Unit is currently reviewing the Assembly Government's REIA toolkit as well as other existing toolkits from other public bodies in the UK with a view to producing a generic cross strand impact assessment tool by the autumn of 2006.

## **Chapter Six**

### **Next Steps**

- 7.1 It is evident from the report that the Assembly Government has made progress in taking forward race equality in the first year (financial year 2005-2006). Nevertheless, to build on the success of year one, it needs to continue the momentum. The year has enabled the Assembly to reflect upon its successes, failures and assess the difficulties which it has faced in delivering some of its commitment. The way in which policies were developed went through a change in that policy developers had to consider a race equality impact assessment. The REIA has underdone a review to ensure the Assembly Government's Generic Equality toolkit, currently being developed, takes account of findings.

#### Developing our Work

- 7.2 Entering into the second year of the scheme the Assembly recognises that much work is still needed in order to become the exemplar public authority in Wales in developing long term positive change to eliminate unlawful racial discrimination, promote equality of opportunity and promote good race relations.
- 7.3 We need to continue to mainstream race equality into all aspects of our work, in particular policy making. Through this we can ensure that our

delivery bodies take account of and implement race equality in service delivery.

- 7.4 We need to maintain senior level support and leadership from the executive Team and heads of Departments.
- 7.5 We are currently reviewing our Scheme to ensure that actions set out in our department and corporate Plans are clear, measurable and achievable.
- 7.6 We will continue to work to develop ownership of the Race Equality Action Plans throughout the Assembly Government and also review our monitoring systems.
- 7.7 We will continue to work with Departments to ensure that the Scheme and Race Equality Action Plans are used in conjunction with other business planning tools, such as our operational and business plans.
- 7.8 We will continue to build up the evidence base of our service users which is disaggregated by racial groups.

## Appendix 1

### What we have achieved in April 2005 - March 2006

Actions we committed to in our Scheme	Timescale for completion	How we said we would measure our success	What we have done
<b>Economic Transport Department</b>			
Information on the economic participation of minority ethnic groups published as part of the Assembly's statistical publication, "A Focus on Ethnicity in Wales".	Ongoing - quarterly	Publication of the bulletin on the Assembly internet site	<p>The Statistical Directorate in the Assembly undertook research looking at ethnicity in Wales. The report contains statistical information on economic inactivity as well as activity amongst minority ethnic groups. The report is now available on the Assembly's website via the link <a href="http://new.wales.gov.uk/topics/statistics/publications/?lang=en">http://new.wales.gov.uk/topics/statistics/publications/?lang=en</a></p> <p>The publication is available on the Assembly's internet site. However because most relevant data is annual the publication will not be available quarterly.</p>

<p>Build on the existing surveys managed by Business Eye to include Equal Opportunities and Race Equality questions within the Regional Selective Assistance (RSA) and Assembly Investment Grant (AIG) Assistance surveys of applicants.</p>	<p>April 2005</p>	<p>Extent to which take-up of grants mirrors the proportion of minority ethnic businesses in eligible sectors in Wales and satisfaction with service compares with that of other client groups</p>	<p>A diversity survey was undertaken in March/April 2005 involving over 2,500 applicants of RSA and AIG to establish the ethnic makeup of Business Eye users. Original survey showed that of the 1,732 company directors that responded, 2.3% identified themselves as members of an ethnic minority group. This compares favourably with an ethnic minority resident population figure for Wales of 2.12%. The data will be used to help ensure effective awareness of and access to, the schemes by the minority ethnic business community.</p>
<p>The review and update of A Winning Wales to fully reflect the need to promote race equality.</p>	<p>July 2005, for consultation draft</p>	<p>Minority ethnic business community welcomes emphasis on race equality in new strategy and confirms they have been given every opportunity to contribute to its development</p>	<p>On 23 November 2005, Wales: A Vibrant Economy (WAVE) was launched. The consultation ran until end February and consultation responses were received from a number of ethnic minority businesses including Ethnic Business Support Programme. Comments have been taken into consideration to shape the economic development policies for the post-mergers Assembly Government.</p> <p>A screening assessment was conducted on the WAVE Strategy for relevance to the Race Equality Duty and a copy of the Race Equality Impact Assessment Screening is on the WAVE Web site. The assessment</p>

			recorded an overall positive impact on race equality. Future actions/policies developed as a result of the strategy will be assessed as part of the Economic Development Department's Race Equality scheme. In partnership with the Ethnic Business Support Programme, Economic Policy Division organised a seminar with key stakeholders from the BME Business Community. The session was constructive, positive, and the document was well received.
Establish the ethnic make-up of `Business Eye` customers.	On going	All Business Eye customers are asked an optional question about their ethnic group and Business Eye include ethnicity information in their progress reports	A detailed monthly data disaggregated by ethnic groups is available, plus the small percentage of customers who prefer not to answer the question. According to the 'Wales in figures – 2001 Census of population: Ethnic Group and Identification of Welsh' the thirteen minority ethnic groups comprise 2.1% of the Welsh populace. Since February 2005 monthly records show Business Eye usage amongst minority ethnic groups varied from 3.38% to 6.56%. Figures on all ethnic groups gathered on a monthly basis are listed on the monthly Business Eye report. Copies of the report can be access through Business Eye Operations Co-ordination team on 02920 828711.

<p>Monitor the customer base of Business Eye to identify minority ethnic clients and their satisfaction with the services provided</p>	<p>June 2005</p>	<p>In partnership with the Welsh Development Agency, analyse the Business Eye customer satisfaction returns (on a quarterly basis) to assess the rates of take-up and identify issues specific to minority ethnic groups. Use the results of this analysis to inform policy development and service delivery</p>	<p>Figures for the 3rd quarter of 2005/6 showed that 3.63% of enquiries came from ethnic minority groups, whilst during the 4<sup>th</sup> quarter this rose to 5.08%. Over the same period 1.3% preferred not to answer the ethnicity question. Since January 2006 Business Eye started to collate figures on any difficulties highlighted by ethnic minority clients who return their Business Eye customer satisfaction reports. All clients receive a report form but completion is voluntary. All Business Eye clients receive a response to problems highlighted. Monthly figures available are within Assembly Reports (Business Eye Progress Reports). Copies of the report can be access through Business Eye Operations Co-ordination team on 02920 828711</p>
--	------------------	--	--

