

SIXTH ANNUAL EQUALITY OF OPPORTUNITY REPORT: 2004-2005

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Foreword by Jane Hutt

The National Assembly for Wales has a statutory duty to promote equality of opportunity in all aspects of Welsh life regardless of age, disability, gender, language, race, religion and belief or sexual orientation. This duty has led to the development of a distinctive equality agenda in Wales and has had a major influence on our strategic policies.

Equality underpins the Assembly Government's vision as set out in *Wales: A Better Country*^[1], and is one of the four main principles outlined in *Making the Connections*^[2], the Assembly Government's radical approach to public service delivery based on co-operation and collaboration rather than competition and price. More recently, the First Minister affirmed the high level commitment placed on equality of opportunity in his annual report "Delivering Our Promises"^[3].

I believe that this report - the Assembly Government's sixth annual report on equality - provides a comprehensive record of our progress in meeting the statutory duty for 2004-2005. This report also confirms our commitment to equality, and demonstrates how the wide-ranging powers of the Assembly Government, which cover a variety of aspects of public life, are currently being used to promote equality of opportunity in Wales.

This report provides me, as Minister with responsibility for equality, with the opportunity to take stock of the Assembly Government's performance to date; highlight examples of good practice and innovation that have been undertaken by Assembly Departments; and identify areas for future action. Across Ministerial portfolios, there are wide ranging examples of how equality has been built in to the Assembly Government's day to day work and how our actions can have a direct positive impact on people's lives.

This annual report also provides an important baseline against which the Assembly Government's future performance in meeting this statutory duty can be measured.

Since taking over responsibility for equalities earlier this year, I have listened to feedback from colleagues regarding last year's annual report (2003-2004)^[4], particularly from the Equality of Opportunity Committee. I have welcomed their input, which has helped shape this year's report. I want the emphasis of reports to be more outcome-based: this is a first step towards that, although much remains to be done in terms of moving towards a clear and sharp focus on equality outcomes. However, I believe this is an accurate reflection of the important work we have undertaken to promote equality in 2004-2005. I expect to see this develop further in future years as we build on experience.

I am happy to report that, over the last financial year, there has been a real change in the way the Assembly Government conducts its business in relation to equality. This has been triggered primarily through the development of the National Assembly's new Race Equality Scheme (2005-2008)^[5].

Assembly Government Departments have started to consider, in detail, how equality issues relate to their specific areas of work. I recognise that there is still further work to be done, and that changing the culture of an organisation as large as the Assembly is a slow process. I am confident, however, that the implementation of the Race Equality Scheme^[5], and the development of a wider Mainstreaming Equality Strategy will help make equality an integral part

of the Assembly Government's day to day work. This process will also be assisted by policy testing, and compliance measures put in place to implement the Assembly's Sustainable Development Scheme^[6] and the Assembly Government's Sustainable Development Action Plan^[7].

I would like to thank the external members of the Mainstreaming Task and Finish Group, who were consulted by the Equality Policy Unit during the development of the reports' new structure, for their continuing work on the mainstreaming strategy.

1. Introduction

- 1.1 The National Assembly for Wales has a statutory duty under the Government of Wales Act^[8] to ensure that equality of opportunity is embedded in its work. The Act states that the Assembly should “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”.
- 1.2 This is the Assembly Government’s sixth Annual Report on equality, and covers the period April 2004 – March 2005. The format of this year’s report takes account of feedback from earlier reports, and aims to provide a clear picture of the work undertaken by the Assembly Government, during the financial year, in support of equality of opportunity. The report covers work being undertaken corporately on the policy process and the provision of services, and highlights particular areas of work in the Assembly Government’s main policy Departments. The Permanent Secretary’s report is at Appendix A. The report is set in the context of equality performance in Wales as a whole, with a statistical analysis of equality issues showing trends and comparisons where information is available, and with key statistical documents identified. These include A Statistical Focus on Diversity in Wales [2005 edition]^[9], Economic Activity in Wales 2003^[10], the Annual Survey of hours and earnings 2004: Average earnings in Wales and the United Kingdom^[11], the Welsh Health Survey 2003-2004^[12] and census information^[13]. Departmental contributions have been included as an appendix to the report, and set out each department’s top portfolio objectives as well as a record of any additional policy or business functions which relate to equality. These Departmental contributions are an attempt to provide a comprehensive picture of activity and knowledge, and will be used by the Assembly Government to identify gaps and indicate how these will be addressed in the future.
- 1.3 The Assembly Government vision of equality is based on the principle of equality of opportunity for all people. The Welsh Assembly Government is committed to promoting equality of opportunity in all aspects of Welsh life, including race, language, religion, disability, age, gender and sexual orientation. Key to the delivery of the equality vision is the principle of mainstreaming, that is, the integration of equality of opportunity principles, strategies and actions into the everyday work of government.
- 1.4 The European Commission’s^[14] definition of mainstreaming equality is “not restricting efforts to promote equality to the implementation of specific measures, but mobilising **all** general policies and measures specifically for the purposes of achieving equality”. To do this we need to ensure that support by way of tools, training and advice is fully in place for policy makers, and considerable developmental work is under way within the Assembly Government and with partners to ensure this.

2. Legislative Context

- 2.1 Sections 48 and 120 of the Government of Wales Act provide the broad basis for the equality duty. The equality obligations act as legal imperatives, and apply to all devolved functions in Wales, including education, economic development, health, local government, social services, planning, transport, housing and industry. Whilst the equality duty is binding upon the National Assembly as a whole, principal responsibility lies with the Assembly Government, which exercises almost all of the National Assembly's functions. Under the equality duty, the National Assembly can be subject to judicial review in the courts (and potentially investigated by the Welsh Administration Ombudsman) if groups or individuals feel that it has failed to comply with its terms. There is a range of legislation which underpins the equalities agenda, including: the Race Relations Act 1976^[15]; Race Relations (Amendment) Act 2000^[16]; Welsh Language Act 1993^[17]; Sex Discrimination Act 1975^[18]; Sex Discrimination (Gender Reassignment) Regulations 1999^[19]; Gender Recognition Act 2004^[20]; Civil Partnership Act 2005^[21]; Employment Equality (Sexual Orientation) Regulations 2003^[22]; Equal Pay Act 1970^[23]; Disability Discrimination Act 1985^[24]; Employment Equality (Religion or Belief) Regulations 2003^[25]; and The Human Rights Act 1998^[26].

Future Legislative Framework

- 2.2 The complexity and fragmented state of equality legislation has often caused problems in delivery, so the Assembly Government has supported the Equality of Opportunity Committee's call for a single equality act. Looking forward, there are several new pieces of legislation in development.
- (i) The Equality Bill and related legislation will help to place all aspects of equality on a more common footing, and make it much easier to mainstream equality as a whole in the business of government. The Bill sets out plans to establish a new body, in October 2007, called the Commission for Equality and Human Rights (CEHR). The body will have wide-ranging powers to tackle discrimination and prejudice, and to promote equality.
- (ii) The Commission for Equality and Human Rights will bring together, in a single body, the work of the Commission for Racial Equality (CRE), the Disability Rights Commission (DRC) and the Equal Opportunities Commission (EOC). It is planned that the CEHR will be established in October 2007 for all areas except those for which the CRE is responsible. These areas would remain with the CRE until April 2009, when the CRE's responsibilities would transfer to the CEHR.

The CEHR will also have responsibility for the new equality areas of age, religion and belief, and sexual orientation, and will work to promote human rights. The CEHR will be required to produce a regular equality audit called 'a State of the Nation' report for Britain, and to work with individuals, communities, businesses and public services to find new, more effective ways to give everyone in society the chance to achieve their full potential.

The Equality Bill also includes new powers to outlaw discrimination on the grounds of religion or belief in relation to goods and services, and creates a duty on public

authorities to promote equality of opportunity between men and women, and prohibit sex discrimination in the exercise of public functions. The Bill will also facilitate the introduction of rules to prohibit discrimination in relation to goods and services for LGB people.

- (iii) An Equalities Review and the Discrimination Law Review are taking place, and are being jointly overseen by DTI and Cabinet Office Ministers. Both the Equalities Review Team and the Discrimination Law Review Team will consult a Reference Group drawn from key equality and human rights stakeholders and other experts. The Assembly has nominated a Welsh representative to sit on this Group.

One of the roles of the Equalities Review will be to inform the modernisation of equality legislation - towards a Single Equality Act. The Discrimination Law Review will produce proposals for a coherent, modern, outcome-focused framework for this area of the law with a view to bringing forward a Single Equality Bill at the earliest possible opportunity.

3. Wales: The Current Situation

- 3.1 Although there are some data on equality in Wales, we do know that there are also a number of gaps and inconsistencies. Some of these gaps have been identified in “A Statistical Focus on Diversity”^[9], which was published in August 2005. This showed that we are currently able to analyse many areas by age and gender, but have no official data relating to other strands such as sexual orientation.
- 3.2 Further work is currently underway to analyse existing data to conduct a snapshot of the equality position in Wales. The Statistical Directorate is working on a project to provide a snapshot of the equality position in Wales for several departments. The report will contain statistical information relating to each of the department’s top 5 equality priorities.
- 3.3 An independent assessment of how equality has been promoted across Welsh Assembly Government policies will be completed by March 2006. This will include an assessment of the extent to which the equality duty has been reflected in the key policies and programmes; the extent to which the equality duty is being embedded in the decision-making processes; and the impact work in these areas has had on delivery for the public.
- 3.4 The Research, Statistics and Performance Measures Working Group has also been established to identify further information gaps and advise the Assembly Government how best to fill them. This group was formally known as the Ethnicity Research, Statistics and Performance Measures Working Group, and was set up to identify what information the Assembly Government had, and required, in order to meet our commitments under the Race Equality Scheme.^[5] However, with the establishment of the Mainstreaming Task and Finish Group, it was decided that the group should be expanded to look at the information available for all the equality strands.

4. Promoting Equality – Making It A Strategic Goal

4.1 The commitment to equality of opportunity has been re-enforced in the Assembly Government's key strategy documents.

(i) As stated in last year's report, the Assembly Government's overall strategic agenda "Wales: A Better Country"^[1], sets equality as a key principle alongside sustainable development, with a commitment to "promote gender equality, good race relations and race equality and tackle discrimination on the grounds of age and disability". The strategy goes on to highlight key policy themes for improving the life of people in Wales. These are:

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

(ii) "Making the Connections"^[2] is the Assembly Government's vision for the future of public services and the way they are designed and delivered in Wales. Its core principles are:

- ensuring the citizen is at the centre of the way public services are designed and delivered;
- ensuring Equality and Social Justice;
- working together in increased collaboration as a Welsh public service; and
- maximising value for money to ensure greatest possible value from the investment in public services.

"Making the Connections"^[2] states that "every citizen must have the opportunity to contribute to the social and economic life of Wales. The Welsh Assembly Government is committed to promoting equality of opportunity for all, whatever their race, language, religion, disability, age, gender and sexual orientation".

Delivering the Connections sets out the actions that the Assembly Government is taking or is planning to take, to promote equality in the improvement of Welsh public services. These include a plethora of actions within specific Ministerial portfolios, including policies and programmes to improve customer service for, and public engagement with, vulnerable, disadvantaged and minority groups.

(ii) The Assembly Government's Sustainable Development Action Plan 2004-2007^[7] is being implemented with the promotion of equality of opportunity very much in mind. This is because equality of opportunity is crucial to achieving sustainable development. It is a feature of a society that works well, and that has high 'social capital'. Promoting it is crucial both to meeting the needs of people today, and in enabling future generations to meet their needs.

- (iii) “People, Places, Futures, The Wales Spatial Plan^[27]” implements the Assembly Government’s commitment to tailor its policies to the differing needs of the different parts of Wales. The aim is that each area of Wales should have its own agreed vision and actions that will deliver a sustainable future, and equality will be an integral part of that.

5. Promoting Equality in the Way We Do Business

Mainstreaming and the Policy Gateway Process

- 5.1 The Report on Mainstreaming Equality in the Work of the Assembly set out detailed recommendations on how equality can be mainstreamed into the work of the National Assembly. Considerable work has been undertaken to underpin the delivery of equality of opportunity within the Assembly Government, and further work is planned to develop areas where there are identified gaps and weaknesses.
- 5.2 A key element of mainstreaming is the effective use of corporate policy testing. The Policy Gateway, and its supporting Policy Integration Tool, was piloted in 2004-2005, and introduced for all strategic policy consultations from Spring 2005. This tests each new strategic policy against the overall goals of the Assembly Government including equalities. Where serious impacts are identified it then signposts the need for fuller specific assessments. The Mainstreaming Equality Report^[4] suggested that this process could be strengthened. This recommendation has been accepted, and work to put it into effect will be completed in 2005-2006.
- 5.3 A new home-grown modular policy training course for Assembly Government middle managers was launched in 2004. This course is based on a mainstreaming approach to policy-making and rooted in the Assembly's distinct duties. 66 staff completed the first year's programme on the recommendation of their head of Department and, in the light of feedback, the programme has been doubled in size for 2005-2006.

Race Equality Scheme

- 5.4 A new Race Equality Scheme^[5] was developed during 2004-2005, and published in March 2005. The scheme sets out the Assembly's commitment to becoming an exemplar public authority in Wales by developing long-term, positive change to eliminate unlawful racial discrimination, promote race equality, and promote good race relations. As part of this work, a further policy-testing requirement was introduced on the 1 April 2005, to complement the Policy Gateway. In all policy submissions, officials must verify either that the proposal has no implications for the Assembly's corporate duties, or that they have identified and assessed those implications as required. This will provide a firm basis for equality compliance in the future.
- 5.5 Both the Race Equality Scheme^[5] and the Mainstreaming Report^[4] have identified the need for more detailed appraisal tools to be incorporated in the Policy Gateway process. A Race Equality Impact Assessment Tool is in development in partnership with the Commission for Racial Equality (CRE)^[28]. "The Mainstreaming Equality" report^[4] suggests that this should, in future, be part of a single equality tool, and this will be developed in 2005-2006 in the light of experience with the existing mechanisms.

Welsh Language

- 5.6 The Assembly Government is committed to mainstreaming the Welsh language. The second Annual Report on Iaith Pawb (National Action Plan for a Bilingual Wales^[29]) and the Welsh Language Scheme^[30] highlighted the further good progress made during 2004-2005. There are many good examples of new policies and initiatives that have successfully mainstreamed the Welsh language. These include the incorporation of fully

bilingual services for students as part of the 'Devolution of Student Support Project',^[31] and the new guidance produced for Communities First Partnerships^[32] on mainstreaming the language, and CyMAL's standards for Public Libraries in Wales which include Welsh language considerations. Whilst a number of good examples of mainstreaming were found, there is more work to do to ensure that mainstreaming the Welsh language happens in all new projects and initiatives.

Purchasing

- 5.7 The Assembly Government spends £300 million, and the wider Welsh public sector spends some £4 billion, on the purchase of goods and services. WPIT/Value Wales Procurement has developed standardised documentation to make it easier for suppliers to compete for contracts, and is developing a 'Procurement Route Planner', which aims to promote a consistent best practice approach to procurement. The adoption of its use across all Value Wales (Procurement) programmes, and in the wider public sector, will promote equality of opportunity and make it easier for Small Medium Enterprises (SMEs) to compete to win business in Wales. The Sell2Wales^[33] arm of the National Procurement Website (NPW) provides suppliers with resources and advice on Equal Opportunities Policy, and Commission for Racial Equality guidance, amongst other things. Suppliers can then post their details, which are available to buyers via the website's other arm, Buy4Wales. Equality issues are also considered as part of Value Wales (Procurement) work on Sustainable Development, and are covered in the Sustainable Procurement workshops, which form part of the Sustainable Procurement Programme. An interim report on a Community Benefits pilot was published in November 2004.
- 5.8 In June 2005 Value Wales (Procurement) was joined by a specialist from Swansea University to specifically research ethical supply chains.

Public appointments

- 5.9 Between 1 April 2004 and 31 March 2005, 180 appointments and re-appointments were made to bodies regulated by the Office of the Commissioner for Public Appointments (OCPA), and 79 appointments and re-appointments were made to other public bodies. An update on the appointments process was issued as a paper to note for Equality of Opportunity Committee on 12 October [EOC[2] 08-05 (P.4)].^[34] The statistics show that white men still dominate public appointments in comparison with other groups. However, over time, an increasing number of females were appointed – from 34% in 2000-2001 to 37% in 2004-2005. The number of ethnic minority appointments decreased from 7% in 2000-2001 to 0.5% in 2004-2005, and the number of appointments of disabled people increased from 2% in 2000-2001 to 11% in 2004-2005. The problem 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, including awareness raising and a Board Member Development Scheme.

6. Promoting Equality in Our Work

- 6.1 Every Assembly Government department has provided a contribution on what it has done to deliver equality of opportunity in 2004-2005. The full details are at appendix B.
- 6.2 The following section describes some of the main achievements, grouped under the key themes of Wales: A Better Country^[1].

MORE AND BETTER JOBS AND SKILLS

- 6.3 We need to address inequalities in jobs and skills for the sake of all the people of Wales, and for the health of our economy. Raising the levels of educational attainment, skills and innovation is critical to securing a successful and vibrant economy where there are high levels of economic activity with good quality sustainable jobs.

Economic Inactivity & Unemployment

- 6.4 Significant progress has been made in Wales in recent years, which includes low rates of unemployment are now low, at or below the UK average for most of the past couple of years, and there have been achievements in tackling the historic legacy of economic inactivity, particularly amongst women. However, more remains to be done. There are wide differences in economic inactivity rates between different groups – i.e. widely different percentages of people of working age who are in work or actively seeking work. We are seeing a labour market that has shifted against people with lower skills, driven by globalisation and skill-based technical change.
- 6.5 Research demonstrates (John and Patrick 2001^[35]), that LGB people, aware of prevailing attitudes, may 'choose' careers where they perceive they might avoid harassment, or the spreading of false and malicious rumours based on homophobic predatory sexual stereotypes. As recently as the mid-1990s a representative sample survey of national sexual lifestyles and attitudes, showed that 'between 25% and 50% of heterosexual respondents' felt it:
 ... unacceptable for lesbians and gays to hold a range of sensitive posts which bring them into direct contact with the public as teachers and social workers, doctors and police officers, counsellors and youth leaders.^[36]
- 6.6 Economic inactivity rates for women of working age were higher than those for men throughout the period 1984 to 2004 [Economic Inactivity in Wales 2003]^[37]. However, the gap in both Wales and the UK reduced from around 22 per cent in Spring 1984, to 10 per cent in Spring 2004. Over this period, economic inactivity amongst men has seen an upward trend; however, in the last three years, the economic inactivity rate for men has fallen in Wales, whereas in the UK as a whole the upward trend has continued. For women, the economic inactivity rate has declined and, in Wales, the rate fell sharply, nearly closing the gap with the UK, which had persisted throughout the rest of the 20 year period. For younger age groups [up to 25-29], the gap between the percentage of males and females who were economically inactive was greater in Wales than in the rest of the UK, with 9.7% of males and 28.3% of females inactive in Wales. In the UK as a whole, 8.7% of males and 24.8% of females in this group were inactive. The reasons for economic inactivity vary by age group – for example, in the 16-24 age group, the main

reason for economic inactivity was being a student – a large part of the higher inactivity in Wales for this age group was due to a higher proportion of inactive students in Wales. In the 35-49 and 50-64 age groups, long term sickness was a major factor. In Wales, the proportions of people who were long term sick were considerably higher than the UK. The higher overall rate of inactivity in Wales was caused, principally, by higher rates in the over 35 age groups.

- 6.7 Reducing the level of unemployment amongst men under the age of 30 is a particular challenge. Unemployment within this group currently runs at 7.7% which is 0.7% above the UK average. (Annual local labour force survey 2004^[38])
- 6.8 In Wales in 2003, economic inactivity rates for ethnic minorities were almost a third higher than for the white population. However, these figures are affected by the presence of overseas students in Wales who are included in the economically inactive population. Excluding students, the economic inactivity rate amongst minority ethnic groups was 13% higher than for the white population. In the whole of the UK, the rates were over 50% higher. Differences in activity levels between minority ethnic groups and men and women play a large part in the overall differences. For example, using census 2001 information, the overall economic activity rate for Bangladeshi men [83%] was slightly higher than the average for the white male population [82%]. Individuals from some minority ethnic groups appear to have particularly low rates of economic activity, with strong variations across genders for some ethnic groups. By contrast, the economic activity rate for Bangladeshi women was 22 per cent, around a third of the rate for white women.
- 6.9 In both Wales and the UK, economic inactivity rates for those with a disability were substantially higher than for those with no disability. In Wales nearly 57% of those with a disability were inactive, which is three times higher than for the rest of the population. The rate is also higher than the UK figure of 48 per cent.

Pay Gaps

- 6.10 The gender pay gap measures the difference between the average pay of women and men. Across Britain, on average, the hourly wages of a woman who is in full-time employment are around 82% of a full-time male worker (Annual Survey of Hours and Earnings 2004^[11]). In other words, the gap between the pay of men and women is 18%. The gap has been declining over time, with the hourly gap having fallen from 29% in 1975, when the Equal Pay Act^[23] was introduced. When the GB pay gap is expressed in terms of weekly earnings, it increases to 26%. This is because women work fewer hours per week on average than men. They also receive less overtime and other payments.
- 6.11 Reliable data is not available for Wales on pay gaps between different ethnic or religious groups, or between people with disabilities and others, but, in the light of the differences in activity rates, it would be odd if there were no such gaps. (Report on ethnic minorities and the labour market^[39])
- 6.12 With the exceptions of groups including some Indians and Chinese, income and progression of the black and ethnic minority community are lower than that of the White population. According to some research undertaken by the Equal Opportunities Commission into how race and gender influence wealth and wellbeing in Wales white

men in Wales receive the highest weekly incomes followed by ethnic minority men, white women and lowest of all, ethnic minority women^[40].

Educational levels

- 6.13 Girls significantly out-perform boys at GCSE level, with more and higher-grade qualifications. In higher education, the balance has shifted to the point where the majority of full-time undergraduate and post-graduate students are female. However, the pay gap continues to persist due in part to job segregation. Girls continue to make traditional career choices in line with their peers and gender expectations. While boys choose subjects such as physics, chemistry and computing girls choose secretarial studies, biology and French.
- 6.14 The number of LGB pupils in higher education is also an issue. LGB pupils are more likely to leave school at 16 than their peers, despite achieving the equivalent of 6 GCSE's at grade C.^[41]

Our approach

- 6.15 Although unemployment is relatively low in Wales compared to many countries in the EU, the continuing challenge of raising the level of economic activity and the number of people participating in work remains a key objective of the Assembly Government.
- 6.16 An immediate aim is to encourage economically inactive people into employment that is suitable for their circumstances and skill sets. (This might not be full time, paid employment.) The longer term aim is to improve the occupational mix of the Welsh economy with high quality jobs by raising the skills of the population – adding high value over time. Work has already started to address these aims.
- During 2004-2005 the **Close the Pay Gap** campaign entered phase 2, building on the success of phase 1, but focussing on promoting equal pay issues in the private sector. This was an important equality initiative, which attempted to address the continuing disparity in pay between men and women, thereby encouraging more women to enter the workplace on an equitable level. In partnership with Wales TUC and the Equal Opportunities Commission, a series of seminars were delivered to promote the SME Equal Pay Kit, and to encourage a number of private sector organisations to undertake pay reviews. Research was also undertaken on how race and gender influence wealth and well-being in Wales. An interim report has been published which reported that ethnic minority women face multiple disadvantages, and are more likely to be unemployed or outside the labour market; employed in lower paid work than anyone else; living on less income; and/or living in socially excluded geographical areas with poorer health and education services and inferior amenities.
 - **Learning Pathways 14-19** is for all learners. 14-19 networks were set up in September 2003 with grant funding from April 2004. Outcomes are not yet clear, but the programme emphasises the need for all learners to receive the appropriate balance of learning experiences that best suit their needs, and equality issues work be tackled pro-actively.
 - **The Disability Adaptive Technology Awareness (DATA) scheme** is used to encourage the recruitment and retention of people with a disability. The scheme receives funding from the Assembly Government and the European Structural

Fund^[42] to promote awareness and the use of adaptive technology for small and medium sized enterprises, and provides guidance on issues relating to the Disability Discrimination Act.

- 6.17 Tackling economic activity levels among certain groups of ethnic minority women is complex – and further work will be needed in this area. However, there are a range of initiatives to address the broader issues of supporting individuals from ethnic minority groups in training and employment.
- The Assembly Government worked in partnership, and drew-up a series of recommendations for a re-launch of **Modern Apprenticeships**. As part of this project, Sector Skills Councils (SSC) were asked to work in partnership with the Equal Opportunities Commission (EOC)^[43] and Chwarae Teg^[44] to support initiatives that maximise opportunities for women and men. A report was produced and launched on 4th August 2005, collating, analysing and recording examples of successful and unsuccessful approaches to breaking down gender stereotyping in Modern Apprenticeship Programmes in Wales. The report also set out a number of issues for further investigation and consideration, amongst these was recognition that gender stereotyping was apparent within a wider learning context than Modern Apprenticeships. A small working group is being established, drawing together representatives from a wider learning perspective, and also including learning support, assessment and regulatory bodies, to investigate options for further action to address gender stereotyping in learning.

SSCs have been tasked with producing a Workforce Development Plan for Wales, and to include the work with the EOC^[43] and Chwarae Teg^[44] as part of this plan. These plans are being submitted to the Welsh Assembly Government for consideration. Additionally, a Skills Programme Group has been established by the Assembly Government that will, as part of its work, look at equality throughout the All Age Learning programmes.

- **The Age Positive campaign**, supported by a wide range of stakeholders in Wales, including trades unions and employer organisations, aims to ensure employers focus on potential, skills and ability, rather than age, at all stages of the employment cycle - from recruitment through to redundancy and retirement. The Age Partnership Group supports the 'Be Ready' campaign, aimed at preparing small and medium sized employers for the implementation of age legislation in October 2006.
- 6.18 Building a strong and sustainable Welsh economy within the global market is a long-term task. Wales is unable to compete with many countries on price, therefore in order to achieve this objective Wales must raise the levels of educational achievement, skills and innovation amongst its population. The Assembly Government has developed a number of initiatives to achieve this aim such as offering financial support, advice and guidance to businesses and those who wish to start their own companies. Seven key initiatives are explained below in more detail.
- **The Potentia programme** focuses on the establishment of a pre-business start-up support programme for under-represented groups including disabled people, minority ethnic groups, women, Welsh speakers, the over 50s and young people. It is led by the WDA and delivered by 5 partner organisations: Chwarae Teg^[44]; Ethnic Business

Support Programme(EBSP)^[45]; Disability Wales^[46]; Menter a Busnes^[47]; and Prime Cymru^[48]. Programme outputs during 2004-2005 include: over 3,100 people from under-represented groups provided with business advice; and nearly 200 new businesses started up as a result.

Enhancement of prosperity in Wales

- 6.19 The Welsh Assembly Government are promoting the enhancement of prosperity and spread of prosperity in Wales, through the creation of an environment where a greater number of sustainable businesses can be achieved by a more diverse set of people and owners. An integral part of the various business support programmes includes positive action to support under-represented groups, including disabled people, minority ethnic groups and women. February 2005 figures show that 5.1% of Business Eye clients belonged to a minority group with the equivalent figure for June 2005 being 6.5%.
- 6.20 Partnerships with organisations such as the EBSP and Women in Business International, have been forged to ensure that details of the services provided are distributed and promoted to a wide audience. Organisations like EBSP are consulted in the development of Wales Trade International's (WTI)^[49] programme of activities as well as being included in joint working regarding a proposed trade mission. WTI have also engaged with the ethnic business community when hosting inward delegations from overseas markets.

Achievement of objectives in Wales: A Better Country

- 6.21 The Assembly Government is providing financial support for projects that stimulate economic, social and environmental regeneration in the most disadvantaged areas of Wales. This is done through supporting the main programmes of activity – from promoting entrepreneurship and innovation, through to community development and the improvement of networks and infrastructure. Regional Selective Assistance (RSA) contributes to the agenda, as does the Assembly Investment Grant (AIG), the AIG is aimed specifically at encouraging SMEs to invest. A formal quality assessment is carried out for each application which takes into account the wider agenda of “A Winning Wales”^[50], including a project's contribution to the equality agenda, salary levels and workforce training and skills. Equal Opportunities, covering the areas of disability, gender, race and Welsh Language, are mainstreamed into the European Structural Fund Programme as one of the three Cross-Cutting Themes.
- Data are used from a **diversity survey** undertaken in March/April 2005, which involved over 2,500 applicants of (RSA) and (AIG), is to be used to help ensure effective awareness of the schemes amongst minority groups. Analysis of these results is currently underway and will be used to map take-up of the schemes by minority groups. Part of the process will involve taking advice from representative bodies, including AWEMA, EBSP and CRE^[28], and utilising their communication networks to promote the schemes. The survey will be built into the application process for RSA and the AIG, and the results analysed regularly to help chart progress and inform on-going improvements.
- 6.22 Good progress has been made in a number of strategic projects, including WEFO's input into the development of, and in November 2004 the approval of, 'Genesis Wales' - the strategic All Wales project. 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 Cyfenter Development Partnership**^[51] is jointly funded by the WDA and the Equal Programme^[52], an ESF community initiative, which tests and promotes new means of combating all forms of discrimination and inequalities in the labour market, both for those in work and for those seeking work. There has been continuous delivery regarding an innovative, action-based research programme, working directly with under-represented groups in enterprise to identify barriers to their success when starting up, sustaining and growing a business in Wales. Groups included women, lone parents, young people (18-30), the over 50s, minority ethnic groups, refugees, disabled people and Welsh speakers. As this is an ongoing research programme, reports have been published during the project with recommendations on Growth and Sustainability; Access to Finance and Grants; The Benefits System; and Design for Diversity, applicable for both the Assembly and Stakeholders.
- **Better skills for employment** aims to raise the skill levels in Wales, and reduce the level of economic inactivity. The skills and employment action plan incorporates equality via a comprehensive package of actions to raise the levels of skilled employment. An all-age National Basic Skills strategy supports a programme of action to raise levels of basic numeracy throughout the Welsh population. The Wales Employment Advisory Panel provides independent advice on welfare-to-work programmes in Wales, with representation of the interests of minority ethnic groups.
- Results from the Department for Work and Pensions initiative, **Pathways to Work**, continue to be encouraging. In Wales, since the pilot started on 27th October 2003 in Bridgend and Rhondda Cynon Taf, figures to March 2005 show that 2,300 people claiming incapacity benefit have been helped into employment; over 700 people have accessed the specialist health help and support provided by the innovative Condition Management Programme, run by the NHS. Due to this success, the programme is being rolled out across other areas including Swansea Bay and West Wales from April 2006 and in the Eastern Valleys from October 2006.
- **Want2Work** is a joint Welsh Assembly Government/JobCentre Plus Wales project. All three delivery locations are operational. Cardiff and Vale commenced in December 2004; Merthyr Tydfil and Neath Port Talbot in January and February respectively. To March 2005, Want2Work has engaged with 120 beneficiaries of whom 18 have moved into employment. Want2Work is reaching out to the hardest to help - 87% of clients are in receipt of an Incapacity Benefit; 34% have been inactive for more than 5 years; and 62% have no formal qualification. A brief overview of client characteristics in Want2Work shows that people in receipt of incapacity benefits account for 87% of all project beneficiaries.
- Alongside all these initiatives, it is critical to support equality of opportunity for children and young people in education. It is essential to have **Better Early Year Provision** 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. The Foundation Phase with commitment of 100% coverage for all 3 year old children of a free part time place has been introduced.

Case Studies

Genesis Wales

The Strategic Childcare Project “Genesis Wales” was submitted by the Assembly’s Children and Families Division in September 2004 and secured WEFO’s approval in November 2004. The project was launched in January 2005 at Tonyrefail Primary School.

A combined total of £12.6 million of ESF funds were awarded to the Objective 1 and 3 bids to help improve women’s participation in the labour market. Both bids aim to provide a comprehensive package of guidance, support and childcare for individuals (predominantly women) wishing to access work, training, and/or learning opportunities, thus overcoming barriers to improve the economic activity of people in Wales.

Gender Stereotyping in Modern Apprenticeships

The Welsh Assembly Government has a vision of a learning society where everyone has the opportunity to develop their talents. ELWa has a duty to promote equality of opportunity within its programmes. However, studies undertaken by the EOC and others have shown there is still a gender imbalance in the take-up of modern apprenticeships. A research project was commissioned to understand better what models of positive action had been successful, and which had a lesser impact, at both a strategic and operational level. The project also began to look at the confluence in relation to disability, LGB people, race and job segregation. The report highlighted areas of good practice for dissemination and made recommendations for future actions to help promote equality within Apprenticeship programmes and wider human resource development.

- **The Ethnic Minority Achievement Grant** aims to eliminate discrimination and disparity between the achievement levels of differing ethnic groups. An additional £650,000 grant was provided for 2004-2005, bringing the total available to £4.5 million. An element of this has been reserved for the training of both mainstream and minority ethnic teachers to raise their awareness of race equality issues. Achievement levels are being monitored over time to measure the results. EMAG - 2004-2005 it is the first time since the grant began that there has been a standardised reporting/monitoring proforma. The information contained will include attainment and more qualitative information. The deadline for receipt of returns is the end of October 2005. Over the coming months, the information will be analysed.
- To support LEAs in the provision of **education services for asylum seeker pupils**, grant funding increased for asylum seekers from £2.3 million to £2.7 million in 2004-2005. Support was also provided to asylum seekers with severe and complex Special Education Needs (SEN) and adult asylum seekers enrolled were on a course of English as an Additional Language (EAL). To date, one of the four local authorities in receipt of this grant has completed a report for 2004-2005.
- £900,000 was provided under the **Gypsy and Traveller and displaced person grant scheme** for 2004-2005. Projects were targeted at the early years provision. Monitoring information for this grant scheme will be received at the end of the financial year. On receipt, information will be analysed.

- **Education for All** was launched by the Education Minister and is a campaign to ensure access to education is not limited by a person's sexual orientation. Organised by Stonewall in partnership with Friends and Families of Lesbians and Gays (FFLAG) and LGBT Youth Scotland, it is supported by a range of organisations across Great Britain.
- **The Welsh Anti-bullying Network** was launched during Respecting Others Week between the 10th and 14th October 2005. Two key functions of the Anti-bullying Network will be to act on an advisory level to help share best practice and latest developments; and it will be involved in the planning and delivery of anti-bullying measures and the co-ordination of these. The network will consist of members from partners across Wales with representatives from the: Welsh Assembly; Estyn; Children's Commissioners Office; NSPCC; Childline; Stonewall Cymru; Barnardo's; NCH; Educational Action Challenging Homophobia (EACH); Beatbullying; UWIC Counter Bullying Unit; and LEAs, governors and schools.

IMPROVING HEALTH

What evidence do we have about inequality?

- 6.23 Improving health in Wales is a strategic priority for the Assembly Government, as levels of ill health remain relatively high, and there is substantial variation in the levels of health.^[53] The percentage of people saying (in response to the 2001 Census) that their health was not good exceeded the English average in every local authority area in Wales, and seven of the nine worst scoring authority areas in England and Wales were Welsh. Inequalities in health between different groups need to be seen against this background.
- 6.24 There are differences in health issues for the Welsh population. For example, Health Status Wales^[53] highlights respiratory disease as a major cause of illness and death in Wales. They accounted for about 13% of all deaths in 2002. Asthma rates are estimated at between 7 to 10% of the population, and are highest among children.
- 6.25 Key policy documents which set out the programme for tackling inequalities are Wellbeing in Wales; Improving Health in Wales: a plan for the NHS with its partners; Health Challenge Wales(HCW); and Targeting Poor Health. (HCW) was announced by the First Minister in February 2004 as a focus for action to improve health and well-being across the board. Under HCW, action that addresses the social, economic and environmental determinants of health can go forward. Numerous organisations have responded positively to HCW, and interest from individuals has been encouraging. There is considerable scope for targeting HCW messages at specific sectors of the population, perhaps to address inequalities in health status.

Inequalities in Health Status

- 6.26 Health Status Wales 2004-2005^[53] provides an overview of health in Wales, including information about key demographic characteristics of the population; about the issues of growing importance, which include respiratory diseases and sexual health; and about progress on health gain targets and the new targets for health gain and health inequalities from 2002-2012. For instance, life expectancy at birth is about five years longer for females than males; ONS data in Health Status Wales 2004-2005^[53] showed

average life expectancy as 75.5 years for males and 80.1 for females. Different age groups have different health experience, and mortality rates are obviously higher for older than for younger people. Socio-economic factors affect mortality and morbidity in Wales, and these are reflected in geographical variation.

- 6.27 There is reason to believe that ethnicity also affects mortality and morbidity, but this is largely inferred from studies conducted outside Wales or from data collected on a different basis. Disability (i.e. registered disability) and sexual orientation are not routinely recorded in collected mortality and morbidity statistics either, so we are reliant on specific studies and anecdotal evidence. However, there are a number of morbidity statistics that record health limitations in some way.
- 6.28 Life expectancy is not available directly by ethnic group, and health experiences will vary, but research^[54] shows that ethnic minority groups generally have poorer health, lack access to some form of health provision, and have lower levels of satisfaction with health provision. We do not know whether all this is so in Wales, but it is likely.
- 6.29 The 1999 Health Survey for England^[55] (and it is likely that there are similar patterns of inequality in Wales) found that:
- Pakistani and Bangladeshi people generally reported having worse health than the general population.
 - South Asians and Black Caribbeans were more likely to suffer from diabetes than the general population.
 - Pakistani and Bangladeshi men had higher rates of cardiovascular disease.
 - In all ethnic minority groups except the Irish, people were less likely to drink alcohol, or consumed smaller amounts, than in the general population.
 - Bangladeshi and Irish men were more likely than the general population to smoke, and both Bangladeshi men and women were more likely to chew tobacco than other South Asian groups.
 - Rates of hospital attendance were similar for all ethnic minority groups in comparison to the general population, with the exception of Chinese men and women who had lower rates of inpatient, outpatient and day patient attendance rates.
- 6.30 According to one study^[56], gypsy and traveller women's life expectancy is 12 years less than the average for women in general, and that of gypsy and traveller men is 10 years less than the average for men in general. Levels of prenatal mortality, stillbirths and infant mortality are significantly higher than the national average.
- 6.31 Sexually-transmitted infections (STI) affect people of all ages in Wales, but occur most frequently among young people under 25. Cases of HIV continue to rise, with an increased proportion infected through heterosexual sex. UK data suggest that STIs disproportionately affect young people, men who have sex with men, and certain ethnic groups.
- 6.32 There are no routine statistics on take-up of health services by ethnicity, but there is some evidence of differential access to services, which may be contributory to differing health outcomes. However, the fact that certain groups access services more does not necessarily indicate that services are adequately meeting their needs, nor does lower apparent access necessarily mean that needs are going unmet.

- 6.33 A 1999 psychiatric illness study^[57] found that women from every ethnic group were more likely than men to have spoken to a doctor within the last six months. Bangladeshi individuals were the most likely to have seen or spoken to a doctor within that time, and white individuals the least likely to have done so (58% of men and 71% of women).
- 6.34 Evidence about access to health services for ethnic minority groups in London - and we have no reason to believe that findings would be very different here - suggest the following issues lead to differential rates in accessing health services among different ethnic groups:
- user ignorance
 - language and literacy difficulties
 - cultural differences (relating to religion, gender or work patterns)
 - the different needs of different populations
 - the location of service delivery

From the London evidence, there appeared to be no major barriers to the use of GPs. Some studies indicated a low uptake of maternity services by ethnic minority women. Access to these services may be obstructed by a lack of cultural sensitivity in service provision, and by language barriers. There was evidence of a need for improved information and raising awareness among ethnic minority communities about services for sexually transmitted diseases. There was also evidence that low levels of awareness regarding cancer among ethnic minority populations could be an important barrier to access to cancer treatment services, though access rates were similar among different ethnic groups. There was some evidence that Asian patients experienced particular delays in accessing specialist management treatment services for heart disease. Poor knowledge and experience of services were barriers that obstructed access to services generally by elderly people. Black Caribbean patients were more likely to be admitted to psychiatric units and more likely to be locked in wards or detained under the Mental Health Act.

Inequalities in treatment

- 6.35 Different outcomes could flow from differing access to services or from differing treatment by the health service, once services are accessed.

The NHS has carried out several National Surveys of NHS Patients designed to contribute to monitoring the performance of the NHS as it is seen by patients, covering General Practice (1998),^[58] Coronary Heart Disease (2000)^[59] and Cancer (2000)^[60]. A clear message from all three surveys has been that ethnic minority groups were more likely than average to report unfavourably on their experiences in respect of:

- waiting times;
 - understanding explanations;
 - trust in doctors and nurses;
 - being treated with respect and dignity; and
 - help with pain relief.
- 6.36 Furthermore, LGBT people frequently face discrimination when accessing health services. This often leads to significant health inequalities. Next of Kin Guidelines will be introduced by the Welsh Assembly Government which recognise the rights of same sex

partners. This means that individuals when engaging with health services in relation to a sick partner will receive the same rights and acknowledgements as heterosexual people.

What we are doing

- 6.37 The investment the Assembly Government is making in health will benefit most those who are in greatest need. To that extent, it will automatically benefit any group with poor health status.
- 6.38 Health targets were set for 2002, and it has been acknowledged that progress towards some of those targets has been disappointing. Therefore, an expert group was established to review the targets, establish new targets and identify indicators to monitor the wider determinants. The new health targets are for Coronary Heart Disease, cancer, mental health, the health of older people and the health of children.
- 6.39 Much effort is targeted towards reducing broad health inequalities, particularly the Inequalities in Health Fund projects. These are concentrating on combating heart disease, helping people make healthier lifestyle choices, providing heart screening and rehabilitation programmes. The Assembly Government has also been working to combat the statutory dimensions of inequality.
- **The Health ASERT** programme^[61] aims to enhance the development and implementation of evidenced based health promotion policies and programmes among asylum seekers, ethnic minorities, refugees and Gypsies and Travellers living in Wales. The research has resulted in a series of seven reports, published in 2005. One of the core elements of the recommendations is to advocate ways of involving the minority communities in developing more culturally competent health promotion services. An internal departmental event is to be held.
 - Development and publication of **Healthcare Standards for Wales**. The framework will help ensure that quality services are provided equitably, robustly and ethically across the full range of services provided by or for the NHS. Standard 6 requires the recognition of different languages, communication, and the physical and cultural needs of patients and service users. Standard 10 will ensure that people accessing healthcare are not unfairly discriminated against on the grounds of age, disability, ethnicity, gender, race, religion or sexual orientation. Health Inspectorate Wales will carry out inspections to ensure compliance against these standards.
 - An internal scoping study was conducted for the research programme **Promoting the health and well being of disabled people**. This located disability in the wider policy context and identified gaps in policy and practice with a view to developing research priorities which are relevant to promoting the health and well being of disabled people, and to avoid duplicating work already completed, current or planned. The findings of the scoping study will contribute to the development of a research specification, to be commissioned in 2005-2006.
 - **The new General Medical Services Contract** improved the access and quality of primary care medical services. Enhanced services support the delivery of tailored healthcare to disadvantaged groups, for example, elderly people and disabled people. The Assembly Government is currently working with MENCAP, carers representatives the British Medical Association(BMA) and Local Health Boards(LHBs) to develop a

model of local enhanced services. This will assist LHBs to take forward work in providing better health care for patients with learning disabilities, helping around 13,000 people.

General Medical Services (GMS) are provided on the basis of need, without hypothecated resources for particular groups. However, GMS resources are allocated so as to direct expenditure towards areas of great clinical need, from which particular groups may benefit. For example, the Quality Framework concentrates resources on the management of 10 most significant chronic diseases, and elderly people benefit from this. There are resources for LHBs to tailor services to specific local needs, which may include needs of particular minority groups. The Assembly Government is currently spending £24.3m from central budgets, and encouraging local health boards to find money from their unified budgets to expand services in line with Wanless thinking. The Assembly Government has expanded the number of female GPs to accommodate family needs, which also helps in the provision of services to women, including women from ethnic minorities.

- **Equity Training and Advocacy Grant scheme**^[62]. 25 projects were funded as part of the Equity Training and Advocacy Grant scheme^[62]. These projects addressed inequities in access to health care and developed advocacy for better health within different organisations. The Evaluation showed improved access to healthcare for minority ethnic communities and other communities.
- **Asylum Seekers Funding for Healthcare.** When the previous central (Welsh Assembly Government) funding for Asylum Seeker's healthcare costs ended on 31st March 2004, the Health and Social Services Minister agreed a further three years of central funding. For 2004-2005 funding of £600,000 was made available. This contributes towards basic medical costs including; needs assessment; primary care costs; and access to language line, during their first three years in Wales. This resource will also cover printing costs of the hand held record, quarterly meetings for the All Wales Asylum Seeker Leads Group (AWASLG), and any other additional data collection which will need to be co-ordinated across the four cluster areas. After three years, Asylum Seekers should be integrated into normal health care provision as part of the local community health planning.
- **The Welsh Eye Care Initiative** promotes a free, special optometric eye examination for vulnerable groups including 5 ethnic minority groups. It seeks to target those most vulnerable to eye diseases, and to reach those who would not normally seek an NHS eye test. It is rolling out a programme to standardise eye screening for diabetic retinopathy, ensuring that all patients in Wales are screened to the highest standards.
- A National Service Framework (NSF) for children, young people and maternity service is in development and will be launched in Autumn 2005. The Framework sets out to improve quality and reduce variations in service delivery through the setting of national standards. The NSF will set standards and key actions for disabled children and young people, and for children and young people in special circumstances, including refugee and asylum seeking children, Gypsy and Traveller children, and those from minority ethnic groups. Awareness of inequalities in access to services, service delivery and the quality of services have been raised and identified as a result of development work. The NSF is a ten year improvement programme which will be

implemented by the local children and young people's framework partnerships starting in 2005.

- In December 2004, the UK Government gave its approval to the proposal that a bill should be drafted to establish a Commissioner for Older People in Wales and a Wales-only scrutiny bill was launched for public consultation on 22 March 2005. The aim is to ensure that older peoples interests are considered explicitly in **all** policies and public procedures.

Case Studies

Health care associated infections

Working in partnership with Community Health Councils (CHC), the Office of the Chief Medical Officer funded, designed and supported the delivery of 7 focus groups around Wales. These groups were set up with the aim of gathering views and identifying the information needs of the public, in relation to the complex issue of health care associated infection. Focus groups included the elderly, the young and minority ethnic groups and CHC members. As a result, significant engagement was possible, and a clearer understanding of how such information can best be made available to the public.

Performance and Operations

The policy of the Welsh Assembly Government is that access to hospital elective services and hospital emergency services is dictated entirely by clinical priority and no other provision. It is intended, therefore, to access these NHS services for minority ethnic groups in order to identify whether there are barriers to receiving elected and emergency care in hospital as a consequence of ethnic or cultural differences. A report has been published which shows the ethnic origin of people admitted, and contains an assessment comparing access by different groups.

Contribution made by Filipino Nationals to the Health Service in Wales

As a result of a meeting Jane Hutt had with the Philippine Ambassador, HE Mr Edgardo B Espiritu, on 3rd December 2003, in which they discussed the contribution made by Filipino nationals to the Health Service in Wales, it was agreed that a conference should be organised to recognise the contribution the Filipino nurses have made to the Health Service in Wales.

There are approximately 800 Filipino nurses employed in NHS Trusts across Wales. They are mostly employed within the Acute Services including General Surgery, Theatres, and Critical Care. Many of them have been promoted since their employment, and the feedback from the NHS Trusts has been extremely positive.

The conference was held at The Angel Hotel, in Cardiff, on the 16th November 2004.

The conference was a day of support and celebration. 200 invitations were sent to NHS Trusts across Wales and 115 delegates attended the day (including a delegation from the Philippine Embassy).

The morning of the event included a welcome from the Minister for Health & Social Services, and speeches delivered by prominent figures within Nursing focusing on Recognition and what Wales can offer.

An exhibition area was set up where the Filipino nurses displayed evidence of projects and programmes that they had been involved in - demonstrating the contribution that they have made to the NHS in Wales.

The highlight of the day was the Filipino nurses from across Wales who presented their experiences to the audience - some very funny and heart-felt success stories.

The afternoon focused on the opportunities available, and the potential for further development with a Royal College of Nursing representative leading a workshop on constructing Personal Development Plans and then delivering a speech focusing on the peer support that was available to the nurses.

STRONG AND SAFE COMMUNITIES

6.40 The Welsh Assembly Government is committed to the development of strong and safe communities in Wales. The Social Justice Report 2005^[63] 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.

Safe Surroundings

- 6.41 There are data on inequality in respect of establishing and sustaining strong and safe communities in Wales. In terms of crime, data are available by age, gender and ethnicity, but not under other equality strands [British Crime Survey – Crime in England and Wales 2004-05 (Home Office)]^[64] and a Statistical Focus on Ethnicity in Wales^[65]. 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 thirty are about twenty times more likely to be convicted of offences than people over fifty. Research^[66] showed that people from Black and Minority Ethnic groups had a significantly higher risk of personal crime compared with White People and those of Mixed ethnic background had overall a higher risk of victimisation than all other groups.
- 6.42 Findings from the 2002-2003 Stonewall Cymru Survey of lesbian, gay and bisexual people showed that more than one in three respondents reported being the victim of physical violence or bullying; nearly 57 respondents reported experiencing verbal abuse or harassment because of their sexuality and 64% experienced name calling and public ridicule.
- 6.43 The Youth Justice Board looks at information on young offenders. In 2002-2003, the majority of offences, about 96%, committed in Wales were committed by youths of a white ethnic background. In terms of victims of crime, households where the head of the household is between 16-24 are more likely [7.1%] to be victims of burglary than where the head of the household is older. Young men [16-24] are most at risk of being victims of violent crime, with 14.6% of those interviewed as part of the survey experiencing this in the year before their interview. 77% of victims of domestic violence were women, and 78% of victims of stranger violence were men. We also know that across the UK overall, older people are less at risk of being victims of violent crime than younger people.

- 6.44 In terms of safe housing, we have data on housing by age, gender, ethnicity, health status, religion and Welsh language. Data is available from “The Age Related Housing, Domiciliary Care and Support Requirements of Older People in Wales” [2003]^[67] and the 2001 Census. The population of Wales is ageing and we know that old people in Wales are more likely than young 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.
- 6.45 One in seventeen people live in overcrowded conditions, and overcrowding is much more of an issue for some ethnic groups, with one in five Pakistanis living in overcrowded conditions. It is higher for some religious groups, with one in five Sikhs and one in four Muslims in overcrowded conditions.
- 6.46 LGB people also face a number of problems relating to housing. The SEQUAL research (2005), found a high proportion of rough sleepers in Brighton, Hove and Hastings were LGBT. Drawn to the area because of a numerous and visible ‘gay’ population, their poverty was masked and their needs as a group who could suffer poverty was unrecognised. In Wales, we have a similar drift from rural to urban areas where LGB people perceive they may be more supported and less likely to suffer exclusion or harassment.^[68] The Welsh Assembly Government^[68] has funded some research through Stonewall Cymru into the housing and homelessness needs of LGB people. The research will be published in 2006 and the Government will consider the reports findings and the recommendations carefully.
- 6.47 Road accident data can be analysed by age and gender but not by other equality strands. We have some information on the way people travel to work by the majority of equality strands. From the information available, we know that twice as many women walk to work as men, and that men are more likely to be injured in a traffic accident. People from minority ethnic groups are more likely to be without a car than other groups.

What are we doing about it?

- 6.48 Some examples of the work undertaken to promote equality in 2004-2005 include:-
- **Communities First**^[69] – a long term programme, which will run for a minimum of ten years, is empowering local people so that they themselves decide what is needed to regenerate the areas in which they live and work. This is a strategy for improving opportunities and the quality of life for people living and working in the most disadvantaged communities in Wales. The guidance is being re-written to ensure that Communities First partnerships are provided with clear information on engaging both older and younger people in the process. Funding has been granted to a Young People’s community of interest in Pembrokeshire. Work is taking place to ensure sensitivity to the linguistic characteristics of each Communities First^[69] area, and the rewritten guidance will reflect language issues.
 - **Crime and Disorder Reduction** - the Crime Reduction Team of the Community Safety Unit 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. Regular reports about Welsh communities have been fed into the Home Office's Tension Risk monitoring.

- **Community Safety Strategies** - there was continued implementation of Community Safety Strategies for each of the 22 Community Safety Partnerships (CSPs) to ensure full take-up of the available Home Office and Assembly funding by CSPs. The Community Safety Unit of the Welsh Assembly Government works closely with the 22 CSPs in Wales to promote the particular needs of minority ethnic groups within their triennial strategies to tackle crime and disorder. The 2005-2008 Crime and Disorder Reduction Strategies are in the process of being published by each partnership and a number include action on hate crime founded on race, gender and sexual orientation. Efforts to engage with local groups to be actively involved in the strategy are encouraged and this includes bodies providing services to minority ethnic groups.
- **National Black and minority ethnic housing strategy for Wales** – Tai Pawb^[70] was set up in 2004-2005. Tai Pawb is the housing association set up to add value to partnerships committed to the promotion of race equality in housing, promote best practice in race equality in housing and to empower minority ethnic communities to maximise involvement in planning, providing and receiving housing services in Wales. £200,000 per year Welsh Assembly Government funding has been agreed for the next three years.
- **Care and Repair** – agencies help older and disabled people stay in their own homes by providing direct practical assistance in regard to the most suitable home repairs and renovation. In 2004-2005, £3.45 million was given by the Assembly to support Care and Repair activities in Wales. This compares with £1.48 million in 2002-2003. This 133% increase represented the Assembly's commitment to enhanced funding of the movement following a financial review. This meant that Care and Repair agencies received 32,823 enquiries, of which 98% of clients were either aged over 75, disabled or in poor health; 27,071 jobs were completed at a total cost of £14.6 million; and 6,541 advice cases were completed. As part of performance monitoring, Care and Repair provide statistics which include the number of enquiries, numbers of people helped and value of the work done. The total cost of £14.6 million largely represents areas such as grant aid from local authorities.
- **All Wales Domestic Abuse Strategy**^[71] – in development in 2004-2005 and launched at the end of March 2005. Race equality issues have been carefully mainstreamed into the document taking advice from minority ethnic organisations. Monitoring will be via the All Wales Domestic Abuse Working Group which includes representatives from minority ethnic organisations. Community Safety Unit has produced a multi-lingual leaflet for refugees and asylum seekers as part of the commitment to mainstream race equality issues

Decent sustainable environments

6.49 A key aim of the Assembly is to improve the quality of life and prospects of people and communities, particularly those affected by significant and rapid economic shocks. There is some overlap here between issues covered under "More and Better Jobs and Skills".