<p>All contractors and direct employees providing business advice and mentoring receive appropriate training</p>	<p>Programme in place by 31 March 2006</p>	<p>Programme in place to train the relevant staff and providers in race equality</p>	<p>The Potentia Diversity Training raises awareness and understanding of the needs and barriers faced by under-represented groups when accessing business support, as well as offering practical advice on how organisations can overcome those barriers. All Business Eye staff received diversity training. Between December 2005 and March 2006 seven race awareness sessions were delivered as part of the Potentia Diversity Training Programme.</p>
<p>As part of the condition for awarding European funding grants, projects are required to meet certain outputs according to the Priorities and Measures of the Structural Funds Programmes. A breakdown of minority ethnic output data is submitted by project sponsors on a quarterly basis.</p>	<p>On-going &amp; monitored quarterly</p>	<p>Findings published in Programme Monitoring Reports, Annual Implementation Reports and Cross-cutting Reports – monitored by Programme Monitoring Committees (comprising public, private and voluntary sectors) and the European Commission</p>	<p>Equal Opportunities Annual Progress Report, including ethnic minority data, presented to Objective 1 Programme Monitoring Committee (PMC) in June 2005. Draft Annual Implementation Report (AIR) 2004 (Jan–Dec 2004) issued in May 2005 to the Objective 1 PMC for approval. A Draft AIR 2004 was submitted to Commission by 30 June 2005. Draft AIR 2004 includes ethnic minority data breakdown.</p>

<p>Publication of a Structural Funds Fact Sheet to promote awareness of opportunities within the Structural Funds Programmes for projects that have a minority ethnic focus</p>	<p>May 2005</p>	<p>A log kept of the number of Fact Sheets requested from the Wales European Funding Office and downloaded from the Wales European Funding Office (WEFO) website</p>	<p>The Department published fact sheets on Structural Funds in August 2005. The fact sheets have been distributed at number different events including the “Five Countries Exhibition”, UK Presidency Conference on Economic activity and the UK Conference on mobilising experience. Details of the top 20 downloads from the Resources section of the WEFO website are available, although the fact sheets don’t generally feature in the list. A request for information on downloading of the fact sheets has been logged with the Central Web Team; and so far 300 requests have been made.</p>
<p>Review Objective 1 Programme Local Partnership Strategies against evaluation criteria , including minority ethnic issues</p>	<p>May 2005</p>	<p>Revised Local Partnership Strategies address race equality issues</p>	<p>Reviews of Local Partnerships and Sub-regional Strategies have been undertaken. As part of the exercise, Partnerships were informed of the need to review strategies against evaluation criteria, including equal opportunities (race, disability, gender and Welsh Language). The reviews were a stocktaking exercise for the current programmes and to provide a base for preparations for the post-2006 programmes. The reviews generally indicated that the equal opportunities cross-cutting theme was being taken into account and even mainstreamed in some areas.</p>

<b>Department for Health and Social Care / Office of the Chief Medical Officer</b>			
<p>Patient Equality Monitoring Project. Consolidate current arrangements for the collection of data to ensure the promotion of best practice across the NHS. This will entail building the capacity of NHS staff to collect and analyse ethnic information relating to the patient population. An extensive programme of training will be put under way entailing the development of training materials and the holding of around 50 training events. The training programmes will be managed through the NHS Centre for Equality and Human rights which will be recruiting additional staff to meet this agenda</p>	<p>From June 2005</p>	<p>The outcomes will be improved levels of data capture in commissioning data sets as monitored by the Information Products Unit of Health Solutions Wales</p>	<p>Three sets of NHS Trust Pilot training sessions were held during Autumn 2005. Following review of these pilots, training is now being rolled out to the rest of Wales. The 2006 training started in Gwent during February and March. The first meeting of the Steering Group for this project was held on 15th February 2006. Consultation on the matter of a new revised data set of ethnic categories (dataset of values to be held in the Patient Episode Database) has been concluded.</p>

<p>Race equality issues to be integrated into the Performance Improvement Framework for NHS Wales, specifically: requirements will be covered in performance agreements with NHS organisations; and race equality measures will be included in the NHS Wales balanced scorecard</p>	<p>Ongoing</p>	<p>The success of this approach will be measured through the assessment of the balanced scorecards for each healthcare organisation by the Regional Directors in their regular quarterly reviews. The results of the scorecards will be published nationally on an annual basis</p>	<p>Following discussions with the CRE narrative has been inserted into the balanced scorecard circular 2006 / 2007 (WHC (2006)019 requesting that organisations provide patient information in disaggregated format where possible. The success of this approach will be measured. The results of the scorecards will be published nationally on an annual basis.</p>
<p>Production of future health policy guidance for selected minority groups, including minority ethnic groups, Gypsies &amp; Travellers, refugees &amp; asylum seekers and the homeless</p>	<p>2005-06</p>	<p>Publication of guidance.</p>	<p>The Department has developed Service Development and Commissioning Guidance for Selected Minority Groups. The Guidance has been completed by members of the Selected Minority Group and was circulated to all LHBs and Trusts in summer 2006.</p>
<p>Invite the Mental Health Act Commission to undertake a black and minority ethnic mental health national census in April 2005</p>	<p>April 2006</p>	<p>The outcome will result in improved information on the treatment of black and ethnic minority patients and so provide a better evidence base to inform future policy making in relation to any issues which need to be addressed.</p>	<p>The "Count Me In" census was carried out in March 31 2005. The Wales specific analysis of the CMI data was received March 2006.</p>