- The development work involving turning derelict Old Hall garden, as part of the **Steel Regeneration in Flintshire**, into a resource provided training and development opportunities for people with learning disabilities. The project has the aim of assisting people with learning disabilities into employment in other related areas.
- A 15 year £8 billion programme to develop a **world class integrated transport system** was launched. Transport schemes are appraised against a range of criteria, including the equality impact. As part of this initiative, concessionary fares for disabled people and for people aged 60 years and over were introduced. £1m per year for 3 years has been provided to Community Transport Association in Wales to offer free limited travel to people with disabilities who are unable to use public transport.
- **The Broadband Wales Strategy**^[72] focuses on delivering affordable broadband services to the people of Wales, with the objectives being delivered throughout 2004-2005 to the people of Wales regardless of age, gender or ethnic origin, etc.
- **The Lifelong Learning Network (LLN)**^[73] provides remote Internet and ICT access to disadvantaged and disabled people in Wales. Free Internet access via libraries also helps reduce the disadvantages of mobility and poverty. LLN also provides, to the people of Wales the free use of ICT equipment, and the facility to access Welsh language content through its network of ICT Learning Centres.
- **2nd Generation Broadband Development.** A fully bilingual Broadband Brokerage Scheme website has been designed to allow ease of use, for example a text only format is available for people with visual impairments. All elements of the Broadband Wales Strategy take into account the requirements set by the Assembly Government. All e-media and mailing activities comply with the requirements in terms of dual language, print size and accessibility. The Broadband Wales Website complies with visibility and linguistic requirements and all external sites are also compliant.
- Through an independent strategic review in 2004, the Programme was determined as having met the majority of its objectives and the remainder were ongoing, with significant improvements being made.
- **The Broadband Wales Unit** received a special commendation in the Welsh Language Board's Bilingual Design Awards 2005.
- **The Accessible Venues Project.** The Welsh Assembly Government has established the Accessible Venues Working Group, which the Business Minister chairs. The role of the Group is to promote good practice in organising public meetings and events, and to develop a programme of action that will result in the Assembly and its partners routinely using accessible venues for all public meetings and large scale events. The group is currently involved in developing a best practice guidance document, which, when used by event organisers and venue providers will assess how to best meet the needs of disabled people.
- **British Sign Language (BSL).** The Assembly established a Task and Finish Group to investigate the widely accepted need for an increase in the number of interpreters in Wales working between British Sign Language and Spoken Languages. The group

was tasked with investigating the level of need and making recommendations aimed at addressing that need and promoting good practice in service provision to BSL using citizens.

The Task and Finish Group noted that, to compare favourably with interpreter provision in other European countries, the number of interpreters working in Wales would need to be increased from 12 to 64. The Group made five recommendations to enable the Assembly Government to achieve that aim. They are summarised as the Assembly Government should:

- 1 - Establish a British Sign Language Interpreter Apprenticeship Scheme for Wales;
- 2 - Issue Guidance on Delivery of Services through BSL and promote good practice;
- 3 - Seek to become an exemplar organisation in the field of delivering services through BSL;
- 4 - Work with stakeholders to increase professional registration rates amongst interpreters; and
- 5 - Approach the Minister for Education and Lifelong Learning to discuss possibilities of including finger-spelling and introductory BSL to be in the National Curriculum for Wales.

To take forward work around those recommendations, including the organisation of a series of regional conferences to promote good practice, the Welsh Assembly Government sought, and obtained, a secondment from an organisation representing deaf people.

A Strong Cultural Life

6.50 The Assembly Government has devoted much attention to cultural issues. Culture is the aggregate of our actions and aspirations, interests and passions, values and beliefs. A modern, culturally-rich society will be a society that is also economically prosperous, because it will have nurtured curiosity, imagination, creativity and diversity. We therefore treasure our distinctive culture which gives Wales its unique identity and the Assembly Government is committed to encouraging and further developing this.

- **The Welsh Language Board** received funding of £12.3 million in 2004-2005. Its activities, aimed at promoting the Welsh language and placing it on an equal footing to English, included 3 more Language Action Plans established in Bangor, Machynlleth and Amlwch. £1.3 million in grants has been given to Mentrau Iaith [language initiatives] serving 18 counties throughout Wales. The Mentrau facilitate the use of Welsh at a local level, providing services, support and advice. Welcome packs and a website providing information on the language has been provided for those who move into an area where Welsh is widely spoken. 2,000 information packs on Twf [groundbreaking linguistic project] have been distributed to new parents, and 25 staff employed. £1.03 million funding has been granted to Mudiad Ysgolion Meithrin to provide access to Welsh medium pre school settings. £479,000 has been granted for latecomer centres to enable successful integration of children moving into areas where Welsh is the main medium of education.
- **“Moving Beyond”**^[74] – a three year Arts and Disability Strategy has been produced. This aims to improve access to all art forms across Wales. A series of grants have been made by the Assembly via the Arts Council of Wales to make venues fully accessible to disabled people. Grants were made to the Royal Cambrian Academy,

St Donats Arts Centre, Wyese Arts Centre, Chapter Arts Centre, Swansea Little Theatre and Torfaen Museum Trust.

- **The CyMAL project** encourages museums, archives and libraries to make improvements to services that benefit all users. In 2004-2005, projects funded included “Cardiff: One City Many Voices”; “Making a hidden history accessible” – using new digital technology, this project aims to provide new opportunities for lifelong learning, promoting a cosmopolitan image of Wales as a diverse multi-cultural nation and contributing to social inclusion; multi-media displays including One Island: Many Faiths, Butetown Now, and Somali Elders:Portraits from Wales.
- **The Girls First Scheme** has the objective of helping close the gap between girls and boys engaging in sport. It sets out to do this by assisting schools in providing opportunities for girls to participate in extra curricular activities involving sport and physical activity. 15,000 girls in Wales participated in Girls First Activities.
- National Museums and Galleries of Wales roll out of **On Common Ground 2 (OCG2)** project. The On Common Ground project is an exercise in youth consultation, gathering views of younger people on museums and heritage. It looks at ways of making this area more attractive to people aged 16-25. OCG2 will run for two years with Objective One and Heritage Lottery Fund funding, working in five communities across Wales.

Case Study

Welsh Refugee Council

The Welsh Assembly Government provides financial assistance to the Welsh Refugee Council. This support is vital, as refugees are amongst the most vulnerable people in Wales. Having escaped conditions of oppression, persecution and discrimination, they can often find themselves in an un-welcoming environment with a foreign language, culture and uncertain future.

It is here, directly through the grass roots work of the WRC, that refugees can be empowered to take control of their lives through the provision of advice and support. The WRCs facilitation role amongst community organisations is also important here and is greatly valued in helping the Welsh Assembly Government ensure a more strategic approach is taken to service provision in Wales.

To this end, funding was provided for the Chief Executive of the WRC and to support Refugee Week. Funding has also been provided for 3 years to the WRC to appoint a Campaign Officer and a Policy Officer to start work on the All Wales Inclusion Policy. The project will be delivered over a number of years.

Refugee Week is important because it delivers positive educational messages that counter ignorance and negative stereotyping through the arts, cultural and educational events that celebrate the contribution made by refugees to the UK, and promotes understanding.

The events included:

- Celebrating Sanctuary – the national launch event of Refugee Week in Wales which featured music, dance, story-telling, theatre and visual arts from refugee communities and refugee artists in Wales; and
- Escape to Safety – a multi-media exhibition that will tour schools and public venues in Cardiff, Swansea, Newport and Wrexham.

7. Next Steps

- 7.1 What is clear from this report and the detailed returns from departments is that the Assembly Government has moved forward significantly-both in the period being reflected on, and since then. In terms of process, there is a consistent approach to the gathering of data across departments. It is hoped that this information will provide a basis for future benchmarking.
- 7.2 There has been some success in achieving an outcome focused report, although it is clear that measuring equality outcomes across all policy areas is by no means at a well developed stage. In order to help the Welsh Assembly Government deliver policies that have clear equality aims and measures built in from the outset, an independent assessment has been commissioned on the extent to which the equality duty has been reflected in the Welsh Assembly Government's key policies and programmes. The assessment will also look at the extent to which the equality duty is being embedded in the decision-making process, and the impact our policies have on the public. As part of the assessment, the Welsh Assembly Government will be provided with recommendations for a system/methodology for staff to use to review and evaluate progress in the future.
- 7.3 As well as assessing the extent to which equality is currently embedded in the Government's work, the Assembly Government 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 for each of the following departments:
- Economic Development and Transport
 - Environment, Planning and Countryside
 - Health and Social Care
 - Social Justice and Regeneration
 - Training and Education
- 7.4 The resulting reports will contain statistical information relating to each department's top 5 issues, with an equality dimension. This project is extremely important as it will inform the Assembly's mainstreaming agenda over the next three years, and help Assembly departments to meet their legal duties in relation to equality.
- 7.5 In order to mainstream equality effectively, Assembly Government staff must be provided with the correct tools, training and support. A commitment has been made to improve the policy gateway process, and work is currently underway to develop a useable race equality impact assessment tool in partnership with the Commission for Racial Equality^[28]. In the future, the Mainstreaming Task and Finish Group also plan to extend the race equality impact assessment tool to cover all of the equality strands.
- 7.6 Other tools have also been commissioned to assist staff during the policy making process. The Central Office for Information is currently working on a project which will provide a workable and useful communication toolkit for communicating with ethnic minorities. This will be delivered in late 2005, and will be a resource for all staff.

Additionally, work is underway to develop a database which will provide a comprehensive resource, identifying contacts for all the equality strands across Wales.

- 7.7 In order to help keep the issue of equality consistently on the agenda, equality champions have been identified across Welsh Assembly Government departments to support and guide their staff on all matters relating to equality. Equality Champions are currently working on a framework which will set out their role and responsibilities in detail. A network has also been established to identify the training needs of Equality Champions and of Assembly staff more generally. Indeed, the Assembly Government recognises that training is an essential element in ensuring that equality is mainstreamed throughout our policy making and business functions, as, without the right skills, knowledge and understanding, staff will not be equipped to develop equality-proofed policies.
- 7.8 A programme of training is currently being organised on the topic of gender-budgeting. As part of their funding agreement, MEWN Cymru have agreed to deliver a tailored presentation to Senior Management teams on gender-budgeting. Following this first phase of training, key staff across departments will be trained on this important topic.
- 7.9 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. As you are aware, under the Race Relations Act^[16], 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.
- 7.10 In terms of policies under development, it is apparent from the information provided that many policies had only just been started by the end of the reporting period. Major policies and pieces of research will be delivered in 2005-2006, for example, further development of the Older Persons' National Service Framework with research on the needs of lesbian, gay and transgender older persons. The Assembly Government is also consulting on a draft UK Government Bill to establish a Commissioner for Older People, to ensure that older people's interests are considered explicitly in all policies and public services.
- 7.11 There are a range of programmes, which directly target equality issues such as ethnic minority grants and disability. Work is ongoing to identify fully the totality of resources that the Welsh Assembly Government spends on securing equality of opportunity through its budgets. If the Government succeeds in mainstreaming equality, all policies and programmes will be designed with equality in mind, so the totality of our spend will be spent on securing equality whilst delivering policies and projects. Equality cannot and must not be an add on activity: it must be mainstreamed.

European Commission: Equality between men and women - Secretary General for Employment, Industrial Relations, Social Affairs Init V/D5 October 1997

[15] Race Relations Act 1976

http://www.opsi.gov.uk/cgi-bin/htm_hl.pl?DB=opsi&STEMMER=en&WORDS=race+relat+act+1976+&COLOUR=Red&STYLE=s&URL=http://www.opsi.gov.uk/acts/en2000/2000en34.htm#muscat_highlighter_first_match

[16] Race Relations (Amendment) Act 2000

<http://www.opsi.gov.uk/acts/acts2000/20000034.htm>

[17] Welsh Language Act 1993

http://www.opsi.gov.uk/acts/acts1993/Ukpga_19930038_en_1.htm#tcon

[18] Sex Discrimination Act 1975

<http://www.pfc.org.uk/legal/sda.htm>

[19] Sex Discrimination (Gender Reassignment) Regulations 1999

<http://www.opsi.gov.uk/si/si1999/19991102.htm>

[20] Gender Recognition Act 2004

<http://www.opsi.gov.uk/acts/acts2004/20040007.htm>

[21] Civil Partnership Act 2005

<http://www.opsi.gov.uk/si/si2005/20052114.htm>

[22] Employment Equality (Sexual Orientation) Regulations 2003

http://www.opsi.gov.uk/cgi-bin/htm_hl.pl?DB=opsi&STEMMER=en&WORDS=employment+equality+sexual+orientation+regulations+2003+&COLOUR=Red&STYLE=s&URL=http://www.opsi.gov.uk/si/si2003/draft/20036454.htm#muscat_highlighter_first_match

[23] Equal Pay Act 1970

<http://www.eoc.org.uk/PDF/epa.pdf>

[24] Disability Discrimination Act 1985

<http://www.opsi.gov.uk/acts/acts2005/20050013.htm>

[25] Employment Equality (Religion or Belief) Regulations 2003

http://www.opsi.gov.uk/cgi-bin/htm_hl.pl?DB=opsi&STEMMER=en&WORDS=employment+equality+religion+belief+regulations+2003+&COLOUR=Red&STYLE=s&URL=http://www.opsi.gov.uk/si/si2003/20031660.htm#muscat_highlighter_first_match

[26] The Human Rights Act 1998

<http://www.opsi.gov.uk/acts/acts1998/19980042.htm>

[27] "People, Places, Futures, The Wales Spatial Plan" was published in November 2004 and can be accessed at:

<http://www.wales.gov.uk/themesspatialplan/content/spatial-plan-e.htm>

<http://www.dti.gov.uk/europe/structural.html>

[43] Equal Opportunities Commission
<http://www.eoc.org.uk/>

[44] Chwarae Teg
<http://www.chwaraeteg.com/>

[45] Ethnic Business Support Programme
<http://www.ebsp.org/>

[46] Disability Wales
<http://www.disabilitywales.org/index.html>

[47] Menter a Busnes
<http://www.menterabusnes.com/>

[48] Prime Cymru
<http://www.prime-cymru.co.uk/>

[49] Wales Trade International's (WTI)
<http://www.walestrade.com/>

[50] A Winning Wales
<http://www.wales.gov.uk/themesbudgetandstrategic/content/neds/winningwales2004-e.pdf>

[51] Cyfenter Development Partnership
<http://www.cyfenter.co.uk/>

[52] Equal Programme
<http://www.equal.ecotec.co.uk/>

[53] Health Status Wales 2004-05 Chief medical Officer's Report Series -
<http://www.wales.nhs.uk/documents/health-status-wales-e.pdf>

[54] Variously, the 1999 Health Survey for England, the 2001 Census, the 1999 Ethnic Minority Psychiatric Illness Rates in the Community (EMPIRIC) report, NHS Patients Surveys in 1998 and 2000, and other studies.

[55] The 1999 Health Survey for England
http://www.dh.gov.uk/PublicationsAndStatistics/PublishedSurvey/HealthSurveyForEngland/HealthSurveyResults/HealthSurveyResultsArticle/fs/en?CONTENT_ID=4015530&chk=cKvNuP

[56] H Crawley, IPPR, 2003

[57] 1999 Ethnic Minority Psychiatric Illness Rates in the Community study (EMPIRIC)
<http://www.data-archive.ac.uk/doc/4685%5Cmrdoc%5Cpdf%5C4685userguide.pdf>

[58] General Practice (1998)
http://www.statistics.gov.uk/downloads/theme_health/Key_Health_Stats_1998.pdf

- [59] Coronary Heart Disease (2000)
http://www.dh.gov.uk/PolicyAndGuidance/HealthAndSocialCareTopics/CoronaryHeartDisease/CoronaryArticle/fs/en?CONTENT_ID=4108602&chk=nf93gd
- [60] Cancer (2000)
http://www.dh.gov.uk/PublicationsAndStatistics/Publications/PublicationsStatistics/PublicationsStatisticsArticle/fs/en?CONTENT_ID=4002648&chk=rISLck
- [61] Health ASERT programme
<http://www.cmo.wales.gov.uk/content/work/research/asert-e.htm>
- [62] Equity Training and Advocacy Grant scheme
<http://www.cmo.wales.gov.uk/content/work/townsend/ETAG-e.pdf>
- [63] Social Justice Report 2005
<http://www.wales.gov.uk/keypubstatisticsforwales/content/publication/compendia/2005/sb57-2005/sb57-2005.pdf>
- [64] British Crime Survey – Crime in England and Wales 2004-05 (Home Office)
<http://www.homeoffice.gov.uk/rds/crimeew0405.html>
- [65] Statistical Focus on Ethnicity in Wales
<http://www.wales.gov.uk/keypubstatisticsforwales/content/publication/compendia/2004/sb53-2004/sb53-2004.htm>
- [66] Statistics on Race and Criminal Justice System - 2004 - A Home Office publication under section 95 of the Criminal Justice Act 1991
<http://www.homeoffice.gov.uk/rds/pdfs05/s95race04.pdf>
- [67] The Age Related Housing, Domiciliary Care and Support Requirements of Older People in Wales” [2003]
<http://www.housing.wales.gov.uk/rreports.asp?a=3>
- [68] Stonewall Cymru (2004) Count Us In!, Stonewall Cymru
- [69] Communities First
http://www.wales.gov.uk/themessocialdeprivation/content/comfirsthome_e.htm
- [70] Tai Pawb
www.taipawb.org.uk
- [71] All Wales Domestic Abuse Strategy
<http://www.wales.gov.uk/subicsu/content/domestic/strategy-e.htm>
- [72] Broadband Wales Strategy
http://www.cymruarlein.wales.gov.uk/fe_irc/details.asp?ircid=69
- [73] Lifelong Learning Network (LLN)

http://www.cymruarlein.wales.gov.uk/fe/default_bb.asp?n1=49&n2=54&n3=147&n4=150&n5=165

[74] Moving Beyond

<http://www.artswales.org.uk/pressoffice/newsdetail.asp?Newsid=247>

Appendix A

PERMANENT SECRETARY'S 2004-05 EQUALITY REPORT ON STAFFING ISSUES**BACKGROUND**

1. 2004-05 saw the announcement by the First Minister of his decision to merge the Welsh Development Agency, Education and Learning Wales, ACCAC and the Wales Tourist Board with the relevant Department of the Assembly Government, from April 2006. The preparations for these mergers, including the absorption of around 2,000 additional staff, made substantial demands on the Human Resources Department over the period covered by this report. In the longer term, the mergers offer us tremendous opportunities further to embed and mainstream equality of opportunity in the culture, processes and systems of an enriched and more diverse Assembly Government workforce. Notwithstanding the intensive work programme towards April 2006, real progress was made during 2004-05 on equality and diversity issues.

2. With the appointment of a new HR Director in 2004, we began a fundamental reorganisation of the HR Department. One of the outcomes of this re-organisation was the allocation of five experienced and professionally qualified HR Advisers to work, alongside the managers and staff of their allotted Assembly Government Department(s) on such issues as manpower planning, recruitment and staff development. A dedicated equal opportunities officer at senior level was also appointed.

3. A new HR strategy was developed and introduced during the year. The strategy incorporates key diversity and equality principles, particularly in relation to recruitment and development. The strategy laid the foundations for the introduction this year of a new management development scheme, which will target under-represented groups, and a senior management development programme with specific modules on leadership, coaching and teamwork. Another of the strategy's aims is the implementation of a graduate fast stream recruitment scheme, again with targeted recruitment for under-represented groups.

4. Considerable progress has also been made on a comprehensive HR IT system. Its phased introduction from January 2006 onwards will enable us to produce much more accurate data, for 2005-06 onwards, on the background and experience of our staff. An important part of this is the current Equalities monitoring exercise. This is an exercise to compile accurate Equalities data on all Assembly Government employees. It is worth noting that 55% of our workforce are female and 3% are from Minority Ethnic backgrounds. This demonstrates an improvement in the Minority Ethnic statistic of 1.9% reported in 2002.

EQUAL PAY

5. In 2001 we introduced a new equal pay structure for all staff below the Senior Civil Service. The structure ensures that effective performers reach the target rate for their grade within 5 years. A key improvement is the fact that employees who take maternity leave or career breaks are not disadvantaged by their absence, but rejoin the scale at the point they would have reached if they had not left. The system 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. An equal pay audit of the system is conducted regularly (the next is scheduled for completion by the end of 2005). The pay

structure will also be reviewed following the mergers with Assembly Sponsored Public Bodies in 2006. Maintaining and improving equal pay for staff will be a key objective of this review.

BRINGING IN TALENT

6. A revised recruitment policy was introduced in August 2004 to ensure fair and open competition as well as to ensure value for money and improve access for under-represented groups. The policy comprised a system of monthly composite advertisements. This was revised in December 2004 and a complete list of media used is attached at Annex A. The bilingual and professionally designed advertisements were also presented in a format recommended by Disability Wales for people with visual impairment.

7. Since very early in 2005, we have begun to focus more attention on web-based advertising. Work has also been commissioned to introduce a comprehensive online recruitment policy by the end of 2005. In the meantime, we have developed a generic press advertisement to alert potential candidates from under-represented groups to a web-site address which displays all information relating to the Assembly's current vacancies and offers downloadable application forms that can be returned electronically.

8. A hard copy of the monthly press advertisement is now sent to relevant Minority Ethnic (ME) organisations to draw attention to the vacancies on offer. Careful monitoring has alerted us to the fact that this practice is not resulting in increased applications from ME communities. The following further work has therefore been commissioned:

- the development of a comprehensive regional database of around 3,000 organisations (serving all under-represented groups). We aim to circulate our vacancies to the organisations on this database via email with a hyperlink to the web-site, rather than the postal route used previously;
- a poster campaign to alert potential candidates from under-represented groups (using the database in the bullet point above) to our more comprehensive web-site; and
- the development of a micro-site within the Assembly Government web-site. This micro-site will be dedicated to equality issues and will seek to market the Assembly Government as an employer of choice by, for example, illustrating the employment packages.

9. In addition to the above development work, we commissioned a research project to examine the perceptions of the Assembly as an employer by under-represented groups across Wales. The research findings and the action taken as a result will be covered by my 2005-06 report to the Committee.

Recruitment Headlines

- The proportion of women applying for posts increased to 50%. For the third year in a row, women did better at sift and substantially better at interview than men, relative to the number of applications received.

- The number of Minority Ethnic (ME) candidates invited to interview reduced to 12 compared with the 16 interviewed in 2003/04. However, the number of posts advertised reduced by a third compared to 2003/04. This was as a result of the introduction of an Attachment Protocol, which required all Assembly Government posts to be offered internally on a lateral and promotion basis to merging ASPB staff before the vacancies were advertised externally.
- Disabled candidates did appear to do better at sift than in the previous period – 6 in 2003/04 and 8 in 2004/05. However, there was a very disappointing result with no one who declared themselves as disabled appointed. An audit of all the schemes where disabled candidates were interviewed has been undertaken. We are investigating means of overcoming barriers to declaration.

BRINGING ON TALENT

11. Our performance management system included a compulsory diversity objective for 2004-05 for all staff. This was mainstreamed into a new Roles and Responsibility Framework for all line managers in April 2005. A wider review and evaluation of our performance management arrangements will take place in 2006 as part of post-merger work.

Learning and Development

12. Over 2,000 staff received some form of specific diversity training during 2004-05. In addition, all new staff, as part of induction arrangements, undertake a full day's training on diversity. Whilst equality and diversity is now mainstreamed into all our training courses, we also provide specific development. For 2004-05, this included:

- Equality & Access
- Disability - The Social Model
- Avoiding Discrimination in Recruitment
- Reception Stage 3 (Equality & Diversity Awareness)
- The theatre forum training 'Race to Change'
- Developing Confident Managers
- People Programme

Further work has also been undertaken in the following areas:

- **Mergers** – as part of preparations for induction, training on our equality and diversity policies and procedures will form a key part of reception arrangements between January and March 2006.
- **Shadow Board** – an innovative new approach to developing our talent, planned for launch in November 2005. This will provide a unique opportunity for staff to be actively involved in a "Shadow" Management Board. Selection criteria will include providing under-represented groups with a real opportunity to influence management decision-making at the highest level.
- **New core contract** – work is underway to re-tender our core training contract from April 2006. An important aspect of this tender will be to focus on future provision of diversity training by leading providers, alongside the continued mainstreaming of diversity within our wider learning programme.
- **Management Development Programmes (MDP)** – work is in hand to launch three new MDPs in 2006, designed to help talent at all levels reach our most senior positions. Selection criteria, and the Assessment Centres put in place to identify candidates, will reflect our commitment to diversity.
- **Managers for Delivery** – our follow-on to Developing Confident Managers. Due for phased roll-out from December 2005, this will provide 360° feedback and coaching training for our senior managers (bands F/G) – it will also focus on the importance of their role in bringing on talent at every level, particularly those from under-represented groups.

All of these initiatives re-inforce our commitment to helping those from under-represented groups compete for senior posts.

MAINSTREAMING EQUALITY

13. Our Race Equality Scheme was successfully launched during 2004-05 and endorsed by the Commission for Racial Equality. The Management Board receives regular progress reports on implementation of the Scheme across the organisation and the Scheme is being led by my Senior Director, Derek Jones, as part of his wider role as the Management Board's Diversity Champion. (An update on progress on this is being reported separately to the Committee.)

14. The Management Board monitors implementation of the relevant recommendations in the Committee's 'Mainstreaming Equality' report through regular progress reports. (This work is also covered in a separate paper to be considered by the Committee.)

15. The full set of recommendations from the Committee's 'Mainstreaming Equality' report is being addressed by the Task and Finish Group which was established to take forward the mainstreaming agenda. Derek Jones chairs the Group, which is made up of the Equality Commissioners in Wales and the relevant Assembly Government officials.

16. The Mainstreaming Group is building on lessons learnt from the development of our Race Equality Scheme, and two early outputs are the creation of an internal Equality Champions Network and the development of an Impact Assessment Tool as part of our Policy Gateway. The purpose of the Gateway is to ensure that the Assembly Government's cross-cutting objectives are mainstreamed into all strategic policies – including, importantly, for Equality.

OTHER MATTERS

Benchmarking

17. Significant benchmarking has been undertaken across other organisations in Wales and Whitehall Departments. The Assembly has been recognised by the organisation "Race for Opportunity" as one of the top 10 most improved employers on diversity and equality issues. The highest scoring areas for the Assembly were communication, leadership, resourcing and development.

18. In the Employers' Forum is published disability standard for 2005, the Assembly as a whole scored consistently higher than both the benchmark average and the public sector average. We were assessed as particularly effective in ensuring that resources and appropriate management structures are in place, that sufficient training and development is available, in providing support for disabled staff, and in engaging our key stakeholders.

Corporate health and safety

19. Our corporate health and safety strategy covers a wide range of measures aimed at supporting staff with short or long term disability. For example, the requirement that all staff using ICT receive an annual Display Screen Equipment assessment led to 33 members of staff being supported by 'Access to Work' in 2004-05, an increase on the year before. 'Access to Work' provide advice, guidance and financial support to make reasonable adjustments in the work place. Another example is the confidential external and in-house counselling facility for staff coping with issues such as disability, depression, anxiety, work related stress or other personal issues.

Assembly Government property

20. Property assets are reviewed regularly with particular attention to ensuring that they comply with Disability Discrimination Act regulations. As far as practicable, Assembly buildings provide equal access and functionality for all users. All new Assembly property acquisitions are designed and fitted out to ensure compliance with the Act; this includes the new debating chamber in Cardiff Bay and the major new office facility at Merthyr Tydfil. Particular attention is paid to the requirements of disabled individuals in emergencies; for instance, evacuation chairs are provided for disabled staff and a "buddy" system is in place.

CONCLUSION

21. During 2004-05 real progress was made on equality and diversity issues in the Assembly. Some highlights of the reporting year included the launch of the Race Equality Scheme and the Assembly being recognised by the organisation "Race for Opportunity" as one of the top 10 most improved employers on diversity and equality issues. The Assembly also scored consistently higher than other public sectors in the Employers Forum published disability standard for 2005. The Assembly's new equal pay structure has meant that the Assembly has reduced the 'pay gap' between male and female employees and the proportion of women applying for jobs has increased.

22. The new HR IT system will enable more accurate data to be available on the background and experience of staff including the compilation of accurate equalities data on all Assembly Government employees. In addition, the key diversity and equality principles embedded in the new HR Strategy, particularly in relation to recruitment and development, will ensure that equality and diversity remains high on HR Group's agenda.

23. The post-merger HR structure will enable us to continue to raise the profile of equality and diversity and provide back-up support and direct assistance to managers and staff. The ability to increase attention and raise the profile of equality has been, and will continue to be, one of my key objectives.

JON SHORTRIDGE
November 2005

Annex A**NATIONAL ASSEMBLY FOR WALES RECRUITMENT ADVERTISING
LIST OF PRESS USED****PUBLICATION**

Arc Recruitment
 Architects' Journal
 Archives Journal
 Brecon & Radnor Ex/Powys Cty
 Times
 British Medical Journal(Com)
 Caernarfon & Denbigh Herald
 Cambrian News
 Carmarthen Journal
 Community Care

 County Times & Express
 Cynon Valley Leader
 Daily Post (Wales)
 Economist
 Electronics Weekly
 Ends Report
 Estates Gazette
 Farmers Weekly
 Financial Times
 Golwg
 Guardian
 Health Service Journal (Comm)
 Hospital Doctor(Comm)
 IEE Recruitment Supplement

 Internal Auditing
 Library & Information Apps Cilip

PUBLICATION

Local Government Chronicle
 Local Transport Today
 Merthyr Express
 Museums Journal

 New Civil Engineer
 New Scientist
 North Wales Weekly News
 Nursing Times (Comm)
 Occupational Health Journal
 (S/V)
 Personnel Today
 Pharmaceutical Journal
 Planning
 Pontypridd & Llantrisant
 Pontypridd Observer Series
 Public Agenda
 Public Finance & Accountancy
 Rics Business
 Scotsman
 South Wales Argus
 Surveyor
 The Voice
 Western Mail & Echo
 Wrexham Evening/Weekly
 Leader
 Y Cymro

Other Titles Used in The Last 3 Years

Bangor & Anglesey Mail	Lawyer	Rhyl Prestatyn & Abergele Journal
Brecon & Radnor Ex/Powys Cty Times	Materials Recycling Week	
Chester Chronicle Computing	Merioneth Express Nature Neath & Port Talbot Guardian	South Wales Evening Post Sunday Times Supply Management
Contract Journal		Times
Denbighshire Free Press	People Management	Times Educational Supplement

Glamorgan Gazette

RCM Midwives Journal

Western Telegraph

Grocer
Law Society Gazette

RCN Bulletin(Comm)
Shropshire Star

Wrexham Mail

*LIST OF MEDIA CURRENTLY BEING USED TO ALERT
UNDER-REPRESENTED GROUPS TO OUR WEB- BASED ADVERTISING*

Asian Times
Asian Voice
Catholic Times
Christian Herald
Christianity
Church Times
Eastern Eye
Fyne Times
India Weekly
Jewish Chronicle
Jewish Times
Methodist Recorder
Muslim News
Muslim Weekly
New Nation Caribbean Times,
Ready Willing and Able
Royal Association for Disability and Rehabilitation

Appendix B

DEPARTMENT: DEPARTMENT FOR TRAINING AND EDUCATION

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
<p>Better Early Years Provision 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.</p>	<p>The free breakfasts scheme has been rolled out in Communities First areas and other participating schools</p> <p>Advice on special dietary requirements was written into the guidance issued to schools.</p>	<p>Introduce Foundation Phase with commitment of 100% coverage for all 3 year old children of a free part time place.</p>
<p>Better Schools 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"> • Housed in buildings fit for teaching and learning in the 21st century. • Serving their local communities effectively and reflecting patterns of demand for places. • Served by safe and accessible school transport. • Characterised by effective pupil participation and focused on securing high standards. • Featuring classes of 30 pupils or less in 	<p>A joint project was run with the WLGA aimed at Narrowing the Gap in the performance of schools by identifying and sharing good practice found in schools operating successfully in challenging circumstances (i.e. in areas of deprivation).</p> <p>A special grant of £32m was provided to local authorities to support improvement in low performing schools; reduce junior class sizes; and support small and rural schools – in support of ensuring all pupils have access to high quality education wherever they live.</p>	<p>A report on the first phase of Narrowing the Gap (secondary schools) was published in 2002. Case study schools were selected for the second phase of the project (primary) and research was commissioned from the University of Glamorgan. A report is due for publication in Autumn 2005.</p> <p>The target for class sizes was achieved in November 2004.</p> <p>The low performing element of schools is currently under review.</p>

primary schools.		
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<p>Better Standards 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>All age e-learning strategy in development.</p>	<p>ELWa strategy to develop e-learning as an effective tool for delivering and accessing learning in Wales - including the underrepresented groups who can have difficulty accessing Further Education and Higher Education. Funding currently provided for ILT/e-learning champion, with an ongoing evaluation of the value of this champion.</p>
<p>Better Support for Learners with Additional Needs To promote inclusion, reduce disadvantage and tackle poverty of educational opportunity by making Wales a Learning Country for all. To deliver in collaboration with all key stakeholders more adaptable inclusive and relevant provision for learners with additional needs and for disadvantaged groups.</p>	<p>Develop and promote Inclusive Education in Wales.</p> <p>Review and evaluate current Special Education Needs (SEN) provision across Wales.</p> <p>Commence implementation of the recommendations of phase 1 of Education and Lifelong Learning (ELL) Committee review of SEN.</p> <p>Monitor the progress of the Estyn-ELWa report on the support needs of post 16 learners with learning difficulties. A copy of the report was sent to the Disability Rights Commission.</p> <p>Develop a consultation document on the strategy for learners with ASD.</p>	<p>Following a conference on Inclusive education (October 2004) task and finish groups were established to review the statutory assessment process, educational achievements and outcomes for learners with additional needs, SEN funding and empowering teachers and school support staff.</p> <p>The first meeting took place in January 2005 and there have been 8 meetings since then. Four main groups have been established to consider:-</p> <ol style="list-style-type: none"> 1. Statutory assessment 2. Empower teachers and support staff. 3. SEN funding. 4. Educational achievement and

	<p>To consult and develop guidance on educational services for sensory impaired children.</p> <p>Review and consult on changes to the grant mechanisms of EMAG.</p> <p>Appoint a secondee to take forward the recommendations from the Equal Opportunities Committee report on the Review of Service Provision for Gypsies and Travellers.</p> <p>Further Education Institutions (FEIs) to implement DDA compliance works. ELWa to receive reports on implementation of relevant FEI action plans.</p>	<p>outcomes for learners.</p> <p>The Task and Finish Group will report in January 2007.</p> <p>The Steering Group looked at the review of EMAG in February 2005. A report will be issued in Autumn 2005.</p> <p>The Steering Group is working in partnership with Health and Social Services on a draft All Wales strategy for Autistic Spectrum Disorders (ASD).</p>
<p>Better Higher Level Learning Reaching Higher level learning to secure sustained cultural, social and financial benefits for Wales. To ensure that higher education builds a reputation for effective performance in all of its missions to benefit Wales and meet the Assembly Government strategic objectives for the sector.</p>	<p>To continue the AimHigher programme which aims to encourage year 9 pupils to go into higher education in 2005 and visit all eligible schools in Wales.</p>	<p>The Rees Review report identified the need for student support measures to be sensitive to the needs of under-represented/ disadvantaged groups. The report highlighted the potential difficulty for Islamic students whose religion forbids them to take out loans which bear interest.</p>

<p>Better Access To reduce the financial barriers to learning which are 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.</p>	<p>Better targeted and integrated financial support for students in higher education (HE) and further education (FE). An interim report from the Rees Review was published in this year.</p> <p>Introduce an Education Maintenance Allowance in Wales.</p> <p>Maintain the Assembly Learning Grant scheme.</p> <p>ELWa to administer £7m on behalf of the Assembly Government to support learners in FEIs who face hardships that are barriers to learning. To be managed as a part of the National Planning and Funding System (NPFS).</p>	<p>Continue the rollout of Education maintenance allowances to provide financial support and incentives for low income students aged 16 to 18. Continue to administer the Assembly Learning Grant which provides financial support for students aged 19+ in further education. The rollout of this package of support for Higher Education students means that targeted support is available to all ranges of low income students aged 16 and over.</p>
<p>Better Options & Opportunities To:</p> <ul style="list-style-type: none"> • promote pupil engagement and retention; • enrich the range of offers for 14-19 year olds and beyond; and • Extend Entitlement to high quality priorities and participation for young people. 	<p>Learning Pathways 14-19 is for all learners. National policy, locally delivered through 14-19 Networks.</p> <p>The Assembly will provide, through 6 key elements, an individually tailored learning pathway. The pathway will provide a wider choice of options, a learning core (skills, knowledge, understanding, values and experiences), learning coach entitlement, access to personal support and impartial careers advice and guidance.</p>	<p>14-19 Networks were only established in September 2003. Grant funding was provided from April 2004. It is too early to make judgements on the equality outcomes, but the programme emphasises the need for all learners to receive the appropriate balance of learning experiences that best suit their needs.</p>

	<p>Learning Pathways will contribute to better qualifications; mean that fewer students will leave with no qualifications at 16; reduce Not in Education, Employment or Training (NEETs); improve the proportion of 16 year olds progressing to further learning, full time or work-based; improve retention and attendance; reduce exclusions, and impact positively on basic skills, workforce skills and sustainable employment.</p>	
<p>Better Skills for Employment To raise the levels of skills in Wales and reduce the level of economic inactivity.</p>	<p>Through the Skills and Employment Action Plan, which provides a comprehensive package of actions to raise the levels of skilled employment, with a particular focus on overcoming the barriers experienced by individuals and groups.</p> <p>Through the all-age National Basic Skills Strategy, which supports a programme of action to raise the levels of basic literacy and numeracy in the whole population.</p> <p>Ensuring that careers advice and guidance is available to all, regardless of gender ethnicity and disability.</p> <p>Please see case study 2 for further information.</p>	<p>The Wales Employment Advisory Panel was established, to provide independent advice on welfare-to-work programmes in Wales, with representation of the interests of black and minority ethnic groups.</p> <p>The Take-up of Individual Learning Accounts (Wales) by gender, ethnicity, age and disability is broadly similar to the profile of learners generally. Two years of data currently is available and considered as part of the evaluation.</p> <p>Speakers of other languages identified as a specific priority group in basic skills strategy.</p>

		<p>All Careers Companies have published an equal opportunities policy and Chief Executives met the Director of the Commission for Racial Equality.</p> <p>All licenses for the Sector Skills Councils include attention to diversity issues.</p>
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Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
Ethnic Minority Achievement Grant.	To eliminate discrimination and disparity between the achievement levels of differing ethnic groups.	An additional £650k grant was provided for 2004-2005 bringing the total available under Ethnic Minority Achievement Grant (EMAG) to £4.5m. An element of this has been reserved for the training of both mainstream and EMAG teachers to raise awareness of race equality issues. Achievement levels are being monitored over time to measure the results.	Race
Access to teacher training courses and ITT take-up.	Promote teaching as a profession with the objectives of meeting ITT intake targets; and within that recruiting more students onto courses for priority subjects (including Welsh medium) and from minority ethnic groups and the disabled.	A marketing campaign launched, to be assessed using available information on the number of participants in ITT from minority ethnic groups.	Race

<p>Access to Higher Education.</p>	<p>To increase the proportion of young people accessing higher education from low-participation neighbourhoods.</p>	<p>The Aim Higher roadshow campaign which was designed to increase participation and widen access to higher education has visited schools in catchment areas which include a high proportion of minority ethnic pupils. Over 200 schools were visited, including 142 schools in the community first areas.</p>	<p>Race</p>
<p>Launch of a Common Transfer System and Lost Pupil Database.</p>	<p>To ensure that pupil data (including details of gender, age, ethnicity) travel with pupils when they move schools. The database ensures greater accuracy of pupil data, and reduces the administrative burden of collecting pupil data. Records for pupils who leave one school but do not appear to arrive at another can be identified within the 'Lost Pupils' database.</p>	<p>The system was successfully launched in May 2004 with supporting Regulation. Implementation has been good although some pockets of under use have been identified and are being tackled.</p>	<p>Age Gender Race</p>
<p>Publication of Community Language guidance for parents 'How is my child doing at Primary/Secondary School'.</p>	<p>To ensure that parents whose first language is not English/Welsh have equal access to information regarding their children's progress at school.</p>	<p>Guides produced in seven community languages (in addition to English/Welsh) – Arabic, Bengali, Cantonese, Gujerati, Punjabi, Somali and Urdu. The English/Welsh Guides are also available in Braille on request.</p>	<p>Language</p>

Development of the National Pupil Database.	To enable the linking-in of PLASC records of pupil attributes with attainment data at pupil level in order to provide a powerful analysis tool to support evidence based policy making, school/LEA planning and analysis and research. Analysis will be facilitated based on all PLASC attributes including age, gender and ethnicity.	Development is well underway, and scheduled for completion in September 2005.	Age Gender Race
Asylum Seeker Education Grant.	To support LEAs in the provision of education services for asylum seeker pupils.	Grant funding increased from £2.3m to £2.7m in 2004-2005. Support was also provided to asylum seekers with severe and complex Special Education Needs (SEN) and adult asylum seekers enrolled were on a course of English as an Additional Language (EAL).	Race
Ethnic Minority Achievement (EMA) Strategy.	To develop EMA Strategy.	Steering Group established.	Race
Traveller and Displaced Persons Grant.	To support LEAs in the provision of education services for Gypsy and Traveller pupils.	£900k provided under this grant scheme for 2004-2005. Projects were targeted at the early years provision. Investigating the possibility of an EU structural funds bid.	Race

<p>Continue to promote mainstreaming in order to keep equality issues high on the agenda with Young Peoples Partnerships (YPPs), national organisations and partner agencies.</p>	<p>Continue to promote mainstreaming: in order to keep equality issued high on the agenda with YPPs, national organisations and partner agencies.</p>	<p>As a matter of course equality considerations are mainstreamed into Youth and Participation Team (YPT) arrangements when planning conferences events etc. Prospective attendees are asked about dietary requirements, access, childcare requirements and if they require any special facilities e.g. a room for prayers. As a result equality issues are mainstreamed and specific requests are responded to.</p>	<p>Disability Religion/ Belief</p>
<p>14-19 project Guidance to be given to all working groups within the project to ensure that equality issues are considered and addressed. Group membership is drawn from a wide range of organisations including some with a particular interest in diversity.</p>	<p>To ensure that working groups are considered and address equality issues.</p>	<p>Task and finish groups were given guidance on equality issues. These groups had a widely drawn membership including some of those with a particular interest in diversity.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>

<p>Wales Youth Agency, Staff College, and National Voluntary Youth Organisation (NVYO) activity.</p>	<p>Equality issues to be clearly included as part of this work as the basis for the operational activity of the youth service – based on equitable opportunity and choice.</p>	<p>Monitoring of this takes place within review meetings of the organisations/processes concerned. Youth work training activity is founded on equality of opportunity and choice.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>Foundation Phase for 3-7 year olds.</p>	<p>To introduce a new Foundation Phase for children from 3 to 7 years through the establishment of 41 pilot settings, leading to a national roll out.</p>	<p>41 settings were completed in the first year, involving 3 to 5 year olds. This will include 5 to 7 year olds from September 2005. An external monitoring and evaluation report is due in December 2005.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>Promoting teaching as a profession.</p>	<p>Within the wider work on promoting teaching as a profession, we are aiming to recruit more minority ethnic groups into initial teacher training courses.</p>	<p>Targeted teacher recruitment work has been undertaken as part of an ongoing programme. Information from statistical returns on the ethnicity of students on initial teacher training courses will be assessed to help monitor impact annually.</p>	<p>Race</p>

<p>Combating gender stereotyping in Modern Apprenticeships.</p>	<p>To commission a report through Chwarae Teg, who are working in conjunction with the EOC, to collate, analyse and record examples of successful and unsuccessful approaches to breaking down gender stereotyping in Modern Apprenticeship Programmes in Wales.</p>	<p>Chwarae Teg have worked with the Sector Skills Councils (SSCs) to come up with recommendations. A report, was launched on 4th August 2005. The report set a number of further issues for investigation and consideration, amongst these there was recognition that gender stereotyping was apparent within a wider learning context than Modern Apprenticeships. A small working group is being established, drawing together representatives from a wider learning perspective, which also includes learning support, assessment and regulatory bodies to investigate options for further action to address gender stereotyping in learning.</p>	<p>Gender</p>
<p>Funding Chwarae Teg.</p>	<p>To improve the position of women in the Welsh labour market.</p>	<p>Delivery of a range of outcomes set around the four key areas of Employment, Enterprise, Education and Training and Public Policy. Chwarae Teg have worked strategically to influence policy development and promote good practice by active involvement in research and development. They have achieved all of their targets</p>	<p>Gender</p>

		and in some areas such as Women's Enterprise Wales and Lone Parents Venture have exceeded their targets.	
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<p>To combat inequalities in work-based learning.</p>	<p>To work with key stakeholders including ELWa, ACCAC, Careers Wales, Job Centre Plus to discuss Modern Apprenticeships and other work-based learning programmes. This will be done as part of the new Skills Programme Group set up in September 2005 which will meet quarterly and look at equality throughout the All Age Learning programmes.</p>	<p>The work of this stakeholder group will feed into a recommended re-launch of Modern Apprenticeships.</p> <p>Sector Service Councils (SSC) are being asked to work with the EOC and Chwarae Teg to support initiatives that maximise the opportunities for both sexes. SSCs are also being asked to address the potential for Sector Skills Agreements to open up employment opportunities for women, ethnic minorities, disabled people and the inactive.</p> <p>Sector Skills Councils (SSCs) are independent, UK wide organisations developed by groups of influential employers in industry or business sectors of economic or strategic significance. SSCs are licensed to tackle the skills and productivity needs of their sector throughout the UK.</p> <p>Sector Skills Agreements are designed to deliver action to meet priority skill needs that will drive improved business performance.</p>	<p>Disability Gender Race</p>
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		They provide a means whereby employers and employees in each sector can identify skills and productivity needs, the action they need to take to meet those needs, and how they will collaborate with providers of education and training so that skills demand can directly shape the nature of supply.	
To attract more women into IT careers.	To support initiatives to target women into careers in IT.	Supported Computer Clubs for Girls projects in South-East Wales through e-skills.	Gender

Case Studies

Early experiences of the Foundation Phase Pilot for 3 to 7 year olds

The Foundation Phase addresses gender imbalance in early learning. For example, in Duffryn Infants, Newport it was noted that boys could gain from this scheme, as they generally need to be more active than girls are when they start school. They are often not as ready for desk-based learning, and if they feel unable to learn, then they are turned off activities like reading and writing, inhibiting their development. The Foundation Phase also builds awareness of other races and religions at an early age.

Gender Stereotyping in Modern Apprenticeships Project

The Welsh Assembly Government has a vision of a learning society where everyone has the opportunity to develop their talents. ELWa has a duty to promote equality of opportunity within its programmes. However, studies undertaken by the EOC and others have shown there is still a gender imbalance in the take-up of Modern Apprenticeships. A research project was commissioned to understand better what models of positive action had been successful and which had a lesser impact, at both a strategic and operational level. The report highlighted areas of good practice for dissemination and made recommendations for future actions to help promote equality within Apprenticeship programmes and wider human resource development.”

DEPARTMENT: ECONOMIC DEVELOPMENT & TRANSPORT

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
<p>Enhance the prosperity and spread of prosperity in Wales by helping to create an environment within which a greater number of sustainable businesses can be achieved by a more diverse group of people and owners.</p>	<p>An integral part of the range of business support programmes include positive action to support under-represented groups, including disabled people, minority ethnic groups and women.</p>	<p>There has been an increase in the proportion of under-represented groups accessing business support programmes (as reflected in Business Eye statistics - monthly data collected from February 2005).</p> <p>Figures for February 2005 showed that 5.07% of Business Eye clients belonged to a minority ethnic group. The equivalent figure for June 2005 was 6.47%.</p>
<p>Put Wales on the world map by becoming a key player in Europe, strong international trading nation, forging alliances with selected regions and countries overseas and by raising Wales' profile on the international stage.</p>	<p>Wales Trade International aims to provide appropriate international trade support to all Wales-based SME's. Partnerships have therefore been forged with a range of external organisations in order to ensure that details of our services are cascaded and promoted to a wide audience. These partnerships include such organisations as the Ethnic Business Support Programme (EBSP), and Women in Business International.</p>	<p>Organisations like EBSP are consulted in the development of our programme of activities. This has included joint working on a proposed trade mission. We have also been able to engage with the ethnic business community when hosting inward delegations from overseas markets. We also arrange for Welsh businesswomen to participate in the Women In Business International conference and are looking at ways in which we can work together in-market as well as the UK.</p>

<p>More jobs and, increasingly, better jobs.</p>	<p>Regional Selective Assistance Cymru Wales (RSA) is the main form of financial incentive available to businesses looking to invest in capital assets and create or safeguard jobs as a result of that investment. Since the scheme's re-focusing in June 2004, there is now more emphasis on the quality of projects that will be supported. A formal quality assessment is carried out for each application which takes into account the wider agenda of "A Winning Wales" including a project's contribution to the equality agenda, salary levels and workforce training and skills.</p>	<p>Externally, businesses are being asked to consider the equality agenda because this has to be addressed in their applications for RSA. Internally, appraisal officers are spending more time assessing the quality of projects and using the results to determine whether or not to offer support.</p>
<p>To help achieve the objectives in A Better Country by providing financial support for projects that stimulate economic, social and environmental regeneration in the most disadvantaged areas of Wales.</p> <p>To do so by supporting the main programmes of activity from promoting entrepreneurship and innovation through to community development and the improvement of networks and infrastructure.</p>	<p>RSA Cymru Wales contributes to this agenda, but so does the Assembly Investment Grant (AIG) which is aimed specifically at encouraging SMEs to invest. As with RSA, a formal quality assessment is carried out for each application which takes into account the wider agenda of "A Winning Wales" including a project's contribution to the equality agenda, salary levels and workforce training and skills.</p> <p>Equal Opportunities (covering the areas of disability, gender, race and the 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</p>	<ul style="list-style-type: none"> • In April 2004, WEFO delivered a joint presentation with Chwarae Teg at the 'Gender Mainstreaming Partnership in Practice' Conference, Dublin. The presentation addressed work undertaken within the Structural Funds Programmes in Wales to remove barriers to participation and support real change. • In August 2004, WEFO published a 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

	<p>example, Objective 1, Priority 4 Measure 5 (Improving the Participation of Women in the Labour Market).</p> <p>Data on activities and results is submitted by project sponsors on a quarterly basis.</p>	<p>highlighting opportunities for projects that target Welsh speakers as their main beneficiaries.</p> <ul style="list-style-type: none"> • In 2004, WEFO strengthened the monitoring of Equal Opportunities data by drawing up additional guidance to all project sponsors. This guidance included a sample monitoring form. • 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, chaired by the previous Economic Development and Transport Deputy Minister, Dr Brian Gibbons AM. • 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. Good
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		<p>progress has been made on a number of strategic projects, including WEFO's input into the development and approval of, 'Genesis Wales', a strategic All Wales project. 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.</p> <ul style="list-style-type: none"> • In early 2005, WEFO commissioned an independent evaluation of the mainstreaming of Equal Opportunities into the Objective 1 and 3 Programmes. The findings will assist in the preparation of any future Structural Funds Programmes. The final report will be available at the end of 2005. • End of March 2005 monitoring data figures show that progress continues to be made towards achieving the Equal Opportunities targets in many of the Priority and Measures. In some cases, the targets have been exceeded. For example,
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		<p>one of the Objective 1 Priority 1, Measure 2 targets: the number of new SMEs owned by women, disabled people, minority ethnic groups, and Welsh speakers which have been given advice/information or assistance.</p> <p>Relevant information can be found in section 4 of the Objective 1 Programme Monitoring Report (PMC), which is an agenda item for each quarterly Objective 1 Programme Monitoring Committee. The Report from the March 2005 PMC is available via the WEFO website:</p> <p>http://www.wefo.wales.gov.uk/resource/Obj1_PMC(05)011498.pdf</p>
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<p>To increase the competitiveness of business in Wales and its contribution to reducing carbon emissions by increasing the innovative capacity of the wealth creating parts of the Welsh economy, and putting Wales at the forefront of clean energy production and the drive to promote energy efficiency.</p>	<p>The Innovation Action Plan has a range of programmes which are universally available across Wales. Businesses and individuals are able to access a range of business advice.</p> <p>Both the current consultation on Energy Wales (a route map to a clean, low-carbon and more competitive energy future for Wales) and Energy Saving Wales (a plan of action for energy efficiency and conservation) which was launched last November, include measures to counteract fuel poverty in Wales. The energy portal goes live later this year and aims to be a quick and practical source of guidance for home owners as well as agencies supporting those who are suffering economic and social inequalities.</p> <p>An estimated 220,000 Welsh households live in properties with poor standards of heating and insulation. Households which spend large amounts of their gross income on heating their homes to an acceptable standard are classed as 'fuel poor'. This situation often affects the most disadvantaged members of society, such as the elderly, benefit dependant families, the sick and the disabled, with associated</p>	<p>Because of the newness of the programmes it is too early to comment on positive equality outcomes. The Knowledge Bank was established and will be in pathfinder mode in autumn 2005, with roll-out from April 2006.</p> <p>All the policies and measures are relatively new (Energy Wales will be launched in 2005-2006) and it is not possible to pinpoint any specific outcomes or case studies as of yet.</p>
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	<p>problems for health and general well being.</p> <p>The Carbon Trust is sponsored by the Welsh Assembly Government and administers a scheme to promote innovation in energy efficiency solutions.</p>	
<p>Improve the quality of life and prospects of people and communities, particularly those affected by significant and rapid economic shocks.</p>	<p>Equality objectives are implicit in the objective and illustrated by the example provided.</p>	<ul style="list-style-type: none"> • Steel Regeneration Flintshire, Old Hall Gardens. Development work involving turning derelict Old Hall garden into a resource providing training and development in horticulture for people with learning disabilities. The project has the aim of assisting people with learning disabilities into employment in other related areas. • CRISP Information Centre, Shotton Funding was provided for improvements to facilities, especially for disabled people, at a centre used by voluntary organisations in Deeside.