Commission research on the experiences and needs of minority ethnic elders in Wales as part of the Strategy for Older People	2005	Research report endorsed by Strategy Research and Evaluation Sub Group and Older Peoples Policy Programme Board	Following a competitive tendering exercise, a contract was awarded to the university of Salford on 5 December 2005. The research was completed in March 2006 and final report will be published in Winter 2006.
Distribution of weaning materials in four languages (Arabic, Urdu, Bangladeshi and Somali) to health visitors working with minority ethnic parents.	September 2005	Evidence of use of leaflets and the pictorial teaching resources gathered from evaluation	Tablemats with weaning information in four languages have been produced and distributed. Materials reach Health & Safety levels expected to use with food. A working group consisting of health professionals who work with minority ethnic parents decided on what resources to provide after consulting with their client groups. The first phase of this project was the production of a pictorial A4 folder for the health visitors to use with parents on a one to one basis in their homes. The support materials (tablemats) are mainly pictorial, depicting 8 of the key illustrations from the pictorial folder. Minimum Text was used to provide some additional information but the pictures are self-explanatory and will be suitable for members of the community who are unable to read in their mother tongue.
Ensure that further rounds of funding for public health grant schemes are promoted to	From Nov 2005	Proportion of applications and funded projects targeting minority ethnic	New round of funding was launched in Summer 05, closing date for applications October 2005. It was widely disseminated

<p>organisations working with minority ethnic groups</p>		<p>groups / communities.</p>	<p>-through website, by mailing using various databases, and putting advertisement in the Communities First magazine. Projects specially working with minority ethnic clients were selected for funding. Each project will undertake an evaluation of their scheme supported by an evaluation company (currently in tender process). Minority ethnic and disability figures will be collected as part of the evaluation contract. 12 applications received which specifically referred to projects from minority ethnic groups, 5 of those were successful. Other successful projects which have been awarded funding may include minority ethnic audiences as they cover whole community areas.</p>
--	--	------------------------------	--

**Department for Local Government, Public Services and Culture**

Analyse Census and other potential data sources relating to Welsh and ethnic minorities and release analyses (where of publishable quality) on the Welsh Language Board's web site - to feed into strategy and help assess impact of Welsh Language Board's work on different ethnic groups	Apr 2005–Mar 2006 (and annually)	Number of analyses and maps released	The following information is now available on the Welsh language Boards web site: percentage of ethnic minority population able to speak Welsh by county, number of ethnic minority by ability to speak Welsh. The information has been fed into developing strategy
Work with Welsh Language Board to finalise strategy on extending access to and awareness of the Welsh Language amongst ethnic minority groups across Wales	Jul-2005	Strategy document agreed by Welsh Assembly Government and now CRE.	Draft strategy was presented by the Welsh Language Board to CRE and Assembly officials in CWLS and Strategic Equality and Diversity Unit (SEDU) for comment in Summer 2005. SEDU was content with the draft plan and noted that targets are sufficiently ambitious. The CRE subsequently agreed the plan Dec 05.
<b>Department for Environment, Planning and Countryside</b>			

<p>Work with the Assembly Public Appointments Unit to prepare specific information for minority ethnic groups on what being a member of the National Parks Authority (NPA) and Countryside Council for Wales (CCW) would entail</p>	<p>2005-06</p>	<p>Information produced for minority ethnic groups on NPA &amp; CCW membership</p>	<p>The department has worked with Black Environment Network (BEN) to ensure Countryside Council for Wales (CCW) appointments were publicised among minority ethnic groups. Material was prepared in relation to forthcoming National Park appointments and sent to BEN for wider dissemination. It was circulated to all their local groups across Wales and to relate organisations like Minority Ethnic Women's Network.</p> <p>The Department had liaison meetings with the BEN and ensured they knew when the appointment selection exercises would be taking place so they could inform member groups.</p>
<p>Encourage applications for public appointments to CCW and NPA by building stronger links with minority ethnic communities by e.g. attending the Black Environment Network conference in February 2006.</p>	<p>2005-06</p>	<p>Number of minority ethnic applications for membership</p>	<p>The department worked with the BEN to ensure it had an active role in their annual conference held in February 2006. The Department also maintained liaison with BEN through the year on the public appointments issue. 2 members of team attended BEN Wales conference on 1 February 2006 and sat on a Panel to take questions on the issue. 4 applications were received from individuals from minority ethnic communities, however all 4 were</p>

			unsuccessful in being appointed. The department has written to the unsuccessful candidates from the National Park interviews to encourage them to take up shadowing opportunities with the Brecon Beacons National Park Authority.
Each Environment Planning and Countryside Department sponsor division to require sponsored bodies to include the agreed ethnicity information in their annual reports*.	2005-06	Relevant information to be included in Annual Reports of sponsored bodies	CCW are including standard information on ethnic monitoring within their organisation in their annual report and results of their work to encourage more ethnic groups into the countryside, Environment Agency (EA) includes ethnicity information in its annual report. It is recruiting 4-5% of new starters from ethnic minorities. EA has exceeded its targets for new starters from Minority Ethnic (ME) recruitment from 10% for Cardiff and 3% for Wales to 15% and 7.9% respectively for the 2nd quarter of 2005. the Department is working with National Parks to include specific information on this issue in their next annual report. Forestry Commission collate staff ethnicity information on a quarterly basis. (Since 1/4/2006 WDA Food Directorate has merged with Food Market and Development Division.)

<p>As part of the follow up to the National Park Authority review, National Park Authorities will develop an implementation plan of actions they will take to build on current actions. These include the Mosaic project, which aims to increase awareness of National Parks among minority ethnic groups and to encourage visits and other activities.</p>	<p>2005-06</p>	<p>Implementation Plan produced</p>	<p>New Social Inclusion strategy produced jointly by the 3 Parks in December 2006. Implementation/action plans developed by individual authorities by March 2006</p>
<p>Ensure that development of the Environment Strategy includes views from minority ethnic groups</p>	<p>2005-06</p>	<p>Evidence of consultation with minority ethnic groups and participation in policy making. Representative from Black Environment Network on Reference Group</p>	<p>The consultation document has been sent to groups representing ethnic minorities, and organisations representing ethnic minorities have attended the consultation workshops on the Environment Strategy, including Black Environment Network and WELCOME. A Race equality screening assessment was conducted on the Strategy and Action Plan. Although both were assessed as low impact overall, some more relevant areas were identified and these are specifically referenced in the Strategy and will be highlighted specifically in commissioning requests to take the actions forward.</p>