<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 the impact on the environment and the generation of emissions.</p>	<p>Last December Andrew Davies, the Minister for Economic Development and Transport announced a 15 year £8 billion programme to develop a world class integrated transport system. Transport schemes are appraised against a range of criterion, including the equality impact. In addition, we are developing a Wales Transport Strategy, which will be subject to the Policy Gateway process to ensure that cross-cutting themes are adequately reflected.</p>	<ul style="list-style-type: none"> • Concessionary Fares for People with disabilities and people aged over 60 years of age. • £1m per year for 3 years to Community Transport Association in Wales to offer limited free travel to people with disabilities unable to use public transport. • Draft Walking and Cycling Action Plan.
<p>In partnership with local authorities, boost the range of practical and affordable travel solutions, particularly for commuters.</p>	<p>We work with local authorities to support local transport schemes through the Transport Grant mechanism. Local authorities are required to appraise new schemes against a range of criteria, including the equality impact. Our policies are designed to increase the use of public transport, which is important to ensure the capacity of access to key services. This includes free concessionary travel for elderly and disabled people. We are exploring the possibility of introducing a half fare scheme for 16-18 year olds.</p>	<p>The Personalised Travel Plan Pilot scheme includes examples of work with 16-18 year olds, and disadvantaged communities in rural and urban areas.</p>

<p>To meet all annual objectives in the Broadband Wales Strategy.</p>	<p>The Broadband Wales (BBW) Programme is focussed on delivering affordable Broadband services to the people of Wales.</p> <p>Throughout 2004-2005 The Programme has delivered its objectives to the people of Wales regardless of age, gender or ethnic origin etc.</p> <p>Lifelong Learning Network (LLN) The lifelong learning network provides remote internet and ICT access to disadvantaged and disabled people throughout Wales. Free internet access through Libraries also helps to reduce the disadvantages of mobility and poverty.</p> <p>The LLN provides free use of ICT equipment for the people of Wales and also the facility to access Welsh language content through its network of ICT Learning Centres.</p> <p>2nd Generation Broadband Development A fully bilingual Broadband Brokerage Scheme website has been launched. This site has been designed to allow ease of use, for example a text only format is available for people with visual</p>	<p>The Broadband Wales Programme held an independent strategic review in 2004.</p> <p>The outcome of this determined that the Programme had met the majority of its objectives and that the remainder were ongoing. The Broadband Wales Unit received a special commendation in the Welsh Language Board's Bilingual Design Awards 2005.</p>
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	<p>impairments.</p> <p>Demand Stimulation All elements of the BBW communications activities take into account the legal requirement set by the Welsh Assembly Government. All E-media and Mailing activities comply with the requirements in terms of dual language, print size and accessibility.</p> <p>The Broadband Wales web site complies with visibility and linguistic requirements and all external sites are also compliant.</p>	
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Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
A diversity survey was undertaken in March/April 2005 involving over 2,500 applicants of Regional Selective Assistance (RSA) and Assembly Investment Grant (AIG).	The data will be used to help ensure effective awareness of the schemes amongst minority groups.	The results of the exercise are currently being analysed and will be used to map take-up of the schemes by minority groups. Part of that process will involve taking advice from representative bodies, including AWEMA, EBSP and CRE and using their communications networks to promote the schemes. The survey will be built into the application process for RSA and AIG and the results analysed regularly to help chart progress and inform on-going improvements.	Age Disability Gender Race
Oversight of Entrepreneurship Action Plan – Potentia Programme.	A pre-business start-up support programme for under-represented groups including disabled people, minority ethnic groups, women, Welsh speakers, the over-50s, and young people. Led by the WDA the programme is delivered by 5 partner organisations: Chwarae Teg, Ethnic Business Support Programme, Disability Wales, Menter a Busnes and Prime Cymru.	The Potentia Programme achieved the following outputs during 2004-05:- <ul style="list-style-type: none"> • over 3,100 people from under-represented groups were provided with at least an hour of business advice. • nearly 200 businesses were started as a result. 	Age Disability Gender Language Race

<p>Cyfenter Development Partnership is jointly funded by the WDA and the Equal Programme - an ESF community initiative, which tests and promotes new means of combating all forms of discrimination and inequalities in the labour market, both for those in work and for those seeking work, through transnational co-operation. The Cyfenter Partnership successfully bid for Equal Round 2 funding.</p>	<p>The key objective of Cyfenter is to deliver an innovative action based research programme working directly with under-represented groups in enterprise to identify barriers to their success when starting up, sustaining and growing a business in Wales. These groups include women, lone parents, young people (18-30), the over 50s, minority ethnic groups, refugees, disabled people and Welsh speakers.</p>	<p>This is an on-going research programme. Reports have been published at various stages in the project and include:-</p> <ul style="list-style-type: none"> • Growth and Sustainability. • Access to Finance and Grants. • The Benefits System. • Design for Diversity. <p>These reports contain recommendations for various stakeholders including the Assembly.</p>	<p>Age Disability Gender Language Race</p>
<p>Financial support of £40k for Women into Science & Engineering in Wales (WISE) e.g. for the production of a new bilingual video presentation of role models working in Science, technology and Engineering.</p>	<p>Awareness raising, provision of teaching materials.</p>	<p>Postgraduate posters were sent to all the schools in Wales. These posters aimed to raise awareness of science and engineering careers options among young women. The posters were funded by EPDS.</p>	<p>Gender</p>

<p>A financial contribution of £8,050 was made available in 2004-2005 for Headstart programmes such as the Engineering Summer School and the Dragonfly Programme (a one-day experience of University where young women can act as role models for younger students).</p>	<p>Encourage talented young people to seek to consider careers in technology based industries (and undertake courses in science, engineering and technology subjects).</p>	<p>UK figures - but Wales-based students attend courses outside Wales and England/Scotland/Northern Ireland students attend Wales-based courses.</p> <ul style="list-style-type: none"> • 88% of participants say Headstart strengthens their decision to study engineering. • 69% say the courses confirm or help their choice of discipline. • 28% of participants were young women and 19% were from minority ethnic groups. 	<p>Gender</p>
<p>Membership of the Welsh Language - Economic Development Discussion Group.</p>	<p>Worked with partners to develop a programme of action to ensure that economic development and language development are taken forward in tandem and that associated benefits are maximised.</p>	<p>A Programme of Action was published September 2004. A copy is available at: http://www.wales.gov.uk/subitradeindustry/content/language-economy-e.pdf</p>	<p>Language</p>

<p>Supporting the Department for Work and Pensions Age Positive Cymru campaign and membership of the Age Partnership Group.</p>	<p>The Age Positive campaign, supported by a wide range of stakeholders in Wales including trades unions and employer organisations, aims to ensure employers focus on potential, skills and ability rather than age at all stages of the employment cycle - from recruitment through to redundancy and retirement. The Age Partnership Group supports the 'Be Ready' campaign aimed at preparing small and medium sized employers for the implementation of age legislation in October 2006.</p>	<p>Bridgend County Borough Council won the 2004 Age Positive Good Practice Award beating organisations from across Britain.</p>	<p>Age</p>
<p>Transport Wales commitments in Wales: A Better Country, which promotes social inclusion.</p>	<p>Extending reduced and free bus travel.</p> <p>Extending 20mph zones and safe routes to school.</p>	<ul style="list-style-type: none"> • Developed a scheme to provide limited free travel by severely disabled people on community transport. • Finalised a pilot project providing half fares on buses for 16-18 year olds. • Implemented funding of local authorities for the actual costs they incur. • Funding of £3.5 million was 	<p>Age Disability</p> <p>Age Disability</p>

		<p>allocated to safe routes to school projects across Wales.</p> <ul style="list-style-type: none"> • Funding of £7.250 million was allocated to local authorities to help them improve road safety in their local areas and create more 20mph zones. 	Race
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Case Studies

Local Library Boost Service with Broadband

Nearly 20% more people have started using Neath Port Talbot's 18 Public Libraries since 90% of them installed cable broadband. Broadband therefore allows library users to enjoy a wider range of opportunities to learn and share information.

"Broadband has become core to the facilities we provide. I don't think we could run the service without it," said librarian Karen Gibbins.

"It gives more people access to more of our resources, so it is enabling us to fulfil our aim of providing socially inclusive services with equal opportunities for all members of the public."

Broadband provides a reliable, high speed connection to the Internet, and more people than ever feel comfortable using computers. This ease of use coupled with the growth of locally relevant content has resulted in libraries attracting people who have never used their services before.

Style Doctors

Elin Davies and Kim Saxelby have more than ten year's experience in the world of fashion. This provided them with a foundation for 'Style Doctors', their Anglesey web-based business providing a personal shopping service and image consultancy cross UK.

"The most important thing we needed in establishing our business was practical support and advice. Potentia and Menter a

Business have been fantastic”, said Elin who received all her support through the medium of Welsh, her native tongue.

The business started in September 2004 and they have already become Wales’ Shell LiveWIRE Young Entrepreneurs of the Year 2005 with great potential for the future.

'Genesis Wales' Strategic Childcare Project

The Strategic Childcare Project 'Genesis Wales' was submitted by the Assembly Children and Families Division in September 2004 and secured WEFO’s approval in November 2004. The project was launched in January 2005 at Tonyrefail Primary School.

A combined total of £12.6 million of ESF funds were awarded to the Objective 1 and 3 bids to help improve women’s participation in the labour market. Both bids aim to ‘provide a comprehensive package of advice, guidance, support and childcare for individuals (predominantly women) wishing to access work, training, and/or learning opportunities, thus overcoming barriers to improve the economic activity of people in Wales’.

DEPARTMENT: ENVIRONMENT, PLANNING AND COUNTRYSIDE

Highest Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
<p>Help Welsh industry get a bigger share of the quality food market.</p>	<p>Compliance with legislation on equal opportunities is included as a required condition for grant applications. A requirement for key staff to be recruited via open competition is also part of the requirement.</p> <p>Through the WDA Food Directorate and Hybu Cig Cymru – Meat Promotion Wales Welsh producers were encouraged to consider the development of farm products specifically aimed at ethnic minorities.</p>	<p>Welsh Assembly Government support awarded to Ethnic Cuisine Ltd has helped the Company to secure additional new business in the UK and Europe.</p> <p>Welsh Assembly Government and Welsh Development Agency support has helped Sue Jones to expand her Llanboidy Cheese business. The cheeses produced by the Company are widely acclaimed and have won numerous awards. Sue has also been instrumental in establishing Cheeses From Wales, a co-operative offering over 50 cheese products from Wales to customers across the world. Cheeses From Wales was established with support from the Welsh Assembly Government via the WDA.</p>

<p>Develop skills training suitable for rural settings through the improved Farming Connect service.</p>	<p>A number of programmes have been run through the Farming Connect service, offering skills training and advice to all farmers in Wales.</p>	<p>Over 700 farms participated in training. Training programmes run included:</p> <ul style="list-style-type: none"> • ICT – 556 farms took part; • On farm training – 42 farms took part; and • Agriscop management development programme – 165 farmers took part.
<p>Design 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 system has been designed to facilitate community involvement and build consensus on where future development should take place. The new system includes a requirement for the Local Planning Authority (LPA) to produce Community Involvement Scheme that sets out how the LDP will be developed and then monitored and reviewed in partnership with stakeholders and the community. The Assembly Government consulted on Delivering Better Development Plans in June 2004 which provided details of the Community Involvement Scheme and reminded LPA's of their responsibilities under the Race Relations (Amendment) Act 2000 and Disability Discrimination Act 1995.</p>	<p>A consultation on Delivering Better Development Plans took place in June 2004. The first drafts of Community Involvement Schemes from 4 LPAs are being scrutinised for equality considerations, particularly in relation to children and Gypsies and Travellers. The consultation is carried out by sending consultation documents to umbrella associations which represent the above groups.</p>

<p>Prepare and publish an Environment Strategy for Wales.</p>	<p>Equality of opportunity was given specific consideration when developing the Environment Strategy consultation. The importance of equality of opportunity in relation to access issues is highlighted in the Quality of Life chapter. The chapter lists barriers to physical access to green space, the countryside and buildings, as experienced by people from minority ethnic communities. The importance of equity in relation to environmental quality is also highlighted.</p> <p>An initial Race Equality Impact Assessment Screening exercise (REIA) has been conducted on the consultation and published alongside it. A further assessment will be undertaken into the actions included in the final document.</p>	<p>The Environment Strategy is at the consultation stage. It is, therefore, too early to report any outcomes. However, the REIA screening has identified the following areas which may be relevant under the Race Equality duty:</p> <ul style="list-style-type: none"> • Water resources; • Built environment; • Access to green space and countryside; and • Education and information.
<p>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 2006-2007.</p>	<p>The Wales waste strategy has been designed to be inclusive and to enable communities and community organisations across Wales to take part in and benefit from opportunities to improve sustainable waste management in Wales.</p>	<p>Community organisations have played a leading role in many authorities giving opportunities to people with learning difficulties, people on probation and people from disadvantaged communities.</p> <p>(please see case studies)</p>

<p>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>The Countryside Opportunities Steering Group (COSG), which was set up by the Department, is taking account of disability and race issues in its planning for increased opportunities for access to the Welsh countryside.</p>	<p>Two papers have been put to COSG jointly by Environment Division and Disability Wales and Black Environment Network on ways of increasing opportunities of access. Their aim was to raise COSG's awareness about the barriers experienced by disabled and minority ethnic groups.</p>
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Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
<p>Appointments to the boards of Environment, Planning and Countryside ASPBs and other bodies supported by the Department.</p>	<p>Apply equality principles when making public appointments.</p>	<p>All relevant divisions in the Department apply the equality principles to their public appointment process in accordance with the Commissioner of Public Appointments' Code of Practice</p> <p>Environment division has undertaken pro-active engagement with disability groups to encourage a more diverse range of applications for the Countryside Council for Wales and the National Park Authorities. Only 1 (unsuccessful) applicant out of 53 had minor disability.</p>	<p>Equality</p> <p>Disability</p>
<p>Contribution to research into the provision of Gypsy and Travellers sites and accommodation.</p>	<p>Planning Division is working with Local Government Modernisation Division and Housing Directorate to comprehensively address a range Gypsy and Traveller issues in a joined up way. Planning Division is responsible for the land use planning aspects of the work. A research project has been commissioned from the Centre of Urban and Regional Studies at the University of Birmingham. From a planning perspective the research</p>	<p>Research commissioned by Local Government Modernisation Division in September 2004. Due to report late 2005.</p>	<p>Race</p>

	<p>will consider the contribution of the planning system to the provision of Gypsy and Traveller sites/accommodation, and the obstacles to new site provision and how they can be overcome. The research will inform the revision of the circular called Planning for Gypsy and Traveller sites.</p>		
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Case Studies

1. Planning Division have worked with a consortium of Local Planning Authorities, Welsh Language Board and Home Builders Federation to commission research into the impact of development on the Welsh language and culture. Though it has proven very difficult, the group has worked to improve the research and will be ready to make recommendations to the Welsh Assembly Government about how our policy can become a reality by the end of the year. This involves looking carefully at Welsh language information at the local level and devising policies in new style development plans (Local Development Plans (LDPs)) to protect and promote the language.
2. Following the issue of interim guidance on how to put development plans together in Community Involvement Schemes, Planning Division are now working with:
 - a) the Royal Town Planning Institute to develop pilot training for local planning officers on community engagement in September.
 - b) the WLGA to develop training for Members in October.

Planning Division are also addressing the issue of local skills deficits (in terms of how to build consensus and reach all groups in the community) on the Local Development Plans training programme for October. They have also commissioned a manual on how to draw up a Community Involvement Scheme (CIS) and to draft a leaflet for the public on the new LDP system.

DEPARTMENT: LOCAL GOVERNMENT, PUBLIC SERVICE & CULTURE GROUP

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
Publish the <i>Climbing Higher</i> policy document and begin implementation of the key themes.	The strategy for Sport and Physical Activity “ <i>Climbing Higher</i> ” aims to maximise the contribution that sport and active recreation can make to wellbeing in Wales by improving the nation’s health, increasing opportunities for mass participation and actively promoting inclusion. The strategy was launched in January 2005 following a comprehensive consultation programme. Key organisations were invited to provide input into the strategy, including those representing the voluntary sector, minority ethnic groups, disabled people and young and old people.	An action plan is being prepared which will contain specific actions in order to meet the targets contained within the strategy. These targets apply equally to all people in Wales, taking into account their age, ability or disability, gender and ethnic group.
Provide free access to local authority swimming pools for children and young people in school holidays and for older people on a schedule to be agreed with local authorities.	<p>The free swimming initiative’s main strength is its impact on social inclusion by removing barriers to participation for all groups. Free swimming improves access and participation for children and young people, older people, disabled people, minority ethnic groups and those in areas of greatest deprivation;</p> <p>Free swimming:</p> <ul style="list-style-type: none"> • contributes to developing and strengthening communities; 	<p>Free Swimming for those aged 16 and under was available in all school holidays throughout Wales.</p> <p>60 + Free Swimming was delivered throughout the year in 20 local authorities and outside school holidays in the remaining two.</p> <p>The evaluation of the Summer 2003 Pilot by the Sports Council</p>

	<ul style="list-style-type: none"> • helps address the continued need to bridge the 10%+ participation gap that shows women and girls to be far less active than men and boys; and • stimulates active participation in both Welsh and English. 	<p>for Wales reported a huge success in boosting the numbers and frequency of young people swimming in Wales, most notably in Community First areas. There was a 108% increase in juvenile swims across Wales, and children and young people in Wales swam 50% more than usual during the summer holidays.</p> <p>A comprehensive 3 year research project is being run to evaluate the success of both the Free Swimming initiatives. A series of interim reports will be produced over the next two years including one this autumn and a final report in January 2007.</p>
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<p>Delivery and monitoring implementation of Iaith Pawb (National Strategy for a Bilingual Wales) and the Welsh Assembly Government's Welsh Language Scheme.</p>	<p>Equality is absolutely central to the Welsh Language Scheme. The Scheme sets out how the Assembly Government will treat both the English and Welsh languages on a basis of equality in the provision of services to the public – as required by the Welsh Language Act 1993.</p> <p>Language rights are one of the 3 key strands within Iaith Pawb. It includes:</p> <ul style="list-style-type: none"> • Extending access to Welsh medium education; • Empowering individuals to make a genuine choice as to the language, or languages through which they wish to lead their lives; and • Entitlement for all young people to a range of support services in the language of their choice. 	<p>Outcomes and progress are described fully in the 2004-2005 Annual report on Iaith Pawb and the Welsh Language Scheme.</p> <p>http://www.wales.gov.uk/subiculture/content/report/annualreport-2004-05-e.pdf</p> <p>http://www.cymru.gov.uk/subiculture/content/report/annualreport-2004-05-w.pdf</p> <p>Highlights include:</p> <ul style="list-style-type: none"> • 212 Welsh medium early years practitioners received training in order to increase access to Welsh medium playgroups/nurseries. • £3million announced to increase numbers of Higher Education lecturers able to teach in Welsh. • All Assembly Sponsored Public Bodies (ASPBs) produced Welsh language mainstreaming strategies. • A National Liaison Officer for Welsh medium Speech and Language Therapy Services appointed.
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<p>Examine the potential for a new National Gallery for Welsh Art and National Digital Gallery for visual arts.</p>	<p>As part of their remit from the Welsh Assembly Government, the National Museums and Galleries of Wales (NMGW), the National Library of Wales and the Arts Council of Wales are required to mainstream equality into all business. A scoping study has been commissioned for the new National Gallery for Welsh Art.</p> <p>The 3 ASPBs involved in the studies are remitted to opening access to ALL. For example, we have a policy of free entry to all NMGW sites which takes away the barrier of cost to those from lower income groups from accessing collections. For this study, the same principles of opening access to all applies.</p>	<p>It is too early to see any equality outcomes.</p>
<p>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, particularly disabled people.</p>	<p>A number of access audits were completed which have led to physical improvements to access at a number of sites across Wales including Tintern Abbey, Laugharne Castle, and Pentre Ifan Burial Chamber. Portable induction loops have been provided at all visitor centres and shops and disabled visitors and their companions are offered free admission to sites.</p>

<p>Develop and fund a comprehensive advice and support service for local museums, archives and libraries accessed via the website, contact with CyMAL staff and an events programme.</p>	<p>CyMAL was established as a division of the Welsh Assembly Government in April 2004. Its Statement of Purpose is that it supports local museums, libraries and archives services which:</p> <ul style="list-style-type: none"> • are easy to access and open to everyone; • engage and connect with people; and • break new ground and encourage new audiences. <p>To help in this aim an employee was appointed with specific responsibility for Equal Opportunities to promote and champion widening access and increasing participation.</p>	<p>An Equal Opportunities adviser was appointed within CyMAL in November 2004 and is providing advice and support on equality issues to local museums, archives and libraries.</p> <p>The Adviser has produced a Wales Edition of the Museums, Libraries and Archives Council (MLA) Disability Portfolio which is available in Welsh and English in Braille and on audio tape as well by download from the CyMAL website.</p>
<p>The introduction of Policy agreements between the Welsh Assembly Government and each local authority.</p>	<p>The agreements include at least one target with specific equal opportunity objectives.</p>	<p>Each policy agreement contains measures aimed at tackling homelessness, care of older people and looked after children, as well as the inclusion of "Free range" measures to allow authorities to reflect sustainability and equality issues more fully e.g. achievements in the Generic Equalities Standard.</p> <p>Initial analysis of performance for 2004-2005 indicates good</p>

		<p>progress across Wales against equalities measures, in particular as regards achievement of the Equality Standard for local government.</p>
<p>To provide financial support to unitary authorities in Wales and to ensure that the resources are distributed according to need in line with the agreed formula.</p>	<p>Currently the formula considers indicators such as population, age of population, deprivation, scarcity, pupil numbers, density and caseload. It does not take specific account of race, gender, or disability. An objective of the Divisional Plan for 2005-2006 is to seek to ensure that appropriate consideration is given to the index of ethnicity in all formulae used to determine local government funding.</p>	<p>The Division has been testing ethnicity (non-white ethnic group) as an indicator of need in the adult personal social services formula. However, this indicator has not passed all of the statistical tests and does not have a statistically significant relationship with need. Nevertheless, the results of the work will be considered by the Distribution sub-group as part of its consideration of the review of the personal social services formula. Notwithstanding the current lack of specific indicators for equality within the formula, the unhypothecated distribution of support to local authorities enables them to spend according to their own priorities taking account of the quality of service delivery and the equality agenda in their areas.</p>

<p>Wales Programme for Improvement (WPI) Guidance.</p>	<p>The revised guidance will contain sections that explicitly deal with equalities assessments. This will aid local authorities and regulators in carrying out these assessments and reinforce the importance of integrating existing equalities work in to authorities' corporate planning and reporting.</p>	<p>The revised WPI Guidance for local authorities will be published Autumn 2005.</p>
<p>Electoral arrangements.</p>	<p>Establishment of the election planning group will provide a forum for sharing best practice in electoral procedure.</p>	<p>Disability groups with an interest in elections will have an opportunity to contribute to the planning process through the group.</p>

Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
Girls First Scheme.	To help close the gap between girls and boys engaging in sport – by assisting schools in providing opportunities for girls to participate in extra curricular activities involving sport and physical activity.	15,000 girls in Wales participated in Girls First activities.	Disability Gender Language Race Religion/ Belief
Sports Council for Wales has worked with other sports councils, UK Sport and equality groups to develop generic equality standards for National Governing Bodies of Sport to work towards as part of their modernisation programmes.	To provide guidance to sport governing bodies and advise on equality standards.	An Equality Standards Framework has been developed and endorsed by Home Country sports councils and was launched in November 2004.	Gender Race Religion/ Belief
Sports Council for Wales has developed a partnership with the Federation for Disability Sport Wales.	To provide opportunities in sport and physical activity for people with disabilities.	More than 12,000 people took part in sport and physical activity in 2004-2005, and almost 3,000 became active club members.	Disability

<p>Funding and sponsorship of the Welsh Language Board (£12.3 million in 2004-2005).</p>	<p>All Welsh Language Board activity is aimed at promoting the Welsh language and placing the Welsh language on an equal footing to English.</p>	<p>Examples include:</p> <ul style="list-style-type: none"> • 3 more local Language Action Plans established in Bangor, Machynlleth and Amlwch. • £1.3 million in grants to 25 Mentrau Iaith (language initiatives) serving 18 counties throughout Wales. The Mentrau facilitate the use of Welsh at a local level, providing services, support and advice. • Production of Welcome Packs and a website providing information on the language to those who move into areas where Welsh is widely spoken. • Further investment in Twf (groundbreaking linguistic transmission project). 2,000 information packs distributed to new parents and 25 staff employed. • £1.03 million funding to Mudiad Ysgolion Meithrin to provide access to Welsh medium pre-school settings. • £479,000 funding for latecomer centres to enable successful integration of children moving into areas where Welsh is the main medium of education. 	<p>Language</p>
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<p>Provision of advice on equal treatment of the Welsh language to Welsh Assembly Government staff.</p>	<p>Welsh Language Unit provided:</p> <ul style="list-style-type: none"> • 21 induction course sessions attended by 234 new staff; • bespoke briefing sessions for divisions; • module on Welsh language mainstreaming as part of Assembly Government policy courses; • detailed guidance on intranet including guidance on mainstreaming for divisions; • Mainstreaming seminar for ASPBs; and • Monitoring interviews with 20 Heads of Division. 	<p>As part of monitoring for the 2004-2005 annual report, 36 randomly sampled members of staff were interviewed. 34 were aware of the Scheme and 30 were aware of the Welsh Language Unit.</p> <p>Examples of mainstreaming are listed in the annual report – a number of these examples were prompted by previous years monitoring interviews with Heads of Division.</p> <p>All ASPBs produced mainstreaming strategies.</p> <p>Welsh Language Unit was praised for mainstreaming work in a report by the Assembly Equal Opportunities Committee.</p>	<p>Language</p>
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<p>Liaison with UK Government departments on Welsh language matters.</p>	<p>To secure equal treatment of the English and Welsh languages.</p>	<p>Inclusion of Welsh on all UK passports from 2006.</p> <p>Legal status for Welsh versions of Oaths and Affirmations to be taken at citizenship ceremonies.</p> <p>Reverse of the new E111 health card for travellers will be bilingual.</p> <p>Translated European Constitution into Welsh.</p>	<p>Language</p>
<p>Provision of accessible CyMAL website.</p>	<p>To ensure everyone has access to information related to CyMAL and to the resources available on-line.</p>	<p>Website developed to W3C-web content accessibility guidelines level 3 (AAA). CyMAL was the first Division of the Welsh Assembly Government to reach this standard.</p>	<p>Disability</p>

<p>Access is a priority grant area for all schemes operated by CyMAL.</p>	<p>To encourage museums, archives and libraries to make improvements to services that benefit all users.</p>	<p>Projects funded in 2004-2005 include:</p> <ul style="list-style-type: none"> • Cardiff: One City Many Voices (Glamorgan Record Office and Cardiff Museum) involving diverse communities in the creation of local archives. • Making a hidden history accessible: Butetown History and Arts Centre (BHAC) provided access to 5,000 images relating to the cultural history of Wales. Using new digital technology, this project seeks to make a crucial component of Welsh history accessible to the public – providing new opportunities for lifelong learning, promoting a cosmopolitan image of Wales as a diverse, multi-cultural nation and contributing to social inclusion. <p>It will ensure that the substantial archive of BHAC is more visible and accessible to a large audience. The project will enable the development of multi-media displays – at least six themed</p>	<p>Race</p>
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		<p>touch screen displays based on work carried out at the centre - and education packs.</p> <p>Multi-media displays include: One Island, Many Faiths: 100 Years of Diverse Religions in Tiger Bay. Butetown Now: Photographs by David Hurn/Magnum. Somali Elders: Portraits from Wales.</p> <p>The project is funded through the CyMAL: Museums Archives and Libraries Wales Annog Addysg/Inspiring Learning Grant Scheme. The project received £14,250 in 2004-2005 and has been awarded £16,967 in 2005-2006.</p> <ul style="list-style-type: none"> • Cardiff Docklands ethnic communities. 	
<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>To recognise and celebrate good practice in adaptations to facilitate access for disabled people to historic buildings.</p>	<p>The award is being developed in association with the Trust and Disability Wales. Applications will be invited shortly from civic societies, local disability groups and other interested organisations.</p>	<p>Disability</p>

<p>Diversity and the National Museums and Galleries of Wales' (NMGW) Vision Consultation.</p>	<p>A significant element of the NMGW public "Vision" consultation is obtaining the opinions of people from all sectors of society who are potential users of NMGW services.</p>	<p>The consultation phase has ended and the results are being assessed. The final results of the "Vision" exercise, which will form the basis for NMGW operations over the next 10-15 years, will be implemented in 2007.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>Appointment of National Museum and Galleries of Wales Diversity officer.</p>	<p>NMGW has been reviewing its policies to take into account the effects of new legislation in relation to sexual orientation and religion.</p>	<p>Work has also commenced in developing a race equality scheme, which will be completed in 2005-2006.</p>	<p>Race / Religion Sexual orientation</p>
<p>National Museums and Galleries of Wales roll out of <i>On Common Ground 2</i> (OCG2) project. Working with young people (14-24 year olds) in five communities across Wales over a period of two years.</p>	<p>The On Common Ground project is an exercise in youth consultation, gathering views of younger people on museums and heritage. It looks at ways of making this area more attractive to people aged 16 -25. OCG2 will run for 2 years with Objective One and Heritage Lottery Fund funding, working in 5 communities across Wales.</p>	<p>Will report in 2 years.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>

<p>Further develop the National Museums and Galleries of Wales partnership activity through the Visual Arts Partnership Scheme in conjunction with Arts Council of Wales.</p>	<p>To increase the number of touring art exhibitions and make the collections more accessible.</p>	<p>A programme has been devised and 5 Welsh galleries will be involved in the Scheme, the first of which opens in October 2005.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>National Library of Wales established an advisory group on race equality issues.</p>	<p>To inform the Library's Council on maximising access to opportunities to its collections for minority ethnic people throughout Wales.</p>	<p>The group has only recently been established. Work is being undertaken and will be reported on later in 2005-2006.</p>	<p><i>Race</i></p>
<p>In May, we published (via Arts Council of Wales (ACW)) a three year Arts and Disability Strategy "Moving Beyond." Developed in conjunction with the organisation Arts Disability Wales.</p>	<p>To improve access to all art forms across Wales.</p>	<p>Arts Disability Wales received a £76k grant to provide information and training to the arts sector and to run programmes aimed at developing opportunities for disabled artists working in Wales.</p> <p>The Assembly Government awarded a series of capital grants via ACW to arts venues to enable them to become fully accessible to disabled people in accordance with the Disability Discrimination Act (DDA). We also carried out via ACW, an audit of training and employment opportunities for</p>	<p>Disability</p>

		<p>disabled people in the arts with a view to increasing and improving those opportunities.</p> <p>Capital grants are as follows:</p> <ul style="list-style-type: none"> • Royal Cambrian Academy (£67k) • St. Donats Arts Centre (£10k) • Wyeside Arts Centre (27k) • Chapter Arts Centre (£10k) • Swansea Little Theatre (£25k) • Torfaen Museum Trust (£45k) <p>All new arts venues are fully accessible. The latest venues are the Wales Millennium Centre, Galeri in Caernarfon, the Riverfront in Newport and Theatr Mwldan in Cardigan. Redevelopment plans for existing venues like the Torch Theatre in Milford Haven will also ensure full accessibility. Some venues go further than meeting the needs of audiences and performers. The Riverfront in Newport for instance has a fully accessible fly tower so that disabled technicians can work in it.</p>	
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<p>Development of a new Arts Council of Wales (ACW) race equality scheme.</p>	<p>To set out arrangements for mainstreaming race equality in ACW's policy areas.</p>	<p>The draft scheme is currently being reviewed by the Commission for Race Equality (CRE). However, examples of how equality of opportunity has been promoted with regard to race with £60k+ funding are as follows:-</p> <ul style="list-style-type: none"> • one day community multicultural event in Swansea to raise awareness of African culture and traditions; • presentation at UWIC of six short films by black and ethnic minority film makers; • Islamic calligraphy in glass; • a Sudanese week to showcase Sudanese culture and folklore in Wales; • "Bayan Ko," a Filipino cultural event to coincide with the Phillipine Independence celebration in 2005; • refugee puppets performance to depict the journey from Africa to a playground in Wales; and • drum and dance workshops and community performance led by carnival artists from Trinidad to add to the annual Cardiff MAS Carnival in July 2005. 	<p><i>Race</i></p>
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<p>Touch Trust is a resident of the Wales Millennium Centre (WMC). The Welsh Assembly Government is providing £100k (£50k in 2004-2005 and £100k in 2005-2006) to develop its ground breaking work with people with profound physical and learning difficulties.</p>	<p>The Touch Therapy and Movement programmes help young people to communicate, develop movement skills and relax.</p>	<p>The Trusts programmes use art, music and movement, to develop communication. The Trust has enabled the WMC to welcome people with profound difficulties to the Centre. It also uses performers with disabilities to develop and run sessions. The Trust is fully equipped to cope with profound physical difficulties and engages with a broad range of groups.</p> <p>The Trust has provided training, education and activities for hundreds of young people and carers/teachers. One example is training for 16 students to attend the National Open College Network which helps individuals move towards qualifying for Levels 2 and 3 in Adaptive Movement. The Trust predicts that at least 6 students will be qualified to become Session Leaders.</p>	<p>Age Disability</p>
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<p>Past Service Awards.</p>	<p>The Local Government Pension Scheme has been extended to members of county and county borough councils in Wales, in 2005. It is for individual local authorities to decide whether to operate the scheme to which councillors can apply to join. Representations are being made to the Office of the Deputy Prime Minister (ODPM), who operate the scheme, for the regulations to be amended to allow entry to the back dated to June 2004. In England the scheme has been available to councillors since May 2003.</p>	<p>To remove the potential financial barrier to participation.</p>	<p>Age Gender</p>
<p>Councillors allowances.</p>	<p>To consider extending the present scheme to introduce a co-optee's allowance to members who are not councillors, enable local authorities to make Care Allowance available to all their councillors who have caring responsibilities, regardless of the level of Special Responsibility Allowance.</p>	<p>To provide a wider basis for the payment of allowances and a foundation for the annual uprating.</p>	<p>Age Gender</p>

<p>Research commenced into accommodation needs of Gypsy and Travellers.</p>	<p>To consider the demand and supply of accommodation, including an indication of what would be required to increase the standard of accommodation. To develop policies to address needs identified in the research.</p>	<p>A final report is due in the Autumn 2005.</p>	<p>Lifestyle Race</p>
<p>Publicising forthcoming public appointment opportunities.</p>	<p>In order to raise awareness of public appointment opportunities a list of vacancies expected to be advertised in the next six months is circulated to equality organisations on a monthly basis.</p>	<p>Previously vacancies were circulated to equality organisations as the vacancy was advertised. However short deadlines made it difficult for the information to be disseminated. This procedure should aid the timely dissemination of information.</p>	<p>Disability Gender Race</p>
<p>Local Government Partnership Council.</p>	<p>The Local Government Partnership Scheme states that the Welsh Assembly Government will empower local authorities so that they can, among other things, promote the aim of equality in the local democratic process, access to effective services and employment.</p> <p>The Partnership Council receives each year the annual report of the Welsh Local Government Association Equalities Unit.</p>	<p>Equality issues are addressed through policy agreements, developed under the auspices of the Partnership Scheme/Council.</p> <p>The Assembly Government worked with the Welsh Local Government Association to promote wider participation and improved access for disabled voters at the 2004 local elections.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>

<p>Disabled people and public appointments.</p>	<p>In July 2004 a report by the Commissioner for Public Appointments on the barriers which prevent disabled people taking up a public appointment was published. The report identified action that could be taken to overcome these barriers. The report, and a case studies booklet, was brought to the attention of sponsor divisions through a Head of Division notice in July and to ASPBs via the sponsor group.</p>	<p>Good practice, in respect of the contribution disabled people can bring to public bodies, brought to the attention of sponsor divisions and ASPBs.</p>	<p><i>Disability</i></p>
<p>Sponsorship of WLGA Equalities Unit.</p>	<p>Established to provide ongoing policy advice and practical support to local government across the broad equalities agenda. Ensures statutory responsibilities and best practice on equalities is met in local government in Wales.</p>	<p>Activities included:</p> <ul style="list-style-type: none"> • Commissioned and published research by the National Centre for Public Policy at Swansea University on Managing Equality in Welsh Local Government. • Developed and delivered a range of training and learning programme for both members and officers on equalities issues. • Facilitated joint regional seminars with the Disability Rights Commission to prepare authorities for the introduction of Part IV of DDA – published report ‘October 2004 and beyond’ highlighting key areas to be addressed. 	

		<ul style="list-style-type: none"> • Provided early written advice and guidance to authorities on reviewing their race equality schemes. • Provided 1-2-1 strategic policy advice and support to authorities in developing their strategies and action plans on equalities. <p>Evaluation Exercise by the Assembly: Local Government Policy Division commissioned an evaluation of the WLGA Equalities Unit. This assessment focussed on the Unit's effectiveness in meeting the original aims and objectives for which it was established and whether there was still a need for continued funding of its work. It concluded that the work of the Unit satisfied the key conditions of Assembly funding and that there was a need for an ongoing bespoke WLGA Equalities Unit. Consequently, LGPD agreed a further 3 years funding.</p>	
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Case Studies

Theatr Ffynnon

Theatr Ffynnon (Gwent Theatre, Abergavenny) is a theatre company of adults with learning disabilities. Art Council of Wales 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. They recently performed in the Borough Theatre, Abergavenny, and Chapter in Cardiff.

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 the Art's Council of Wales's (ACW's) new arts and disability strategy. The result is a piece of outstanding theatre that has its own artistic integrity.

DEPARTMENT: SOCIAL JUSTICE AND REGENERATION

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
<p>The Government of Wales Act requires that the Voluntary Sector Scheme be reviewed in the year following each Assembly election.</p>	<p>The Welsh Assembly Government has given an undertaking to supply a breakdown of its payments to the voluntary sector broken down into diversity coding. In 2003 the Welsh Assembly Government introduced a database system which upon interrogation provides details of organisations in receipt of funds, the relevant funding stream, and the Assembly division/group making the payment.</p> <p>The next step was to extend this information to include a diversity breakdown. The WCVA has now analysed the Assembly Government's voluntary sector suppliers' database and has produced a breakdown by diversity. The following categories have been used: Disability; Minority Ethnic; Women; Lesbian, Gay & Bisexual; Young people; Older people; Welsh speakers.</p>	<p>Due to the large number of payments to intermediary organisations, only 20% of the payments made by the Assembly to voluntary organisations could be diversity coded. As such, no meaningful analysis can be made of the findings at this stage.</p> <p>Assembly officials are considering options regarding how to break down the significant amount of "Other" payments, such as using the re-launched network of Voluntary Sector Liaison Officers to undertake a diversity breakdown in the grant schemes managed by their divisions.</p> <p>Officials are also updating the suppliers' database to reflect those voluntary organisations who have been added since the initial coding exercise was undertaken.</p> <p>It has always been the intention of the Assembly Government that</p>

		<p>when the data system was fully operational details of it would be forwarded to ASPBs and local government as a best practice model for their own financial data capture. The Data System will become operational when the ASPBs are absorbed into the Assembly.</p> <p>Bearing in mind the considerable work needed to ensure a comprehensive diversity breakdown it is now proposed to engage with the ASPBs and local government with regard to their adopting the current system of analysis by Division/Funding Stream/Organisation (as detailed above).</p>
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<p>All Wales Domestic Abuse Strategy.</p>	<p>To deliver an integrated Assembly approach to domestic abuse by developing an All Wales Domestic Abuse Strategy.</p>	<p>The All Wales Domestic Abuse Strategy was launched on the 30 March 2005. Race equality issues were carefully mainstreamed into the document taking advice from Minority Ethnic organisations including the Black Association of Women Step Out, and the All Wales Saheli Association. The Strategy will be monitored by the All Wales Domestic Abuse Working Group which includes a number of representatives from minority ethnic organisations. Community Safety Unit have produced a multi-lingual leaflet for refugees and asylum seekers as part of the commitment to mainstream race equality issues.</p>
<p>Roll out Communities First.</p>	<p>Communities First is the Welsh Assembly Government's long-term strategy for improving opportunities and the quality of life for people living and working in the most disadvantaged communities in Wales.</p> <p>The Communities First Unit provides funding to a number of organisations including the Black Ethnic Support Team; the Black Voluntary Sector Network; the RNIB and RNID to ensure that</p>	<p>The Communities First Guidance is being re-written to ensure that Communities First Partnerships are provided with clear information on engaging both older and young people in the Communities First process. Funding has been granted to a Young People's Community of Interest in Pembrokeshire.</p> <p>Work is now being taken forward</p>

	<p>Communities First process is inclusive. In addition, Communities First officials have met with a number of organisations to consider issues of gender and age. Officials of the Communities First Unit are working with Mentrau Iaith and Menter a Busnes to enhance the role that Mentrau Iaith should play in providing advice and support to Communities First Partnership on using the Welsh language.</p>	<p>on language issues in a way that is sensitive to the linguistic characteristics of each Communities First area. In addition, the Communities First Guidance is being rewritten to reflect language issues.</p>
<p>Support for grassroots/social economy business.</p>	<p>The Social Enterprise Joint Working Group is a joint group of representatives from the social enterprise sector, the Social Economy Network, national and local government, and the voluntary sector. The Group assisted in the development of the Social Enterprise Action Plan Consultation Document and the subsequent Social Enterprise Strategy for Wales. It is now charged with overseeing the implementation of the Strategy and ensuring that the sector can actively participate in its delivery.</p> <p>The Group was reconstituted in January 2005 with appointments carried out in line with Nolan principles to enable representation from the whole breadth of society. In addition the existing AWEMA representative retains his position. The Working Group's terms of reference</p>	<p>The Social Enterprise Joint Working Group now has a wider representation in terms of gender, geographical spread and background.</p>

	specifically state that the work of the Group will take into account the Welsh Assembly Government's policy to promote and integrate equality of opportunity into all aspects of its business.	
Provide a National Treatment Framework and Service Standards to Community Safety Partnerships to enable them to plan and evaluate services.	The Substance Misuse Treatment Framework for Wales is intended to set out a national pattern for the commissioning of treatment for substance misuse that will meet the needs of diverse local populations. It will also assist in identifying gaps in services and help inform commissioning decisions in order to fill those gaps supporting equity, parity and consistency in the commissioning and provision of substance misuse treatment and care in Wales.	The Framework supports responsible authorities and their partners, commissioners and treatment providers in advocating the provision of effective, evidenced based treatment and care for substance misusers. The Substance Misuse Team have published 2 modules of the Framework (Commissioning and Psychological Therapy and Psychosocial Interventions) for consultation in the last financial year.

Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
Care and Repair.	Revenue support is available to assist Care and Repair agencies who provide practical, technical and financial help and advice on home improvements, maintenance and repairs to elderly home owners and the disabled. To allow them to remain in their own homes in the community for as long as they wish or are able to.	<p>£3.45m was given by the Assembly in support of Care and Repair activities in Wales. This compares to £1.48m given in 2002-2003. The 133% increase represented the Assembly's commitment to enhanced funding of the movement following a financial review. In terms of performance, health and community care gained the following:</p> <ul style="list-style-type: none"> • Care and Repair agencies received 32,823 enquiries of which 98% of clients were either aged over 75, disabled or in poor health. • Completed 27,071 jobs at a total cost of £14.6m; and • Completed 6,541 advice cases. <p>As part of performance monitoring, Care and Repair provide statistics which include the number of enquiries, numbers of people helped and value of the work done. The total cost of £14.6 million largely represents areas such as grant aid</p>	Age Disability

		from local authorities.	
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<p>Community Facilities and Activities Programme.</p>	<p>Four rounds of applications for the Community Facilities and Activities Programme with funding available to assist projects in Communities First areas. The application form specifically asks how the proposed project will ensure the promotion of equal opportunities for all.</p> <p>Applications are assessed against a number of criteria and the promotion of equal opportunities is one of them.</p>	<p>All applications that have been approved have had to demonstrate that equal opportunity for all has been factored into the proposals.</p>	<p>Age Disability</p>
<p>Home Energy Efficiency Scheme (HEES)/Fuel Poverty commitment.</p>	<p>The Home Energy Efficiency Scheme is an on demand (applicant driven) scheme offering heating, insulation, security and safety measures to low income households across Wales. We have recently started to monitor (from April 2005) the ethnicity of all households receiving assistance through HEES. This will enable us to carry out some analysis/benchmarking to evaluate the ethnic spread of households helped. We also collect information on the age, gender and benefit status of households.</p>	<p>National Energy Action (NEA) and British Gas have recently extended a training course called REECH (Realising Energy Efficiency Communities and Homes) for ethnic minority households in Cardiff.</p> <p>REECH aims to overcome the specific barriers that prevent ethnic minority groups accessing energy advice by providing:</p> <ul style="list-style-type: none"> • Tailored energy awareness training for community workers, enabling them to offer own-language advice to households. 	<p>Age Disability Gender Race</p>

		<ul style="list-style-type: none"> • Access to free energy efficiency measures, such as cavity wall and loft insulation, plus a benefits healthcheck service. • Access to REECH network and support for energy efficiency programmes. • Regularly updated energy efficiency promotional material. • Establishment of key energy contacts in their areas and nationally. • Publication of a newsletter advising on latest developments, ideas for action and competitions. <p>Target to assist 95,000 vulnerable households through HEES by March 2007.</p> <p>Reducing fuel poverty - recent review of the Home Energy Efficiency Scheme examines whether it is well targeted at the fuel poor to enable vulnerable people to be able to achieve affordable warmth in their homes.</p>	
Introduce the new Physical	The Physical Regeneration Fund	All applications that have been	Age

<p>Regeneration Fund.</p>	<p>was launched in March 2004, with all the unitary authorities and the national park authorities eligible to apply. As stated above the promotion of equal opportunities for all is an assessment criteria. The application forms specifically ask how the proposed project will ensure the promotion of equal opportunities for all. Applications are assessed against a number of criteria and the promotion of equal opportunities is one of them.</p>	<p>approved have had to demonstrate that equal opportunity for all has been factored into the proposals.</p>	<p>Disability Gender Language Race Religion and Belief Sexual Orientation</p>
<p>Review of Voluntary Sector Scheme.</p>	<p>Disabled Access Working Group.</p> <p>Following discussions at the Voluntary Sector Partnership Council the Minister for Social Justice and Regeneration announced the establishment of a Disabled Access Working Group, which will include the Association of Community Health Councils and Health Authorities, WLGA and arts venues, and Disabled Go. The Disability Rights Commissioner will also be invited to attend and participate in the group.</p> <p>The group will look to provide information on what facilities are</p>	<p>Disabled Access Working Group.</p> <p>The Working Group held its inaugural meeting in January 2005.</p>	<p>Disability</p>

	<p>available, and to encourage organisations to address their shortfalls in this area by providing information on how they can be redressed. The group will look to work up criteria for accessibility (rather than looking to enforce legislation), using existing checklists such as those created by Wales Tourist Board and under the National Disability Scheme.</p>		
<p>Establish an Accessible Venues Programme for Wales Working Group.</p>	<p>Under the duties contained within Part 3 of the Disability Discrimination Act 2005 service providers are required to remove, alter or provide means to avoid physical barriers to accessing and using their premises.</p> <p>The Accessible Venues Working Group has been established by the Assembly to promote good practice amongst organisations that organise public meetings and large scale events, amongst venue providers and events organisers, and to reward and encourage good practice where it already exists.</p>	<p>The Working Group was established at the beginning of 2005 and the first meeting took place on 12 January 2005. The work of the Group is ongoing.</p>	<p>Disability</p>

Post Office Development Fund.	Under the Post Office Development Fund, funding is available to support disabled access and to aid compliance with the DDA.	Fund is still ongoing and the evaluation process will start shortly.	Disability
BSL Report.	<p>To draft and publish a BSL report by January 2005 into ways of increasing the number of qualified BSL interpreters in Wales.</p> <p>Included in this Divisional objective was the need to “identify and recommend a course of action that addresses the urgent need for a dramatic increase in the number of Registered Qualified Sign Language Interpreters to improve social inclusion, access to services and the right to full citizenship for BSL users in Wales.</p>	<p>The Assembly worked with a number of external organisations representing the deaf community in Wales including:</p> <ul style="list-style-type: none"> • RNID Cymru; • Association of Sign Language Interpreters; • British Deaf Association/Deaf Association Wales; • Wales Council for Deaf People; • Disability Rights Commission; • Welsh Local Government Association; • Council for the Advancement of Communication with Deaf People; • National Deaf Childrens’ Society; and • Assembly Parliamentary Service. <p>The report was published in February 2005 outlining 5 recommendations to increase the numbers of BSL interpreters in Wales - to be taken forward in 2006-2007.</p> <p>The Minister for Social Justice and</p>	Disability

		<p>Regeneration considered the report and agreed to appoint a secondee to:</p> <ul style="list-style-type: none"> • undertake work to explore the feasibility of establishing a broad based project partnership to develop and deliver a BSL interpreter apprenticeship and employment scheme in Wales as recommended in the report; • explore the feasibility of referring to BSL provision in Assembly conditions of funding and guidance documents; and of working in conjunction with the Disability Rights Commission to monitor and evaluate performance on meeting the needs of BSL users; • work with the Council for the Advancement of Communication with Deaf People, the Association of Sign Language Interpreters and the British Deaf Association to address problems around the registration of BSL interpreters in Wales; and • promote good practice on the provision of BSL interpreter services, including the organisation of 4 regional conferences in partnership with 	
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		local authorities to promote the above.	
Rapid Response Adaptation Programme.	The programme aims to give an immediate response to specific needs to provide small adaptations such as ramps, stair lifts and handrails, to people who require them either to sustain the occupancy of their existing homes or so the that they can be released from hospital or temporary nursing home care. The programme is administered by Care & Repair Cymru and delivered by Care & Repair agencies in partnership with local authorities and other health sector organisations.	Funding of £1m was provided in 2004-2005.	Disability
FastStream Summer Placement Scheme.	The Cabinet Office placement scheme provides graduates from the Ethnic Minority & Disability Summer placement Schemes with an aim to deliver high quality training giving an insight into the workings of the civil service.	EPU liased with Cabinet Office and HR in providing suitable placements for two graduates. The work placements were considered to be very successful, both candidates have gone on to obtain permanent positions within the Civil Service.	Disability Race

<p>Fund Phase 2 of the Close the Pay Gap Campaign.</p>	<p>The Assembly negotiated a business plan with its partners the Equal Opportunities Commission and Wales TUC to promote equal pay in the private sector to address the continuing imbalance in pay levels between women and men.</p>	<p>The Equal Opportunities Commission (EOC) delivered an interim report into Equal Pay issues. This identified that minority ethnic women, in particular, face issues ranging from a lack of affordable and convenient childcare to assumptions and stereotyping when seeking employment or applying for promotion and the impact of racism from the playground to the workplace. The Assembly is waiting for the EOC to launch the completed research in 2005-2006;</p> <p>A series of seminars took place to promote the SME Equal Pay Kit to companies in the private sector. Work included presentations to over 100 business advisers and the inclusion of the SME kit in the Wales tourism industry's new good practice guide 'More Success Through Your People';</p> <p>Despite difficulties in persuading private sector employers to undertake equal pay audits, the Wales TUC held discussions with fourteen employers. Subsequently</p>	<p>Gender</p>
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		they have successfully been involved in completing four audits over a period of 10 months in 2004, and four audits over a period of 4 months in 2005.	
Establish and administer an International Women's Day Fund.	<p>EPU established a funding programme for International Women's Day to allow women's organisations to bid for money to enable them to organise events across Wales.</p> <p>Women's organisations in the Voluntary Sector were contacted and informed about the fund. Two meetings were held by the Assembly to promote the fund and allow organisations to discuss joint working opportunities and ideas for possible events.</p>	<p>Seven organisations were awarded funding from across Wales to run events to raise awareness of women's issues and celebrate International Women's Day. Details of the events are provided below:</p> <p>MEWN Cymru 'Women's lives around the World' event held in Cardiff to raise awareness of women's issues both in the UK and abroad.</p> <p>Greenhouse This celebratory event in partnership with Shekina, Women's Aid, Abbey Road Centre, Drumming Up Good Health, Stonewall, FPA, RNID and Homestart took place in Bangor. The event was opened by Councillor Jean Roscoe and spoke about the changing role of women and presented awards to local women who had been nominated by the</p>	Gender

		<p>local community. A booklet of the event was also produced to raise the profile of International Women's Day with other agencies.</p> <p>Powys Group Chwarae Teg held an event to provide information to women on access to training and career opportunities. A large number of women attended the event and took the opportunity to receive careers advice.</p> <p>Rhyl Working Group An event was held to raise awareness of services for women and celebrate the achievements of women.</p> <p>WWNC A conference was held in Cardigan with the theme of 'Local to Global, Women's isolation'. At the conference women were asked to explore the struggles they face and the way they resolve and overcome them. WWNC hope to use the information gathered at this event to establish a database tracking the</p>	
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		<p>difficulties experience by women in West Wales.</p> <p>All Wales Saheli Association A seminar on Honour Crimes was held in Cardiff to rise awareness of this important issue and explore the causes and possible remedies to honour killings.</p> <p>All Women's Arts Association A number of events were organised in Cardiff on 8 March 2005 to celebrate the achievements of women in the arts. These included: a) an open Art exhibition, exhibiting 30 women artists; b) a seminar and debate on women artists in Wales.</p>	
Wales Women's National Coalition (WWNC).	Funding awarded to WWNC to act as a consultative network for the Assembly and to promote equality by increasing awareness of gender issues with women across Wales and increasing the participation of hitherto marginalised groups.	Key Outcomes – 2 publications – 'Who Runs Wales?' and What is Gender Budgeting? In partnership with other organisations. Two workshops 'Blowing Your Trumpets' and 'Getting on the Ladder' aimed at encouraging women to join in the Public Appointments process.	Gender