Black Environment Network to be one of the organisations on the Minister's Reference Group, which advises on the development of the Environment Strategy	2005-06	Evidence of consultation with minority ethnic groups and participation in policy making. Representative from Black Environment Network on Reference Group	Black Environment Network is represented on the Minister's Reference Group. BEN has a wide network of organisations and groups it works with across Wales.
Organisations representing minority ethnic groups to be invited to participate in consultation on the draft Strategy, e.g. sent copies of consultation draft and invited to participate in stakeholder workshops	2005-06	Minority ethnic organisations consulted and taken part in stakeholder groups	The mailing list for the Strategy consultation and workshops events included organisations representing minority ethnic groups. Organisations representing minority ethnic groups have attended the consultation workshops on the Environment Strategy, including Black Environment Network and WELCOME.
Race Equality Impact Assessment will be undertaken on the Environment Strategy	2005-06	Evidence that REIA has taken place	An initial REIA screening was undertaken on the consultation document and published as part of the consultation pack. REIA Screening of final Strategy completed. REIA screening of consultation document, final Strategy and Action Plan completed.
Hold detailed discussions about the specific needs identified in the various areas	2005-06	Meetings held to discuss needs assessment. No specific measures listed in Action Plan	Representatives from local groups have been involved in stakeholder discussions on RD developments

Meet with appropriate race equality and community representatives to consider whether planning policy takes appropriate account of minority ethnic religious centres, businesses and housing issues	2005-06	Issues identified and followed up as appropriate	The Department held a meeting early in 2005 with CRE (Wales) to contribute to CRE Housing Code. Meeting with CRE held on 7/3/06 to discuss revised draft TAN 2 (Planning and Affordable Housing).
Promote minority ethnic representation on Wales Planning Forum, which supports the development of Welsh Planning Policy, by regular consideration at meetings	2005-06	Published minutes of Forum Meetings	The Department currently has All Wales Ethnic Minority Association (AWEMA) represented on the Forum; minutes are issued to all Forum members.
Monitor the number of professional planners employed in Wales from ethnic minority groups.	2005-06	Number of planners from ethnic minority groups. Information-on provided by RTPI (sent to EPC Business Unit). Annual up-dating information to be placed by RTPI on their website.	Planner recruited to Assembly Planning Division from minority ethnic group. Information of number of planners from minority ethnic groups who hold membership is now provided by Royal Town & Planning Institute. RTPI will put annual up-dates on their website.
<b>Department for Social Justice and Regeneration</b>			

Develop a disadvantaged community development fund for minority ethnic community / voluntary organisations	December 2005	Submit the disadvantaged community development fund to the Minister for SJ&R for approval	Proposals for a new Disadvantaged Groups Development Fund were considered by the Voluntary Sector Partnership Council. Consultation is currently underway and will close on 31 October 2006. Fund is due to be launched in early 2007.
Identify and encourage community cohesion and race equality issues within all 22 Partnership Crime and Disorder Strategies for 2005-08	Spring 2005	Compile a report (identifying best practice and areas for improvement) and submit it to the Minister. Publish the report on the Assembly internet site and disseminate the report to all 22 Community Safety Partnerships	All Community Safety Partnerships have been encouraged to look at diversity issues including hate crime. All partnerships have prepared strategies which address the race equality issues.
Ensure that race equality issues are mainstreamed into the draft All Wales Domestic Abuse Strategy. (Black Association of Women, Step Out, All Wales Ethnic Minority Association and All Wales Saheli are members of the All Wales Working Group on Domestic Abuse)	2005	Regular review of the draft strategy by the All Wales Domestic Abuse Working Group with a view to ascertaining the extent to which race equality issues have been mainstreamed	The final strategy was published in March 2005. The department will continue regular review by All Wales Domestic Abuse Working Group.

Use grant funding to support social landlords to promote race equality (including funding the running of a minority ethnic housing organisation for Wales, Tai Pawb)	2005-2008	Core funding on annual basis, paid quarterly. Performance monitored quarterly by Housing Services and Strategy Unit	A £200,000 minority ethnic housing grants programme has been included in the Social housing Management Grant programme and awarded to Tai Pawb.
Include 'race and housing' in the new performance measurement framework for local government	Draft framework due Spring 2005	Publication of performance measurement framework containing race equality performance measures	Draft framework for 2005/2006 included relevant data sets including race and has now been published.
Review social landlord performance in promoting race equality	Spring 2005	Publish the report, which evaluated social landlord's performance in promoting race equality	The report which evaluates social landlord's performance in promoting race equality has been produced and available on the Assembly's website via the link <a href="http://new.wales.gov.uk/topics/housingandcommunity/housing_research/sjrrr105?lang=en">http://new.wales.gov.uk/topics/housingandcommunity/housing_research/sjrrr105?lang=en</a>
Issue finalised guidance on developing and delivering responsive housing and support services to asylum seekers and refugees	Summer 2005	Issue guidance to relevant agencies by Summer 2005	Guidance issued March 2005. Guidance to be reviewed and updated by Dec 2006.
Carry out initial race equality impact assessment/screening for all new strategic policies (as part of a Policy gateway process)	From April 2005	Publication of assessments for all new strategic policies. A random sample of assessments to be	Three policies have been impact assessed. 2 modules of the Substance Misuse Treatment Framework and National Homelessness Strategy.

		scrutinised by the Race Equality Scheme Steering Group (and findings published in Annual Progress Report)	
<b>Department for Education, Life Long Learning and Skills</b>			
Collect ethnicity data on the new Individual Learning Account (ILA) programme and assess whether there are barriers to take up by minority ethnic	Mar-2006	Percentage of Individual Learning Account course bookings from BME learners	There is an ongoing evaluation of the programme and a monthly monitoring by ethnic minority, age and gender. In 2005-06 2.9% of course bookings supported by an ILA were from minority ethnic learners (122 out of 4511). About a third of these bookings were for ICT courses.
Review and collate all existing research evaluations, consultations and reports that have been produced in Wales on race equality and education and learning skills	Mar-2006	Follow up a themed meeting of the Research Liaison Group held on 3rd February 2005 and publish a report. We will strengthen evidence-based practice, impact on assessment and decision-making	The Departments has collated and produced reports on Higher Education, Practitioner Development and Underachievement in minority ethnic communities. The information is being utilised by policy developers as part of the race equality impact assessment.
Target schools with catchment areas which include a high proportion of minority ethnic pupils in the Aim Higher campaign to increase participation and widen access to Higher Education	Mar-2006	Programme under review. Throughout the 3 year campaign Aim Higher Wales has visited 344 schools, and has reached 35,108 students	The Aim Higher road show completed its round of school visits at the end of the Summer term. It has visited 344 schools and 35,108 students.