<p>Fire and Rescue Service.</p>	<p>In November 2004, the National Assembly brought into effect the Fire and Rescue Services Act 2004, which brought formal devolution of the Fire and Rescue Service in Wales to the Assembly.</p> <p>In March 2005, the Welsh Assembly issued the Fire and Rescue National Framework for Wales, which focuses on the delivery of outcomes and objectives the Assembly wants to achieve; what the Assembly expects the Fire and Rescue Service to achieve; and what the Assembly will do to support the Fire and Rescue Service to meet these objectives.</p>	<p>The Strategy outlines a number of ways the Fire and Rescue Service (FRS) promotes equality.</p> <p>Fire and Rescue Authorities' most important resource is their staff. It is essential that people from all backgrounds and with many different skills and specialisms are encouraged to join the service in both uniformed and non-uniformed roles; are used as effectively as possible; and are offered a rewarding and flexible career. An Equality and Diversity Recruitment Toolkit devised by ODPM, with an emphasis on both gender and ethnicity is shortly to be issued to the FRS in Wales.</p> <p>Fire and Rescue Authorities must ensure that all members of staff are treated fairly and afforded equality of opportunity. Authorities should ensure that all staff are developed in a way which takes account of the differing needs of the individual, in order to deliver the Fire and Rescue Authorities' aims and objectives effectively. Equality and Diversity</p>	<p>Gender Race</p>
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		<p>principles are inherently part of the new Integrated Personal Development System (IPDS) with the new roles map that has been developed requiring an underpinning knowledge of equality and diversity. The FRS in Wales have access to a variety of equality and diversity training packages, including e-learning through Learning Resources International which the Welsh FRS has signed up to as a whole.</p> <p>The move away from 'one size fits all' shift patterns, and from standard nine to five hours for those who work in administrative jobs, will help to open up opportunities for people from a wider range of backgrounds and with family and other commitments. It should also mean a more flexible and rewarding career for all staff. Fire and Rescue Authorities should ensure that there is as much opportunity as is reasonably possible for people to work flexibly, for example on a part-time basis, using flexi-time or working as part of a job share</p>	
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		<p>partnership.</p> <p>The framework recognises the need to properly reflect the community it serves. Performance indicators have been introduced to monitor the duty to promote race equality and the need to increase numbers of employees meeting the Disability Discrimination Act, the number of ethnic minority uniformed staff and the number of women firefighters. The Equality and Diversity Recruitment Toolkit referred to above will support the FRS in Wales with this commitment.</p> <p>Fire and Rescue Authorities will be producing an equalities strategy as part of the Wales Workforce Development Strategy which should include stretching targets for improvement.</p>	
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Community Safety Strategies.	Continued implementation of Community Safety Strategies for each of the 22 Community Safety Partnerships (CSPs) to ensure full take-up by CSPs of the available Home Office and Assembly funding.	The Unit works closely with the 22 CSPs in Wales to promote the particular needs of minority ethnic groups within their triennial strategies to tackle crime and disorder. The 2005-2008 Crime and Disorder Reduction Strategies are in the process of being published by each partnership. The Unit encourages efforts to engage with local groups to be actively involved in the strategy and this will include bodies providing services to minority ethnic groups.	Race
Local action plans for substance misuse.	To provide statutory guidance to Community Safety Partnerships for the production of 3 year local plans for substance misuse.	The statutory guidance issued to CSPs clearly sets out the need for local plans to provide services for the whole community and take account of the needs of ethnic minority populations. The Substance Misuse Branch promotes equality through Substance Misuse Regional Advisory Teams ensuring that there is no distinction in the services provided for substance misuse based on race, disability or any other factor. Equal services are to be available to all.	Disability

<p>Race Equality Scheme (2005-2008).</p>	<p>The objective was to draft and launch the Assembly's first compliant Race Equality Scheme.</p> <p>The scheme ensures that the Assembly is committed to becoming an exemplar public authority in Wales by developing long-term positive change to eliminate unlawful racial discrimination, promote race equality and promote good race relations.</p> <p>In producing this scheme, the Assembly consulted with minority ethnic groups and the Commission for Racial Equality throughout the drafting process and ensured that Race Equality Champions understood the race equality impact when evaluating their departmental policy functions.</p>	<p>The outcomes for the financial year 2004-2005 include:</p> <ul style="list-style-type: none"> • The Assembly launched the Assembly's first compliant RES (2005-2008); • Assembly staff were made more aware of race equality issues and how their policies can produce differential impacts; • Each Department completed a Race Equality Action Plan setting out what action they would undertake to promote race equality from 2005-2008; • The Assembly built up a good relationship with the Commission for Racial Equality and continues to work closely with them following the launch of the Scheme; and • The Assembly built up a good relationship with a number of minority ethnic groups. 	<p>Race</p>
<p>All Wales Ethnic Minority Association (AWEMA).</p>	<p>Funding was awarded to promote equality and for the Right to Vote program. The Right to Vote program sought to identify patterns of political involvement amongst the minority ethnic communities of Wales as well as methods by which levels of political participation can be increased.</p>	<p>Provision of consultation, participation and communication between the National Assembly for Wales and the minority ethnic communities.</p>	<p>Race</p>

<p>Review of the Assembly's umbrella organisation the All Wales Ethnic Minority Association (AWEMA).</p>	<p>The objective of the review was to evaluate how well public money was used by AWEMA in serving the minority ethnic community in Wales.</p>	<p>Following the review Jane Hutt AM agreed further funding to AWEMA for a further three years. EPU is currently working with AWEMA to agree a business plan regarding how AWEMA will serve the Assembly and the minority ethnic community in Wales.</p>	<p>Race</p>
<p>Black Minority Ethnic Housing.</p>	<p>The Assembly Government facilitated the establishment of Tai Pawb during 2004-2005. Tai Pawb is the housing organisation set up to add value to partnerships committed to the promotion of race equality in housing, promote best practice in race equality in housing and to empower minority ethnic communities to maximise their involvement in planning, providing and receiving housing services in Wales.</p>	<p>The Assembly Government has agreed funding of £200,000 per year for the next three years.</p>	<p>Race</p>

<p>Welsh Refugee Council (WRC).</p>	<p>Funding was provided for the Chief Executive and Refugee week.</p> <p>The WRC provides support to refugees and asylum seekers throughout Wales. It is the primary actor in providing advice and support to refugees and asylum seekers in Wales and helps to inform the work of the Welsh Assembly Governments All Wales Refugee Policy Forum.</p> <p>Refugee Week delivers positive educational messages that counter ignorance and negative stereotyping through the arts, cultural and educational events that celebrate the contribution made by refugees to the UK and to promote understanding.</p>	<p>Celebrating Sanctuary – the national launch event of Refugee Week in Wales which featured music, dance, story-telling, theatre and visual arts form refugee communities and refugee artists in Wales;</p> <p>Escape to Safety – a multi-media exhibition that will tour schools and public venues in Cardiff, Swansea, Newport and Wrexham.</p>	<p>Race Religion and Belief</p>
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<p>Crime and Disorder Reduction.</p>	<p>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.</p>	<p>The Crime Reduction Team of the Community Safety Unit 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.</p>	<p>Race Religion and Belief</p>
<p>All Wales Refugee Policy Forum.</p>	<p>To support the successful integration of refugees and asylum seekers on a national level across Wales.</p>	<p>The Institute of Public Policy Research (IPPR) was commissioned to undertake research in Wales on public attitudes to refugees and asylum seekers and how these are informed. The final report was received in January 2005. This will form part of a wider IPPR project, which is being carried out with 4 English Local Authorities. We are awaiting the final overall report comparing all of the participating areas;</p> <p>The Assembly provided funding for 3 years to the WRC to appoint a Campaign Officer and a Policy Officer to start work on the All Wales</p>	<p>Race Religion and Belief</p>

		<p>Inclusion Policy. The project will be delivered over a number of years. The final report will be completed in 2006;</p> <p>The production of a video by the British Council following on from the successful "Sense of Place" conference. The video highlights the approach Wales has taken to integrate asylum seekers through education and the arts. The video will be formally launched in June 2005 during Welsh Refugee Week.</p>	
Stonewall Cymru.	<p>Stonewall Cymru is a part of Stonewall, the GB-wide Lesbian Gay and Bisexual (LGB) equality organisation.</p> <p>Stonewall Cymru provided advice and guidance to Welsh Assembly Government and other appropriate bodies on how to promote and achieve the social inclusion of LGB people, particularly in the communities where they live.</p> <p>This was carried out in a variety of ways including policy development,</p>	<p>Key Outcomes – setting up of the Look Out project to monitor the Welsh press, challenge homophobic journalism and to provide accurate information about the lives of LGB people.</p> <p>Launched ‘Count Us In’ mapping report of the views of Welsh LGB community.</p> <p>Started research process in partnership with Triangle Housing to look into housing issues effecting the LGB community.</p>	Sexual Orientation

	<p>consultation and liaison with relevant groups and organisations, provision of information and educational (attitudinal and institutional), lobbying, community development, capacity building as well as good practice design and advice.</p>		
<p>Mardi Gras.</p>	<p>Cardiff-Wales Lesbian & Gay Mardi Gras is an integral part of a wider strategy to combat homophobic hate crime and to make Cardiff a safe place for all. Cardiff-Wales Lesbian & Gay Mardi Gras is part of Safer Cardiff Ltd, a registered charity and is managed by a voluntary committee.</p> <p>This is a free event and attracts more than 30,000 people each year. WAG provided £5,000 towards the cost of providing this event.</p>	<p>Funding helped towards the provision of an event that provides a forum for all the lesbian and gay work that takes place throughout the year in Wales.</p>	<p>Sexual Orientation</p>

Case Study

Welsh Refugee Council

The Welsh Assembly Government provides financial assistance to the Welsh Refugee Council. This support is vital as refugees are amongst the most vulnerable people in Wales. Having escaped conditions of oppression, persecution and discrimination, they can often find themselves in an un-welcoming environment with a foreign language, culture and uncertain future.

It is here, directly through the grass roots work of the Welsh Refugee Council, that refugees can be empowered to take control of their lives through the provision of advice and support. The Welsh Refugee Councils facilitation role amongst community organisations is also important here and is greatly valued in helping the Welsh Assembly Government ensure a more strategic approach is taken to service provision in Wales.

DEPARTMENT: HEALTH AND SOCIAL CARE DEPARTMENT

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
Reduction in waiting times	It is doctors who clinically decide which patient should be treated and in which order based on clinical assessment of the patient's needs rather than using any other criteria. Evidence is needed in relation to waiting times as to whether there are any barriers to ethnic groups receiving services.	Reduction in waiting times should benefit all patients waiting for treatment. Equality of opportunity should not be compromised, but this does need measuring. Evidence will be collected from 2006-2007 onwards.
To oversee the implementation of the recommendations of the Wanless Review	The Welsh Assembly Government asked each employer in the NHS to develop local Wanless implementation plans. Built in to this priority was the requirement that equality should be included in all of their considerations.	All of the local Wanless implementation plans included the principle of equity of access to the health service in Wales.
3,000 extra nurses and 400 extra doctors to be recruited into NHS Wales by 2010.	<ul style="list-style-type: none"> • The Welsh Assembly Government Workforce Planning procedure is based on health service needs to meet government priorities. • The educational institutions who educate the students recruit on the basis of academic ability and have equality of opportunity policies. 	Several disabled students were recruited into the education system. The Welsh Assembly Government NHS HR team monitored the ethnic background of all NHS professional students. In 2003-2004 there were 6715 nursing students in Welsh Higher

	<ul style="list-style-type: none"> Each NHS employer in Wales operates an equality of opportunity policy for recruitment and retention. 	<p>Education Institutions (HEIs). 35 were black or black British, 40 were Asian, 5 Chinese, 20 mixed, 20 other, 530 not known.</p> <p>Of the 6715 100 had dyslexia, 5 blind, 10 deaf, 5 mental health difficulties, 30 'unseen' e.g. diabetes, 5 multiple disabilities, 20 other.</p> <p>There were 2265 medical and dental students funded by the Assembly, 25 were black or black British, 245 Asian 15 Chinese, 25 mixed, 30 other, 170 not known.</p> <p>Of the 2265 25 had dyslexia, 5 wheel chair users, 5 mental health difficulties, 25 unseen, e.g. diabetes, 5 multiple disabilities, 10 other.</p>
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<p>Free Home Care for Disabled People (FHC).</p>	<p>The decision to grant any level of free home care for disabled people is based on the needs of the individual and the level of disability as evaluated by appropriate clinical and professional staff.</p>	<p>The Free Home Care for Disabled People (FHC) initiative was first announced as a Labour Party Manifesto Commitment for the 2003 Assembly Elections. The FHC policy has not yet been implemented. Further work is currently ongoing regarding the cost of implementing the scheme and developing a voluntary grant scheme, in association with the Welsh Local Government Association, for local authorities in Wales.</p> <p>Due to this ongoing work, no evaluation has been undertaken, however an evaluation of the policy will be made following the running of a small number of pilot schemes prior to a roll-out of the policy across Wales during 2006-2007. No current examples are available in Wales as the FHC policy has not yet been implemented.</p> <p>A draft final report on the costings and demand for FHC, prepared by an external consultant, is currently being considered by officials, and</p>
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		<p>an agreed report will help form the basis of a consultation document on the FHC policy. A consultation exercise with local authorities, service providers and users is scheduled to take place later this year.</p>
<p>Investment of £550 million in modernising GP surgeries and hospitals.</p>	<ul style="list-style-type: none"> • All planning for new buildings and upgrades of existing buildings will have access to disabled people built into the planning process. • The investment made is for patients in primary care or secondary care who are treated by clinical need rather than any other criteria. 	<p>Too early to tell. A General Medical Services (GMS) premises forum has been established. The forum deals with applications for premises funding. It may be a few years before the outcome of this work can be evaluated.</p>

Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
<p>HRD Public Appointments to NHS Bodies.</p>	<p>To ensure increased representation from minority ethnic communities, disabled people and women on NHS public appointments, e.g. to NHS Trust Boards.</p>	<p>Limited success to date and the implementation of a capacity building scheme is being considered where people from under represented groups can shadow current Board members.</p> <p>Data from 2004-2005 financial year: 96 appointments made, 18 disabled appointees, 0 ethnic minority, 41 females, 31 males.</p> <p>A scheme was introduced ensuring that disabled people who meet the essential criteria are guaranteed an interview.</p>	<p>Disability Gender Race</p>

<p>Community Primary Care Implementation of the GMS contract improving access and quality of primary medical services.</p>	<p>The new GMS contract includes a new category of enhanced service which allows LHBs to commission services to meet local health needs. Enhanced services are particularly suited to delivering tailored healthcare to disadvantaged groups e.g. the elderly, homeless and asylum seekers.</p>	<p>The Assembly Government is currently working with its partners on enhanced services to deliver health checks to for people with learning disabilities. The Assembly Government is working with MENCAP, carers representatives the BMA and LHBs to develop a model of local enhanced services to assist LHBs to take forward work in providing better health care for patients with learning disabilities. This should help around 13,000 people.</p>	<p>Disability</p>
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<p>Branch 6 – GOS Welsh Eye Care Initiative.</p>	<p>It promotes a free special optometric eye examination for vulnerable groups including 5 ethnic minority groups. It is rolling out a programme to standardise screening for diabetic retinopathy ensuring that all patients in Wales with diabetes are screened to the highest standards as set out by the National Screening Committee. It brings a new low vision scheme in to the community whereas previously patients in Wales had to wait over a year in some cases to receive vision aids.</p>	<p>The eye examination seeks to target those most vulnerable to eye disease and to reach those who would not normally seek an NHS sight test. Those with diabetes will, when the programme is completed in 2006, receive the highest standards of photography of the eye, expert grading and where appropriate direct referral to the hospital eye service. The low vision scheme seeks to offer assessment to the patient, ordering and delivery of vision aids within a five week period with equal coverage throughout Wales, subject to accredited optometric services. The initiative is programmed to allow equal access and offers a service throughout Wales to the highest standard.</p>	<p>Disability</p>
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<p>Branch 7 – CH&CI The All Wales Selected Minority Group (SMG) has been established to produce health policy guidance for Gypsies and Travellers, asylum seekers and refugees, minority ethnic groups and homeless communities. The Groups aim-to ensure that future health policies take full account of the needs of these groups and address the common issues.</p>	<p>The Group is a multi-agency, multi-partnership of selected service users including the Assembly, NPHS, healthcare representatives and the voluntary sector.</p>	<p>During 2004-2005 the following have been achieved by the SMG;</p> <ul style="list-style-type: none"> • Identification of current practice. • Literature review. • Identification of common themes. 	<p>Race</p>
<p>Branch 4 – GMS Primary Care.</p>	<p>The Better Advice: Better Health - our welfare rights in primary care scheme was put on a permanent basis after successfully completing 3 year trial period.</p>	<p>Advice was provided to some of the most disadvantaged groups and £5m per annum of unclaimed benefits now received by people who need them. These services are delivered locally. The Assembly does not hold data on the numbers involved.</p>	<p>Age Disability</p>
<p>Branch 7 – CH & CI The development of health policy guidance for Selected Minority Groups (see case study).</p>	<p>To mainstream equality throughout all policies & strategies</p> <p>In order to drive up standards and reduce unacceptable variations in health and social care services health policy guidance will be developed to ensure that the needs</p>	<p>The Selected Minority Group was established as a task and finish group to help determine and disseminate health policy guidance and best practice common across the main priority groups – asylum seekers, Gypsies and Travellers, ethnic minority groups and the</p>	<p>Race Others- vulnerability</p>

	of disadvantaged groups are taken account of.	homeless. A literature review has identified the areas of commonality and we are currently in the process of identifying best practice.	
Branch 7 – CH & CI The securing of central funding for the healthcare costs for Asylum Seekers.	To mainstream equality throughout all policies & strategies In order to drive up standards and reduce unacceptable variations in health and social care services health policy guidance will be developed to ensure that the needs of disadvantaged groups are taken account of.	Three years of central funding for Asylum Seekers' healthcare costs was secured from the Minister for Health & Social Services from 2004.	Race
Branch 7 – CH & CI Producing the health response to the Equality of Opportunity Committee's Report on Gypsies & Travellers.	To mainstream equality throughout all policies & strategies. In order to drive up standards and reduce unacceptable variations in health and social care services health policy guidance will be developed to ensure that the needs of disadvantaged groups are taken account of.	A response to the Equality of Opportunity Committee's Report on Gypsies & Travellers is currently awaiting costing prior to Ministerial clearance.	Race

<p>Branch 7 – CH & CI Building Strong Bridges (BSB).</p>	<p>To ensure the involvement of disadvantaged groups in the local and national planning processes.</p>	<p>The BSB Health & Social Care Facilitators locally and nationally are developing and supporting disadvantaged groups in the planning processes.</p>	<p>All</p>
<p>Performance and Operations Develop policy standards and implementation strategy for developing emergency care services.</p>	<p>To assess in relation to emergency services whether there are any barriers to ethnic groups receiving services.</p>	<p>Publication of a report showing the ethnic origin of patients admitted to hospital.</p>	<p>Race</p>
<p>Performance and Operations Develop and deliver a proactive communication Programme to support the Health and Social Care agenda.</p>	<p>To implement communication policies to the NHS in Wales that ensure equality.</p>	<p>Too early to tell.</p>	<p>Disability Gender and Race</p>
<p>Performance and Operations To contribute to the development of the NHS Wales through the development of a continuous improvement approach to performance management.</p>	<p>To address equality through funding mechanisms. Use the balanced scorecard to track whether health bodies are targeting health inequalities when commissioning services.</p>	<p>The performance management system based on the use of the Balanced Scorecard which records the extent to which health equalities are being addressed. It is too early to state what has been delivered, but the Balance Scorecard is assisting organisations to see the 'bigger' picture in relation to diversity, equality, improving access and customer satisfaction. It is currently viewed as being positive in moving issues of diversity and equality into the mainstream.</p>	<p>Gender Disability and Race</p>

<p>Performance and Operations To raise the awareness, importance and status of the Welsh language by promoting and facilitating its use within the healthcare sector in Wales by networking with Trusts, LHB's and other areas of the sector.</p>	<p>To implement Welsh language policies to ensure equality in delivering services.</p>	<p>Yet to be evaluated.</p>	<p>Language</p>
<p>Resources Townsend Progress has been made during 2004-2005 to consolidate the measures that have already been taken in the implementation and refinement of the (Townsend) direct needs formula. Professor Townsend's final report, which will reflect on the progress of implementation and achieving equity at local level, will be published in the Summer 2005.</p>	<p>The primary aim of the direct needs resource allocation formula is to target health resources at those communities with greatest health needs. There is strong evidence of links between deprivation and poor health. Professor Townsend's report called for action nationally in terms of continued implementation of the direct needs formula for funding local health boards, and local action by 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>The primary outcome of the report will be to maintain an emphasis in the development of national health policy, and local implementation, on addressing the health needs of disadvantaged communities.</p> <p>The policy that was identified as relating to equality issues was the preparation of a final report by Professor Townsend on addressing health inequalities through the direct needs formula and other related policy initiatives. The equalities outcome of this policy (i.e. the publication of the report – due in October) is to keep the issue of the health needs of disadvantaged communities on the broader health and social care agenda. The direct needs formula itself allocates</p>	<p>Gender, Disability and Race</p>

		<p>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 would indirectly address such issues where the health needs of such sectors of the population were different from “the norm”. 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 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.</p>	
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<p>Resources 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 entail building the capacity of NHS staff to collect and analyse ethnic information relating to the patient population. The funding has been provided to the NHS Centre for Equality and Human for staffing, material and delivering a training and development plan over a twenty-four month period commencing June 2005.</p>	<p>Consolidate current arrangements for the collection of data to ensure the promotion of best practice across the NHS. 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 recruit additional staff to meet this agenda.</p>	<p>This will be assessed whilst undertaking the review of the Training and Development programme.</p>	<p>Race</p>
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<p>Quality and Standards Development of Healthcare Standards for Wales, which promotes a framework for care based on shared values that can be adopted universally. This will 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.</p>	<p>One of the stated aims will be to enhance the reputation of the NHS in Wales as a model employer, commissioner and provider of services which delivers the benefits of improved services equitably to all members of society.</p> <p>The 32 Standards of care will come into effect from 1 June 2005 and all healthcare organisations will be expected to assure themselves and the communities they serve that they are achieving or working towards the standards. Healthcare Inspectorate Wales will carry out external, independent assessments of organisations to ensure compliance with, or progress towards meeting the Standards.</p>	<p>Standard 6 will require Healthcare organisations to recognise the different language, communication, physical and cultural needs of patients and service users; and Standard 8 will require that patients, service users, their relatives and carers are treated with dignity and respect. Standard 10 will ensure that people accessing healthcare are not unfairly discriminated against on the grounds of age, gender, disability, ethnicity, race, religion, or sexual orientation.</p>	<p>Disability Gender, and Race</p>
<p>Quality and Standards Sponsorship of the National Institute for Clinical Excellence (NICE).</p>	<p>One of NICE's main aims is to ensure equality of access to treatments in England and Wales. Their guidance will help bring to an end so called 'postcode prescribing' and 'the lottery of care'.</p>	<p>A Direction has been issued to the NHS in Wales, placing a statutory obligation on local health boards to make funding available to enable the implementation of all NICE technology appraisal guidance within three months. This ensures equality of access to treatment, no matter where one lives.</p>	<p>Disability Gender and Race</p>

Case Studies

Performance and Operations

The policy of the Welsh Assembly Government is that access to hospital elective services and hospital emergency services is dictated entirely by clinical priority and no other provision. It is intended therefore to access these NHS services for minority ethnic groups in order to identify whether there are any barriers to receiving elective and emergency care in hospital as a consequence of ethnic or cultural differences. A report has been published which shows the ethnic origin of people admitted and contains an assessment comparing access by different groups.

DEPARTMENT: OFFICE OF THE CHIEF MEDICAL OFFICER

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
<p>Develop a Health Promotion Action Plan for Older People to promote the health and well-being of older people in Wales.</p>	<p>The Healthy Ageing Action Plan is one of the programmes developed from the Assembly'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'.</p> <p>This aim is reflected in the ethos of the Healthy Ageing Action Plan, which is targeted at people aged 50 and over, and includes plans for 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 (e.g. the 'Moving More Often' physical activity programme). The Plan also calls for LHBs and NHS Trusts to ensure that any health promotion programmes developed in response to</p>	<p>The Plan was sent out for consultation from August to November 2004, including to various Older Peoples' forums. The final document will be published in Autumn 2005.</p> <p>Meanwhile a number of actions have been taken forward, including:</p> <ul style="list-style-type: none"> • Funding of an Ageing Well post at Age Concern Cymru, to increase Ageing Well schemes across Wales. • Supporting local authorities to participate in the 'Moving More Often' pilot programme. 6 local authorities participated in 2004-2005, and the programme will be rolled out further in 2005-2006. • Commissioned literature reviews in December 2004 to

	<p>national service frameworks, such as the Coronary Heart Disease NSF, are equally promoted and accessible to all older people where appropriate.</p> <p>Older people were involved in the initial workshop in January 2004, which was held to develop the main themes of the Plan.</p>	<p>look at issues relating to older people and alcohol, and older people and sexual health.</p> <ul style="list-style-type: none"> • Commissioned in December 2004 a survey of existing local health promotion programmes for older people in Wales.
Support the Food and Fitness Task Group 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 Cymru (Minority Ethnic Women's Network). Young people's views were obtained from focus groups run around Wales.</p> <p>The majority of the actions in the action plan are inclusive; but a specific action was included to modify a physical activity resource for use in special schools.</p>	<p>Awaiting consultation responses which are due back by 31 October 2005 to indicate if the proposed actions are seen to be appropriate.</p>
Health Challenge Wales.	<p>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 were built into HCW, but it is intended as a banner under which action that addresses the social, economic and environmental</p>	<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</p>

	determinants of health can go forward.	inequalities in health status. Health Challenge Wales public information materials are available in a variety of formats, including Braille and the spoken word. During 2005-2006 the issue of producing Health Challenge Wales materials in minority ethnic languages will be addressed.
Inequalities in Health Fund.	<p>Established in 2001, there are 62 live projects across Wales's most disadvantaged communities. 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 these considered to be at risk. A core principle of the fund/projects is that they are helping to tackle inequalities to services and access to advice on healthy lifestyles. The budget in 2004-2005 was £5million.</p> <p>There are four minority ethnic projects: one project which focuses on Gypsies and Travellers; the other projects include activities geared towards children and/or adults considered at risk of CHD.</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 minority ethnic projects have succeeded in developing gender specific exercise classes and tailoring advice about health and well-being in a culturally sensitive way.