<p>To conduct an extensive piece of research and data analysis on Gypsy and Traveller children and young people in Wales</p>	<p>March 2006</p>	<p>Research project completed and report and action plan published</p>	<p>The department commissioned research and data analysis into Gypsy &amp; Traveller children and young people in Wales which was completed in January 2006. A subsequent action plan will be published in early 2007. The report will update the circular 52/9 which sets out service provision for Gypsy and Traveller children and young people.</p>
<p>Discuss with the Teacher Training Agency possible opportunities in Wales, and agree appropriate actions for promoting teaching as a profession among people from minority ethnic backgrounds. (This will build on the existing Teacher Training Agency targeted marketing campaign, aimed directly at minority ethnic groups).</p>	<p>Mar-2006</p>	<p>Inclusion of Wales in the main text of the "Teaching in a diverse society" section of the TTA website. Targeting of advertising to specific minority ethnic publications in Wales. TTA, via KLP, to host an all Wales diversity workshop to promote the teaching profession within shortage subjects to under represented groups.</p>	<p>The department held discussions with the Teacher Development Agency to promote the profession amongst minority ethnic communities. TDA has targeted websites and events aimed at people from minority ethnic communities. The web site includes Welsh case studies from minority ethnic background. All advertisements produced as part of the recruitment campaign are now representative of the cultural/ethnic make up of the communities in the UK.</p> <p>Research has also been undertaken into reasons why trainees from minority ethnic backgrounds withdraw from ITT, The research does not include Welsh participants in the sample. However, the findings from the report are likely to be applicable to Wales.</p> <p>A specific minority ethnic recruitment</p>

			<p>workshop was held by TDA where Welsh providers were also present. For example, the Maindee event in Newport was targeted at minority ethnic teacher recruitment, which received interest from potential undergraduate and post graduate students.</p> <p>Contact has also been made with Fitzhalan and Willows High School to deliver presentations to young people and parents on teaching as a career.</p>
Continue to promote mainstreaming; keep equality issues in high profile with Young People's Partnerships (YPP), national organisations and partner agencies	Mar-2006	YPPs required to extend arrangements for special interest groups involvement 2006-07 including BME, young people with disabilities etc.	Action being met, although promotion will be ongoing to improve coverage. Despite national emphasis, progress reports from YPPs received July 2005 indicate that progress locally is patchy.
Participation: Young People's Partnerships will be required to develop mechanisms to report on their progress in working with different ethnic groups on an annual basis	Mar-2006	Requirements on YPPs issued within National Priorities. Confirmation that these mechanisms are in place will be within YPP reports.	National priorities for YPPs during 2006-07 year notified Sept 2005 include a requirement to focus on putting in place arrangements to improve participation by BME young people.
<b>Health Inspectorate Wales</b>			

<p>All inspection to include an assessment of: compliance with legislation; achievement of standards in respect of equal opportunities and race equality; and progress in the implementation of the organisations own Race Equality Strategy.</p>	<p>Ongoing. As each inspection is conducted.</p>	<p>Inspection process to include a section on race equality compliance</p>	<p>To date reviews of the following have been undertaken: Powys LHB, Rhondda Cynon Taf LHB, Vale of Glamorgan LHB, Conwy &amp; Denbighshire Trust, Carmarthenshire LHB, Bro Morgannwg Trust, Torfaen LHB, Isle of Angelsey LHB, Gwent Trust, North Glamorgan Trust, Ceredigion Trust, Cancer Networks, Medium Secure Units.</p> <p>As part of each review consideration was given to diversity and equality issues and where necessary recommendations made for improvement.</p>
<p>HIW to provide facilities for interviews/meetings in preferred language of individuals/groups with whom it consults.</p>	<p>Ongoing. As each inspection/ investigation is undertaken</p>	<p>People able to use their preferred language in contact with HIW</p>	<p>HIW has made Inspection / Investigation Managers aware of the requirement to provide facilities for interviews/meetings in preferred language of individuals/groups with whom it consults. To date only requests for interviews to be undertaken in Welsh have been received. All requests have been complied with by HIW.</p>
<p>As far as practical HIW to be sensitive to the acceptability of the setting in which it meets with individual/groups.</p>	<p>Ongoing. As each inspection/ investigation is undertaken</p>	<p>Arrangements for meetings demonstrably take into account relevant sensitivities</p>	<p>Inspection / Investigation Managers are aware of this requirement</p>
<p>All inspection reports to contain chapter/section on diversity issues including equal</p>	<p>Ongoing. As each inspection/</p>	<p>Relevant section/chapter in final reports of inspections</p>	<p>All reports have referenced diversity matters as appropriate.</p>

opportunities and race equality	investigation is undertaken		
As part of the editorial process all published material to be checked for appropriateness of specific reference to equality matters	Ongoing. As each piece of material is published	Checks logged and published material appropriate	QA process adopted on all published material.
HIW to provide translated reports and other material in line with this commitment	Ongoing - As material is published	Translated material provided as requested	All reports published in English and welsh. No requests for other languages received to date.
All HIW staff to complete Assembly induction race equality training	Within three months of appointment	Monitoring demonstrated all staff have completed race equality training	All staff completed induction to 1/3/05
HIW to provide relevant preparatory induction for lay and peer inspectors.	Ongoing from 30/03/05	Monitoring indicates all inspectors receiving induction	Ad hoc arrangements for briefing of peer and lay inspectors from provider pending recruitment of HIW's own group, for whom dedicated training is being planned.
<b>Corporate Information and Systems Directorate</b>			

<p>Introduce and implement a system to monitor how often Assembly publications are requested in minority ethnic languages</p>	<p>From April 2005</p>	<p>Monthly statistics gathered and reported to the BIMD corporate meeting.</p> <ul style="list-style-type: none"> <li>• Annual report of Publication Centre activity (collated from these metrics and qualitative data) available for 2005-2006 will be published on the internet</li> </ul>	<p>The Department has amended its database to incorporate results on the number of requests made for Assembly publications in minority ethnic languages. To date there have been 17 requests for publications mainly related to Health Promotion and Education. These data has not yet been published on the internet due delays and changes to the Assembly Website.</p>
<p>Publish statistical information by ethnicity on the Assembly's internet site.</p>	<p>On Going</p>	<p>Public information kept up to date and coverage extended</p>	<p>A breakdown by ethnicity has been added to several existing outputs, including Higher and Further Education student analysis and the collection of ethnicity data for homelessness has been brought in line with the categories agreed for the RES. Statistical outputs are available on the internet via the link <a href="http://new.wales.gov.uk/topics/statistics/?lang=en">http://new.wales.gov.uk/topics/statistics/?lang=en</a></p>
<p>Actively seek feedback on the Statistical Focus on Ethnicity in Wales (e.g. from equality bodies, the voluntary sector and academia).</p>	<p>By May 2005</p>	<p>Report produced outlining feedback received and proposed responses</p>	<p>The Department completed consultation on the report in June 2005 with key stakeholders from equality bodies, including the voluntary sector. A Report has now been produced outlining feedback received and proposed responses. The report is published on the Assembly's</p>

			internet site <a href="http://www.statwales.wales.gov.uk">http://www.statwales.wales.gov.uk</a>
<b>Human Resources Department</b>			
Drive to secure better staff understanding of the purpose and value of employment ethnic monitoring and set relevant targets for the reduction of any differentials which are revealed through employment ethnic monitoring	March 2006 & 2007	90% response rate on ethnic origin by the end of the first year of the Scheme. • Performance against the above target to determine targets set for the second and third years of the Scheme	We have received responses from are over 90% of our staff.  The Data is currently being migrated into the HR IT system which will allow better interrogation of the data. The data will be expanded to include information on the staff of the merged Assembly Sponsored Public Bodies and will be linked to a wide range of other information about staff.  Targets have been set as part of the Single Delivery Plan. Targets are set for gender, ethnicity and disability and are set for the whole workforce as well as the SCS separately.
Carry out an annual staff survey to test experiences, perceptions and attitudes	January 2006	<ul style="list-style-type: none"> <li>• Initial findings of surveys communicated to Executive Board.</li> <li>• Full survey results circulated to all Staff.</li> <li>• Development of action</li> </ul>	2005/06 Survey completed and results communicated to Management Board and wider staff base. All published on intranet and headline results on internet. Communications plan in place to ensure staff are kept apprised of developments.

		plans to address areas where poor experiences and perceptions and attitudes are reported.	
Review the new recruitment procedures for any potential racial discrimination or inequality and promote further positive action if necessary	May 2005, 2006 and 2007	Levels of reported Racial discrimination or inequality	For 2005 we undertook the following • KPMG audit to ensure a fair and open approach• Audit of 04/05 recruitment schemes for evidence of potential discrimination and inequality• Audit of 10% of scheme files.
Advertise employment opportunities in an appropriate range of diverse media/web sites and outreach activities, targeting under-represented communities	March 2006 & 2007	Increased numbers of job applications from under-represented groups	Moved to corporate web based advertising in January 2005. Have advertised the website through a combination of ethnic and other press known for their diversity platforms and at recruitment fair events. Commissioned research into the perceptions of under-represented groups to be able to promote the Welsh Assembly Government as an employer through better tailored and more innovative advertising routes.
<b>Department Strategy, Equality and Communications</b>			
Work with policy departments to improve the mainstreaming of race equality issues into social research projects and	On an annual basis, to fit the R+E planning process	Revised and improved R+E Plan guidance to take account of race equality duties. Development of	Review of 2005/6 R+E plans has been completed. Findings were fed back to each group in October/November 05. Guidance to accompany the

evaluations by:- providing advice and guidance on Research and Evaluation (R+E) Plans and the research planning process; Reviewing R+E Plans to monitor how effectively race equality issues have been mainstreamed and to identify good practice		assessment criteria for R+E Plans to effectively monitor their coverage of race equality issues. Annual progress report on R+E Plan coverage of race equality issues	commissioning of 2006/7 plans has been developed which takes account of the race equality duties. Workshops were also held to promote the use of better research and performance measurement of equalities issues.
Incorporate and highlight race equality impact assessments in Assembly policy-making guidance and training (including the modular policy-training course for middle managers)	2005	Post course feedback on the quality of the course	The Assembly Government, in collaboration with the CRE, produced a pilot Race Equality Impact Assessment toolkit which was launched in December 2005. The toolkit was supported with guidance which provided information on how to conduct a REIA. A series of REIA awareness seminars were also delivered by the CRE to Assembly staff involved in policy development. Human Resources Department launched a pilot Race Equality Training programme in July 06 which provides a component on how to undertake a REIA – currently awaiting feedback from the course.
Basic assessments of race equality implications to be included in the Ministerial submission process (and	From April 2005	A random sample of assessments to be scrutinised by the Race Equality Scheme Steering	Guidance on REIA is available on the policy Gateway intranet site. Strategic Equality Policy Unit has undertaken some random spot checks.

associated staff guidance amended to take account of this)		Group (and findings published in the Annual Progress Report)	To improve the use of the REIA in Ministerial submissions SPU wrote to all Heads of Departments to remind them of their commitments.
Commission research on how the Assembly can communicate more effectively with different ethnic groups and consult more effectively on race equality policies and programmes	2005	Research report to be approved by Race Equality Scheme Steering Group	<p>Corporate Communications Department commissioned Central Office of information to undertake research into how the Assembly could better consult with minority ethnic groups. COI developed a translation standard and consultation and communication toolkit with Central Office of Information. The communication toolkit and translation standards are designed to assist the National Assembly for Wales and its partners to better consult and engage with minority ethnic communities. To deliver the project it was split into five stages:</p> <ol style="list-style-type: none"> <li>1. Interactive map of ethnic minority landscape of Wales</li> <li>2. Audit of current approaches to communication</li> <li>3. Development of an ethnic minority language standards model</li> <li>4. Development of toolkit</li> <li>5. Recommendations and introduction of toolkit internally</li> </ol>

<p>Develop arrangements and practices for consultation with relevant ethnic groups and other policy proposals, with particular attention to ensuring direct consultation with service users and members of the public from different ethnic backgrounds</p>	<p>End of December 05</p>	<p>Increased ethnic diversity among the responses of service users and the public to Assembly Government Consultation</p>	<p>A database is held by Strategic Equality and Diversity Unit which holds over 3,000 national, local and community organisations. As part of the REIA support offered to departments they were given guidance and advice on consulting with minority ethnic groups.</p>
---	---------------------------	---	--

## Appendix 2

### Welsh Assembly Government Policies which have undergone Race Equality Impact Assessment

Name of Policy	Date of Impact Assessment	Type of Assessment undertaken
<b>Department for Enterprise, Innovation and Networks</b>		
Heads of the Valleys Programme	Jan-06	Screening
Wales: A Vibrant Economy	Nov-05	Screening
Wales Transport Strategy	Mar-2006	Screening
<b>Environment, Planning &amp; Countryside</b>		
The Environment Strategy	Dec-05	Screening
Tan 1 Joint housing land availability studies	Mar-06	Screening
Tan 2 Planning and affordable housing	Mar-06	Screening
<b>Social Justice &amp; Regeneration</b>		

Disadvantaged Communities Development Fund	Feb-06	Screening and Full
National Homelessness Strategy	Feb-06	Screening
Affordable Housing Toolkit	Mar-06	Screening
<b>Department for Training &amp; Education</b>		
The Learning Country 2	Feb 2006	Screening
Access to education and support for pupils with medical needs	Mar-2006	Screening
<b>Total Number of Assessments Completed</b>		12

*\*Note: some of the above mentioned policies are currently going through the full impact assessment but have not been included in this table*

## Appendix 3

### PERMANENT SECRETARY'S 2005-06 REPORT ON EMPLOYMENT RELATED SPECIFIC DUTIES UNDER RRAA 2000

#### Promoting Race Equality in Employment and Training

The Welsh Assembly Government is committed to improving the representation of minority ethnic people in its workforce to better reflect the society it serves. We are seeking to attract more minority ethnic people to work with us so that we can more effectively harness the difference that people bring to an organisation and the benefits that result from diversity. We want all employees to feel that they work in an environment free from harassment, where discrimination has been eradicated and diversity is truly valued.

#### Main Objectives in the Race Equality Scheme

##### Recruiting our Employees

- In the lead up to mergers in 2006, an Attachment Protocol was introduced, requiring all posts to be offered internally on a lateral or promotion basis to merging staff before vacancies were advertised externally. In addition, an external recruitment moratorium was put in place to ensure that staff displaced as a result of the mergers and in preparation for the new Merthyr office could be found posts.
- Recruitment continued for posts scheduled for relocation; posts outside the Cardiff area and specialist posts - in 2005/06 we advertised 238 posts externally. Since early 2005 we have been focusing our attention on web-based advertising. A comprehensive online recruitment system will be introduced in autumn 2006. In the meantime, a generic press advert alerts potential candidates from under-represented groups to a web-site address which displays all information relating to current

vacancies and offers downloadable application forms that can be returned electronically.

- The Welsh Assembly Government participated in the Cabinet Office Summer Placement Scheme for minority ethnic students. During 2005-06, 10 minority ethnic students were offered placements and the Welsh Assembly Government was the most active Department outside of London. Feedback and evaluation from students and line managers was very encouraging and as a result the scope of the scheme has been expanded for 2006/07. The Assembly also retains an ongoing commitment to the Windsor Fellowship and Chevening and placed 3 Windsor Fellows and 2 Chevening Scholars during the year.
- KPMG carried out an audit to ensure that our recruitment and selection schemes were fair, open and non-discriminatory
- During the year research was commissioned to gather the perceptions of under-represented groups towards the Welsh Assembly Government as an employer/potential employer. A number of practical ideas were highlighted to assist the Welsh Assembly Government in recruiting and retaining a more diverse workforce that better reflects the wider population. These include adapting recruitment activity, simplifying the application process, long term activities linked to developing community relations and actions to create an accepting work environment for all. Work has begun on the recommendations including adapting our outreach strategy, developing the web based recruitment system and planning a new diversity micro site which will go live during the next year to promote the Assembly as a diverse employer.

### **Working for the Assembly Government**

- The 2005 staff attitude survey tested experiences, perceptions and attitudes of those working for the Assembly Government. Results improved for questions asking staff about being treated with fairness and respect at work. New questions gave a baseline for staff perceptions on discrimination and on their views of the Assembly Government as an organisation that is committed to equality of opportunity for all staff.
- In January 2006, a shadow board was set up to help the Management Board of the Welsh Assembly Government to set the corporate direction of the organisation and influence management decisions. The shadow board recruitment process was designed to ensure that a diverse range of applicants would be attracted. This has resulted in staff from minority groups being

represented on the board.

- Our Dignity at Work policy, which tackles workplace bullying and harassment, was updated in 2005 to ensure that it remains effective and takes account of ACAS best practice. During this time, we trained staff as harassment officers to provide support and advice;
- During the year significant progress was made on the development of the HR IT database. A diversity staff monitoring survey was carried out within the Welsh Assembly Government to collect the information needed to populate the database and yielded a 90.6% return. This data has now been added on the database enabling us to identify and take action in addressing under-representation of minority ethnic groups. The data will be expanded to include information on the staff of the merged Assembly Sponsored Public Bodies (ASPBs) and will be linked to a wide range of other information about staff. It will underpin the regular monitoring activity needed to report on progress against the Race Equality Scheme.
- As part of mergers an Equalities and Diversity Work stream, made up of staff from the merging ASPBs compared best practice from the different organisations on promoting equality. These are currently being considered for adoption.
- During 2005/06 work was undertaken to ensure that our performance management system mandates every member of staff, including all senior managers, to have a diversity objective. Guidance on setting appropriate diversity objectives is also available to staff. A review of the effectiveness of this approach will form part of the review of our performance management arrangements which will be undertaken in 2006, post-merger.
- We improved on our overall score for the Race for Opportunity Benchmarking scheme and obtained a silver award; this indicates a marked improvement in our performance and the Welsh Assembly Government was celebrated as one of the top 10 most improved organisations.
- To build on the Welsh Assembly Government's long standing commitment to achieving equality, we have produced the Diversity Delivery Plan. This responds to a key Cabinet Office requirement that all Government Departments should set equality targets for senior staff for achievement by 2008. The plan was drafted in accordance with the Cabinet Office guidance for 'Delivering a Diverse Civil Service: A 10-Point Plan'. A detailed report on progress will be made next year.

### **Training and Developing our Employees**

- As part of the new core training contract let by the Welsh Assembly Government in early 2006, training courses provided through the contract are checked for race equality compliance.
- Equal Opportunities Monitoring Forms were issued with all joining instructions for those participating on corporate courses. There was a return rate of 83.7%, but a significant number of staff did not declare their ethnic origin. Work is underway to improve this process, by linking development needs identified as part of performance review to the staff database. This will enable us to identify barriers faced by staff who need to access learning and development opportunities as well as our current approach of monitoring activity on formal courses.
- Our Divisional and Departmental Training Plans include a range of commitments aimed at ensuring that all programmes were developed, delivered and evaluated with race legislation and best practice in mind.
- Equality and Diversity Awareness training was updated in line with new equality legislation, and was delivered to nearly 300 staff as part of reception training.
  - As part of the mergers process 17 merger reception events were held throughout Wales for nearly 1,000 ASPB staff during 2005/06. Diversity themes were included in the HR workshop element and throughout the event.
  - A training course for Departmental Race Equality Champions (and relevant staff with special responsibilities for promoting race equality) on race impact assessment was delivered.

Employment Monitoring Data  
April 2005 - March 2006

	<u>White</u>	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Chinese</b>	<b>Other</b>	<b>No reply</b>
<b>Number of Job Applicants</b> <u>41 MEC</u>	<b>1930</b>	<b>Indian 10</b> <b>Pakistani 4</b>	<b>African 2</b> <b>Caribbean 4</b>	<b>Asian/White 2</b> <b>Black African/White 2</b> <b>Black</b> <b>Caribbean/White 3</b> <b>Asian/Chinese 1</b>	<b>3</b>	<b>Black 1</b> <b>Mixed 1</b> <b>Asian 3</b> <b>Japanese 1</b> <b>Other 4</b>	<b>4</b>
<b>Number of Successful Applicants</b> 4 MEC	<b>234</b>	<b>Pakistani 1</b>	<b>Caribbean 1</b>	<b>Black</b> <b>Caribbean/White 1</b>		<b>Black 1</b>	
<b>Staff in Post</b> <u>128 MEC</u>	<b>3641</b>	<b>Indian 10</b> <b>Bangladeshi 31</b> <b>Pakistani 11</b>	<b>African 2</b> <b>Caribbean 5</b>	<b>Asian/White 17</b> <b>Black African/White 5</b> <b>Black</b> <b>Caribbean/White 6</b>	<b>6</b>	<b>Asian 10</b> <b>Black 3</b> <b>Ethnic 11</b> <b>Mixed 11</b>	<b>428</b>
<b>Staff applied for promotion</b> 27 MEC	<b>777</b>	<b>Indian 5</b> <b>Bangladeshi 1</b>	<b>African 1</b> <b>Caribbean 1</b>	<b>Asian /White 2</b> <b>Black African/White 5</b>	<b>2</b>	<b>Other 10</b>	<b>54</b>
<b>Staff who were promoted</b> 10 MEC	<b>279</b>	<b>Indian 3</b>	<b>African 1</b> <b>Caribbean 1</b>	<b>Black African/White 1</b>	<b>1</b>	<b>Mixed 2</b> <b>Ethnic 1</b>	<b>20</b>

<b>Staff who Left</b> <b>8 MEC</b>	<b>188</b>	<b>Pakistani</b> <b>1</b>	<b>Caribbean</b> <b>1</b>	<b>Asian/White</b> <b>2</b>	<b>1</b>	<b>Asian</b> 1 <b>Black</b> 1 <b>Ethnic</b> 1	<b>57</b>
<b>Staff received Training</b> 30 MEC	<b>1308</b>	<b>Asian</b> 7 <b>Indian</b> 1 <b>Bangladeshi</b> 2 <b>Pakistani</b> 4	<b>Caribbean</b> 11 <u><b>Black</b></u> 2	<b>Asian/White</b> 1		<u><b>Other</b></u> 3	<b>4690</b>

**\*MEC – Minority Ethnic Communities**

Development work on the new Welsh Assembly Government HR IT systems, a staff database, and online recruitment will allow consistent detailed monitoring of personnel practices and performance. As this new system was not yet in full operation in 2005/06, the monitoring data was collated manually. This information has now been added to the HR staff database.

The Assembly does not operate an appraisal system whereby staff receive a benefit. If staff perform satisfactorily then they receive an increment. Only one, White, member of staff was assessed as an unsatisfactory performer during 2005/06. His increment was withheld until such time as his performance improved.

In terms of Learning and Development (L&D), during 2005/06 Equal Opportunities Monitoring Forms were issued with all joining instructions, rather than collated through the course application process so only highlight those who received training, rather than those who applied for it. This process is under review as detailed below. The return rate for the period was 83.7%. Staff returned 6,028 monitoring forms, 30 were from minority ethnic group staff. On 4,690 of the forms, ethnic origin was not specified.

Any barriers faced by staff when accessing learning and development opportunities need to be identified from the earliest stage and throughout the process. The Corporate L&D Team is planning new procedures which will provide far more valuable information

than that gained through the current processes. From April 2007, the performance review form will be completed on-line and development needs identified will be recorded on the HR IT system for analysis at Corporate and Departmental levels. It will then be possible to monitor access to development opportunities to meet those identified needs. This will be more meaningful than starting the comparison from the stage at which an individual completes a booking form.

During this period, 188 employees left the Assembly, 8 of whom were from minority ethnic groups and 57 did not return the monitoring form. Once again, with the new IT system in place, we should be able to work incrementally to increase completion of the data on the ethnic origin of the workforce, and identify the ethnic origin of those who leave WAG.

Finally, five White employees were formally disciplined and a further five employees went through formal grievance procedures. No minority ethnic staff brought a formal grievance or was formally disciplined. With the new IT system in place, we shall be able to breakdown the White category and report ethnic data more accurately.