<p>Establish the Wales Centre for Health as an ASPB from 1st April 2005.</p>	<p>The Health (Wales) Act 2003 provided legislation to establish a new ASPB that would provide information to the people of Wales about their health. The Wales Centre for Health collects and provides information, undertakes research and provides training on matters relating to health.</p> <p>As a new ASPB the Wales Centre for Health will need to satisfy the Assembly that it has fully taken account of all equality matters.</p>	<p>To be actioned during 2005-2006.</p>
<p>To ensure that childhood and adult vaccination programmes are delivered and that take-up rates increase.</p>	<p>Immunisation and vaccination policy in Wales includes regular programmes, new and revised programmes and outbreaks. Equality issues are always considered in relation to immunisation programmes, particularly when the programme relates specifically to a particular group.</p>	<p>During 2004-2005, information material was prepared in Braille as well as a number of foreign languages.</p>

Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
Conduct the internal scoping study for the research programme 'Promoting the health and well being of disabled people'.	To locate disability in the wider policy context, identify any gaps in policy and practice with a view to developing research priorities which are particularly relevant to promoting the health and well being of disabled people, and to avoid duplicating work already completed, current or planned.	Scoping study completed. Findings will contribute to the development of the research specification, which is to be commissioned during 2005-2006.	Disability
Disseminate the results of the Health ASERT Programme Wales.	To enhance the evidence base on health promotion issues related to minority ethnic groups, refugees and asylum seekers and Gypsies and Travellers in order to inform policy and programme development in the Welsh Assembly Government's Health Promotion Division and elsewhere in the Office of the Chief Medical Officer.	Internal dissemination event held. Contents of reports finalised. 7 research reports will be published during 2005-2006.	Belief Language Race

<p>Develop national level health targets and health inequality indicators and identify indicators of the wider determinants of health.</p>	<p>The national health targets provide a focus and direction for improving health and reducing health inequalities in Wales. The targets provide a long-term measure of health outcome and health inequalities from 2002 to 2012. These health outcome targets are underpinned by indicators of the social determinants of health that provide a short to medium term measure of progress at the local and national levels.</p>	<p>The national health targets and inequality indicators for coronary heart disease (CHD), cancer, mental health, the health of children and older people were published in 2004.</p> <p>Indicators of the social determinants of health for CHD and mental health will be published in the near future. Work on determinants indicators for the remaining three areas is under consideration.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation Other- geograph- ical area</p>
<p>Develop Ethnic Minority weaning resources.</p>	<p>To improve the weaning practices in minority ethnic groups.</p>	<p>A pictorial resource on weaning was developed and distributed for Health Visitors to use with ethnic minority parents.</p> <p>Needs for further supplementary leaflets for parents have been identified. They will be produced in 4 languages during 2005-2006.</p>	<p>Race Religion/ Belief</p>

<p>Manage the Health Challenge Wales Voluntary Sector Grant Scheme.</p>	<p>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 through support for core and project activities. Due to the nature of the grant scheme most recipients work with disadvantaged groups.</p> <p>It should be noted that the scheme is currently being reviewed by external consultants. They will look at ways of addressing gaps that are not currently being met by the scheme and recommend the way forward for the scheme in 2007.</p>	<p>There are various examples of work that has been achieved over the last year from all the organisations. More specifically, one of the projects funded is run by MEWN Cymru. They are using the grant to fund a minority ethnic women's health awareness project, and are delivering training to organisations and health professionals on the health issues faced by minority ethnic groups, e.g. a training event held in Newport, February 2005 attended by 50 participants. To assist in developing links with other organisations, they have undertaken a mapping exercise in Cardiff and Newport looking at information available to minority ethnic groups in GP surgeries, dentists and pharmacies. MEWN Cymru have also mapped the minority ethnic residential areas in these places.</p> <p>Other groups working with disadvantaged groups include SCOVO, Innovate Trust, BTCV, The Princes Trust, National Federation of Women's Institutes, Terrence Higgins Trust.</p>	<p>Disability Gender Language Race Religion/ Belief Sexual orientation</p>
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<p>Monitor the contract with the National Public Health Service in the delivery of the All Wales Smoking Cessation Services.</p>	<p>To ensure access to Smoking Cessation Services for all adult smokers.</p> <p>The Service has been specifically requested to target pregnant women and disadvantaged groups.</p>	<p>Specialist minority ethnic training has been provided by the Welsh Assembly Government to staff in previous years.</p> <p>Local co-ordinators are asked to monitor any requests for additional training but none have been received during 2004-2005.</p>	<p>Disability Gender Race</p>
<p>Keep Well This Winter.</p>	<p>The Keep Well This Winter Campaign 2004-2005 ran a number of events, initiatives and measures taken to target the most vulnerable older people.</p>	<p>The Campaign evaluation showed local successes among the target audience in responding to the key messages to keep warm, keep well and keep safe during the winter months e.g. increased vaccination uptake by 25% in Ceredigion.</p>	<p>Age</p>

<p>Equity Training and Advocacy Grants.</p>	<p>A total of 25 projects were funded from a £105 thousand budget to address inequities in access to health care and developing advocacy for better health within different organisations.</p> <p>There are a number of actions specific to the target group, examples include: multi-professional cultural diversity training; training addressing the health needs of asylum seekers and the Gypsy and Traveller population; provision of Somali interpreters for antenatal drop-in clinics and Maternity Arabic Advocacy Service.</p>	<p>The evaluation showed that these actions improved access to health care for minority ethnic communities and other communities.</p> <p>Training and practical input has promoted cultural competence by increasing awareness regarding the needs of minority ethnic groups and provided a means to identify ways to overcome cultural and linguistic barriers.</p>	<p>Race</p>
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<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, mini-com, telephone, 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, 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 annual customer satisfaction survey showed very high levels of customer satisfaction with the service across the membership. 25 minority ethnic organisations were sent library fliers in ethnic languages.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
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	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.		
Recruitment of dentists and doctors.	<p>The Chief Dental Officer through membership of GDC & various working groups has sought to clarify and develop information and procedures for Registration of non-UK qualified dentists to ensure fair international recruitment of dentists.</p> <p>The Senior Dental Officer through joint working groups has sought to ensure the fair recruitment into dental Vocational Training Schemes in Wales.</p> <p>To ensure, in association with Human Resource Division, that overseas doctors have access to posts in Wales and improvements in the supply of doctors to the NHS.</p>	<p>Contributed to clearer information and protocols for overseas dentists wishing to practice in the UK/Wales.</p> <p>Better representation of female dentists in Vocational Training Schemes. In 2004-2005 there was an equal gender balance</p> <p>Improved number of consultants recruited in the year 2004-2005.</p>	Gender Race

	<p>Salary costs were provided (via HRD) to the overseas doctor associate Dean to support overseas doctors in the NHS in Wales. The aim of this initiative was to improve the experience of overseas doctors.</p> <p>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.</p> <p>Policy development to improve career prospects on non consultant career grade [nccg] doctors, most of whom are overseas doctor, as part of implementing Modernising medical careers and the postgraduate medical education and training board.</p>	<p>Production of useful guidance through the Deanery, valued locally and elsewhere in the UK.</p> <p>UK policy agreed and in legislation – non-consultant career grades can apply from September for assessment to go on the specialist register.</p> <p>UK policy agreed and in legislation – non-consultant career grades can apply from September 2005 for assessment to go on the specialist register.</p>	
<p>Welsh Committee for the Professional Development of Pharmacy.</p>	<p>Implementation of the policy review of the Welsh Committee for the Professional Development of Pharmacy.</p>	<p>Membership of the Committee has been adjusted to reflect the diverse nature of the profession, including an increase in the number of female members to around a half.</p>	<p>Gender</p>

Promote diversity on external mental health/learning disabilities committees.	Promote Equality.	Input achieved into 3 user groups (Mental Health Implementation Advisory Group, the Learning Disability Implementation Advisory Group and the Mental Health Act Implementation Advisory Group).	Disability Race
Work with the Disability Rights Committee inquiry to contribute to the physical health needs of those with mental health and learning disabilities.	Input into draft scope consultation.	Ongoing meetings attended.	Disability
Work with Mental Health Act Commission to look at language issue in mental health units across Wales on its next national visit.	Planning for the Mental Health Act Commission to visit all Welsh units to assess, language policy and implementation.	All units have been visited in Wales. Now awaiting the full report of the Mental Health Act Commission. Audit of the completed of ethnicity and language needs was completed on the census day.	Language
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 conference which is open to everyone.	Disability

Case Study

Publication of Healthcare Associated Infection Data

Publication of Healthcare Associated Infection data is a difficult area. In association with the Public Health Protection Division and the Community Health Councils (CHCs), the Health Professional Group contributed to a series of 7 focus groups around Wales that aimed to increase understanding of the information needs of the public in this important area. Focus groups included the elderly, the young, and minority ethnic groups, as well as CHC members. As a result, significant engagement was possible and a clearer understanding of how such information can best be made available to the public. (Health Professional Group provided expert input to 6 of the 7 focus groups). The future publication of healthcare associated data will be informed by this process.

DEPARTMENT: OFFICE OF THE CHIEF NURSING OFFICER (OCNO)

Highest Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
Review of Roles & 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.	<p>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. Notable examples include minority ethnic group patients.</p> <p>The recommendations of this review require wider consideration. None of the recommendations of this review have yet been accepted by the Assembly.</p>
Healthcare Associated Infections Strategy for Hospitals in Wales.	The Strategy is aimed at all staff and patients, therefore the needs of specific groups such as women and those from minority ethnic backgrounds etc, were taken into account when the strategy was developed. Equality groups were also consulted during the development of the strategy.	There was no equality outcome during the financial year 2004-2005.

Investing in a Better Start: promoting breastfeeding in Wales.	Recommendations include cultural sensitivity, appropriate languages, and research into the promotion of breastfeeding to women from minority ethnic groups.	There are links on the Breastfeeding website to the breastfeeding leaflets in 10 different languages.
Nurturing the Future: Strategic Framework for Children's Nurses in Wales.	A core value of the framework is to promote a safe environment of care reflecting the cultural and spiritual needs of children.	Report detailing progress against objectives due in November 2005. New action plan due to be implemented in January 2006.
Supporting the implementation of Standard 8 of the Adult Mental Health Strategy.	<p>Assisting service stakeholders to develop Good Practice Guidance on the involvement of Service Users in Nurse Recruitment.</p> <p>Equality issues were taken into account when Developing proposals for the publication of WAG Policy Implementation Guidance relating to Standard 8.</p>	<p>Draft Good Practice Guidance has been prepared. This is to inform WAG's User involvement agenda.</p> <p>A plan agreed to develop and publish Policy Implementation Guidance.</p>

Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered?
Domestic Violence Care Pathway.	To ask 100% of pregnant women about domestic violence. Women will be sign-posted and referred to relevant agencies.	NHS Trusts are training all maternity staff, 3,000 are to be trained by January 2006. The Welsh Risk Pool will set this item as a standard. The pathway has now been drawn up and this will be introduced from January 2006.	Gender
Participation in Healthy Living Day for Black and Ethnic Minority Women.	Breastfeeding Publications were distributed at this Multi Ethnic Awareness raising day held in Newport in February 2005. Links were available to publications in ME languages.	50 women attending the Awareness Day were able to gain access to information on the importance of breastfeeding. Further Awareness Days are planned by the Multi Ethnic Women's Network.	Gender Race
Conference for Filipino Nurses in Wales.	To review the educational needs of Filipino nurses.	Filipino nurses were able to outline their developmental and training needs within NHS in Wales.	Race

<p>Unified Assessment and Care Management.</p>	<p>Create a unified and fair system for assessing and managing care.</p>	<p>Guidance (2002) is to be implemented for all older people by April 2005. An Independent Review of the core management system identified 64% partial implementation and/or full completion of the 12 step Implementation Strategy by local Area Implementation Boards.</p>	<p>Age Gender Race</p>
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Case Studies

As a result of a meeting Jane Hutt had with the Philippine Ambassador HE Mr Edgardo B Espiritu on 3rd December 2003, in which they discussed the contribution made by Filipino nationals to the Health Service in Wales, it was agreed that a conference should be organised to recognise the contribution the Filipino nurses have made to the Health Service in Wales.

There are approximately 800 Filipino nurses employed in NHS Trusts across Wales. They are mostly employed within the Acute Services including General Surgery, Theatres, and Critical Care. Many of them have been promoted since their employment and the feedback from the NHS Trusts has been extremely positive.

The conference was held at The Angel Hotel, in Cardiff, on the 16th November 2004.

The conference was a day of support and celebration. 200 invitations were sent to NHS Trusts across Wales and 115 delegates attended the day (including a delegation from the Philippine Embassy).

The morning of the event included a welcome from the Minister for Health & Social Services and speeches delivered by prominent figures within Nursing focusing on Recognition and what Wales can offer.

An exhibition area was set up where the Filipino nurses displayed evidence of projects and programmes that they had been involved in - demonstrating the contribution that they have made to the NHS in Wales.

The highlight of the day was the Filipino nurses from across Wales who presented their experiences to the audience - some very funny and heart-felt success stories.

The afternoon focused on the opportunities available and the potential for further development with a Royal College of Nursing representative leading a workshop on constructing Personal Development Plans and then delivering a speech focusing on the peer support that was available to the nurses.

DEPARTMENTS: CARE STANDARDS INSPECTORATE WALES (CSIW), HEALTHCARE INSPECTORATE WALES (HCIW) AND SOCIAL SERVICES INSPECTORATE WALES (SSIW)

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, early years and private and voluntary health care services in Wales. CSIW safeguard vulnerable people and deliver regulation through eight regional and three local offices across Wales. Each year CSIW regulates approximately 7,000 settings 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 Wales (HIW)

The purpose of HIW is to promote continuous improvement in the quality and safety of patient care within NHS Wales. In responding to this intention the role of HIW 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.

Social Services Inspectorate for Wales (SSIW)

SSIW through its inspection and development programme seeks to promote the provision by social services authorities in Wales of high quality services to service users and carers. These services should be based on consistent standards of professional practice and should satisfy the test of Best Value. SSIW also contributes its professional expertise and practical experience of management in social services authorities to inform the development of the Assembly's policies in this field.

DEPARTMENT: BUSINESS AND INFORMATION MANAGEMENT DEPARTMENT

Highest Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
To develop a Business Change Plan to identify key corporate business improvements within the Assembly. The Business Change Plan will provide the strategic direction for the future business improvement activities that will be delivered through the Merlin partnership.	The operational plan (and Business Change plan) registered the need for equality in all areas of its content.	In developing the plan, all requirements were a key feature e.g. Health and Safety (as a result of new equipment) as well as particular user requirements (e.g. Braille facilities).
Ensuring the Assembly is more geographically diverse with three new offices in the South Wales, North and Mid/West Wales. Through its seven main offices it will have a significant presence in all parts of Wales delivering better quality services that are more sustainable and accessible to the people of Wales.	Equality was built into all Location Strategy policies and specifications relating to the opening of the three new offices in Merthyr Tydfil, Llandudno Junction and Aberystwyth i.e. recruitment monitoring, access to buildings, bilingual working and flexible working.	The Location Strategy is in its first phase of implementation therefore there are currently no equality outcomes.
To ensure good practice in the storage and retrieval of records to meet statutory requirements.	There is no equality dimension to the storage and retrieval of records however, equality has been built into the Departments electronic records management system for 2005-2006.	There is no equality dimension to this objective.

<p>To develop a balanced scorecard comprising of key information to inform decision-making.</p>	<p>The need for Management Information on equality issues of running the business was a recognised aspect of the policy.</p>	<p>Information on internal staffing gender patterns are reported regularly to senior management.</p>
<p>To ensure statutory requirements on access to and release of information are met.</p>	<p>The policy is based on the premise of providing equal rights to information for all, irrespective of the individual concerned or their motive in making a request.</p>	<p>Principle 2 of the Code of Practice explicitly reflects the equality aspects of access to information. The web disclosure log (index of material released) meets the requirements laid down in the Disability Discrimination Act. The Publication Centre continues to provide a fully bilingual, multi access route publication enquiry service. Training and awareness was provided to over 2000 Assembly staff across Wales on the Freedom of Information Act.</p>
<p>To ensure effective use of ICT in Wales.</p>	<p>Meet the Mouse Workshops were organised to enable citizens whose first language is not Welsh or English to overcome linguistic barriers and become aware of and benefit from the work carried out by Cymru-Ar-Lein (CAL).</p> <p>When the workshops were organised BIMD ensured that the facilities met AAA standards of accessibility in design,</p>	<p>Gender/Language and disability details covered in divisional information.</p> <p>166 workshops held 42 through the medium of Welsh. 1935 people attended (179 Welsh speaking). No details on minority/ethnic groups in 2004-2005 but the information will be captured in 2005-2006.</p>

	functionality and content.	<p>In collaboration with the RNID workshops have been delivered to a group of people with hearing difficulties. Workshops have also been delivered to residents of a care home in Cardiff. Feedback received from both have been positive. This positive feedback did not highlight any areas for change. However, the course content and delivery have been modified following earlier feedback.</p>
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Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
Providing access to Assembly publications.	To ensure 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 received via range of media and publications are provided in alternative formats wherever possible. Those producing Assembly publications are informed of the needs for alternative formats where appropriate.	Age Disability Gender Language Race Religion/ Belief Sexual Orientation
Restructuring of Translation Service.	To improve effectiveness of provision of Welsh-English/English-Welsh translation.	An effective translation service for the Welsh Assembly Government has been established. Detailed targets are set and performance indicators are reviewed every month. Compliance with the Welsh Language Scheme is formally reviewed each year by the Welsh Language Unit.	Language

<p>Draft and publish a multi-lingual equal opportunities leaflet. Languages include: Hindi, Urdu, Chinese, Punjabi, Gujarati, Arabic, Somali and Sylethe.</p>	<p>To enable citizens whose first language is a language other than Welsh or English to overcome linguistic barriers and become aware of and benefit from the work carried out by Cymru-Ar-Lein (CAL).</p>	<p>Feedback received on the leaflet was positive. An updated leaflet will be published July 2005. This has provided CAL with a basis for taking forward Meet the Mouse workshops in a diverse range of languages. This will be delivered in 2005-2006.</p>	<p>Language Race</p>
<p>Improvements to the functionality of both the Cymru-Ar-Lein (CAL) and the CAYW websites.</p>	<p>To ensure both sites met AAA standards of accessibility in design, functionality and content.</p>	<p>The CAYW site has reached AA standards of accessibility. CAYW are currently awaiting a report to confirm if the site can be declared as AAA. The CAL site has reached AA standards of accessibility. Improvements to the Assembly internet site are currently underway that will help the CAL site reach AAA standards.</p>	<p>Disability</p>
<p>Setting up the Social Inclusion and Equality statistics branch in May 2004.</p>	<p>To provide more focussed statistical support to Social Justice and Regeneration Group and the wider Assembly Government on these two policy areas.</p>	<p>The publication of a statistical focus on ethnicity in Wales in July 2005, including a directory of statistical sources that can provide a breakdown by ethnicity.</p> <p>Active participation in the development of the updated Race Equality Scheme (RES), including advice on the statistical</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation (mainly</p>

		<p>classification system to be adopted.</p> <p>Developed an agreed action plan for the RES to further improve the access to statistics by producing an internet based publication.</p> <p>Redesigned the training “Equal Opportunities/Diversity – Monitoring Questionnaire” to reflect the National Statistics ethnicity categories agreed for the RES.</p>	<p>focussed on Race in 2004-2005)</p>
<p>Identification on an individual with lead responsibility for Equality issues within the Statistical Directorate management team.</p>	<p>To co-ordinate the work of the Directorate and provide a single point of contact on Equality issues.</p>	<p>Fuller engagement of the Statistical Directorate has been possible in high level discussions on equality issues, particularly around the RES and the resulting follow up actions.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>

<p>Expansion of the Social Inclusion and Equality statistics branch to include an additional statistician in February 2005.</p>	<p>To expand the capacity of the branch in providing statistical analysis on Equality strands and social inclusion.</p>	<p>An outline programme of statistical focus publications was agreed in discussion with the Director of SJ&R, with the first a Focus on Diversity to be published in the Summer of 2005.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>Discussions with the Office of National Statistics on giving the Welsh Assembly Government a more formal role in future Censuses of Population.</p>	<p>To ensure the needs of the Welsh Assembly Government and wider user base in Wales would be met by the 2011 and any future Census of Population.</p>	<p>A Welsh advisory group on the Census was set up and members were invited from each of the equality commissions and Stonewall.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>Development of a Data Asset Register for statistical sources.</p>	<p>To develop an electronic catalogue of statistical data sources (both those held by the Statistical Directorate and other Assembly and Government Departments). The catalogue will inform the user of the level of analysis possible against each of the data sources.</p>	<p>The project reached pilot stage in 2004-2005 and this version included the ability to identify whether analysis was possible for the data source alongside each of the Equality strands.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>

<p>Recruitment to posts in Merthyr Tydfil, Llandudno Junction and Aberystwyth. Recruitment will be ongoing up-to and after the following dates: Merthyr Tydfil – September 2006 Llandudno Junction – Autumn 2007 Aberystwyth – Spring 2008</p>	<p>Attracting a diverse workforce when appointing staff to posts in the new offices through working closely with under represented groups in the areas and holding workshops to ensure that all groups have the relevant guidance to help them in producing successful applications.</p>	<p>Representation on Ethnic Minority Groups in the Merthyr area.</p> <p>To date, two recruitment fairs have been held attracting interest from some 140 people. Two outreach workshops have been held at Merthyr College. Recruitment activities in Merthyr have occurred as follows: Merthyr College outreach sessions – 20 May 2005 Merthyr Council Offices – 1 June 2005 Merthyr Jobs fair – 16 August 2005 In total 15 delegates attended including careers advisers. No statistics available on ethnicity of attendees.</p> <p>However, the last external recruitment exercise for Merthyr attracted 2 applicants from BME groups though unfortunately neither was successful in progressing to interview.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
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<p>Accessibility to new Buildings.</p>	<p>Working with transport providers so that the new buildings can be visited by members of the public.</p>	<p>Design consultant appointed to advise on access to new buildings.</p> <p>With regards to Merthyr, the Design Advisors have worked with the Assembly's Disability And Awareness Support (DAAS) group to influence and recommend changes to the building design in areas such as car parking, reception, landscaping and building functionality.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>Flexible Working.</p>	<p>To accommodate everyone's needs and preferences through the use of flexible desks, improved ICT etc.</p>	<p>This work is still in its early stages. Staff will be engaged through the use of workshops and the Project Boards are kept fully informed of progress.</p>	<p>Age Disability Gender Language Race Religion/ Belief Sexual Orientation</p>
<p>Bilingual Working.</p>	<p>To ensure best practice in bilingual working in the new offices.</p>	<p>Proposals are underway to appoint a Project Officer to examine how this can be achieved.</p>	<p>Language</p>

Case Study

Following on from the success of Meet the Mouse CAL decided to explore expanding this service to people whose first language is a language other than Welsh or English. Many people in Wales face physical, social or linguistic barriers to access online services and information. It is hoped by providing this training they will gain the confidence to take their learning to the next level, gain additional skills which will benefit them in future jobs/careers. In achieving this integration into the community will hopefully become easier. Pilot workshops will be held in 2005-2006. Contact has been made with groups who may be interested in becoming involved.

DEPARTMENT: DIRECTORATE OF LEGAL SERVICES (*formerly Office of the Counsel General)

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
Provide legal advice to the Assembly.	Advice was provided taking full cognisance of any relevant equality legislation.	No legal challenge.
Involvement in the preparation of primary legislation.	We ensured that input into primary legislation was compliant with relevant equality legislation.	No legal challenge.
Timely preparation of draft secondary legislation.	We ensured that all secondary legislation prepared was compliant with relevant equality legislation.	No legal challenge.
Develop a network for the exchange of ideas and information across the legal profession and administration of justice in Wales and raise awareness of OCG* and Assembly in the wider community.	Activity included exhibition at the National Eisteddfod, presence at university law fairs, and holding work placement schemes, the purpose of which, among other things, was to make the department known as a prospective employer to diverse groups and Welsh language speakers when fully qualified.	

Act as a centre of legal expertise.	We maintained a specific centre of expertise on equality legislation within the Constitution, Human Rights and Equality team. Apart from providing a legal service on equality issues to Assembly Ministers and officials, the team ensured that all lawyers were conversant with equality legislation, through training and making them aware of new developments, such as case law.	No legal challenge.
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Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
Gave advice in formulation of Assembly's Race Equality Scheme.	To ensure that the RES was compliant with the Race Relations Act 1976, as amended.	RES launched and CRE have confirmed that it is compliant.	Race

Case Study

Assembly Race Equality Scheme

The Constitution, Human Rights and Equality team worked closely with policy officials. When consulted they used their legal expertise to ensure that the scheme was compliant with the Race Relations Act 1976 and also with the Commission for Racial Equality guidance. Emphasis was also placed on the scheme being as concrete and specific and SMART as possible.

DEPARTMENT: FINANCE DEPARTMENT

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
<p>To develop clearer accountability for finance and governance through the appointment of Sub Accounting Officers.</p>	<p>The appointment of Sub Accounting Officers involved an internal transfer of accountability and responsibility from the Permanent Secretary to five existing Department Heads. No specific equality issues are relevant to this priority.</p>	<p>There are no equality outcomes.</p>
<p>To ensure the construction of the new Assembly building to time and on budget in accordance with the project plan.</p>	<p>The Assembly's aspiration in the design and development of the New Assembly Building is that it should be exemplar in terms of equality of access for all. To achieve this, an Access Advisory Group was established in October 2000 comprising representatives from several disability organisations in Wales. The group's role was to examine the proposed design of the building, identify access issues and explore potential solutions. This group worked alongside the project team until January 2005 when the building design was finalised.</p>	<p>Many of the design features ensure that accessibility has been included on the basis of recommendations from the Access Advisory Group.</p>

<p>To manage the Assembly's money effectively through the timely development of an annual budget plan and delivery of out-turn to match provision set out in the plan.</p>	<p>The work on the Budget Planning Round looks to ensure that no inequalities arise from the provision of resources. The process has equality embedded into it and reflects the Ministerial priorities set out in strategic documents.</p>	<p>There is no direct outcome in relation to Finance Department deliverables. The results of work carried out by Finance Department staff in this area will contribute to/influence outcomes from departments across the Assembly.</p>
<p>To accurately account for all Assembly expenditure to the Welsh public and others through the application of proper procurement procedures, handling of all payments and receipts and the production of annual accounts.</p>	<p>Corporate Procurement Services have began a fundamental review of their 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. This review takes account of all relevant legislation, regulation and Assembly policies on equality, with particular account given to:</p> <ul style="list-style-type: none"> • The adequacy of equality clauses incorporated within conditions of contract; • The feasibility of developing a scheme which will incorporate all the Assembly's cross cutting themes, including equality, aimed at maximising opportunities for all suppliers to bid for Assembly contracts through the Buy 4 Wales website; • Liaison between equality groups and 	<p>Work in this area is ongoing. Outcomes arising from this work are expected to be realised from April 2006.</p>

	<p>Value Wales (Procurement) to arrange 'meet the buyer' events.</p> <p>Value Wales (Procurement) have also:</p> <ul style="list-style-type: none"> • Invested in a dedicated staff resource who's remit is to research ethical supply chains; and • Ensured that equality is fully explored as part of any consideration on Sustainable Development and covered equality issues within Sustainable Development workshops. • Publication of the National Assembly for Wales Resource Accounts 2004-2005 includes a statement on equality of opportunity. 	
<p>To provide an assurance function to the Accounting Officer.</p>	<p>Internal Audit Services (IAS) annual programme of work incorporates a series of audit reviews across the National Assembly for Wales. All specific audits consider how the area under review adheres to regulation, legislation and the Assembly's own policies in relation to equality when pursuing their own policies and plans.</p>	<p>No direct outcome in relation to Finance Department deliverables. The results of work carried out by Finance Department staff in this area will contribute to/influence outcomes from departments across the Assembly. IAS had no issues to raise during 2004-2005.</p> <p>Work on this is ongoing, further</p>

	<p>Some audit work was carried on the Equality Polity Unit itself on behalf of Social Justice & Regeneration Department. Findings from this work has been reported to the Head of Department.</p>	<p>audit activity is planned in the forthcoming year.</p>
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Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
<p>Finance Department did not implement any policies in 2004-2005 that were specifically designed to promote equality or that relate to equality issues.</p>			

Case Studies

Provision of the New Assembly Building

The Assembly's aspiration in the design and development of the New Assembly Building of ensuring equality of access for all has been achieved with the following features included in the building design:

- Additional lift to increase lift access from street level to public entrance level;
- Enlarged lift which can accommodate a motorised scooter;
- A "mega-loo" including a fixed hoist and adult changing facilities;
- Parent and Child room;
- Hearing induction loops;
- Fully accessible reception desk;
- 3 dedicated wheelchair spaces in the committee room galleries with provision for an extra 2 spaces;
- 12 dedicated wheelchair spaces in the debating chamber public gallery;
- 12 Disabled parking bays alongside the building;
- Covered walkway from the disabled parking bays to lifts at building entrance;
- Sections of "moving floor" installed in the chamber to allow access to the middle and lower rows of seats.

To satisfy the competing priorities of providing level access and an acceptable broadcast environment a balance was achieved that provided 70% accessibility of the debating chamber to wheelchair users, including access to the Cabinet row and Presiding Officer's bench. This percentage compares favourably with other recent major public sector projects.

DEPARTMENT: PUBLIC SERVICE MANAGEMENT WALES

The Public Sector Management Initiative was set up in 2003 as a project to develop shared learning opportunities across the public services. It focused on achieving consensus on direction, securing a financial base, establishing a clear identity and developing some initial learning opportunities. In October 2004, PSMI was established as Public Service Management Wales and given a clear remit to support the delivery of Making the Connections, the Assembly Government's vision for the public services. The objectives are to:

- improve the knowledge and understanding of public servants on how services work across the public sector and what they are there to achieve.
- improve the capacity of and effectiveness of public leadership, management and governance in Wales
- facilitate the joint development and delivery of services between providers and the public they serve
- deliver the programme in such a way that meets the expectations of stakeholders about diversity, bilingualism, social inclusion and sustainable development

Although PSMW is now a Division of the Assembly Government, it is also a membership organisation and works in partnership with the Welsh public service. PSMW set out its commitment to equality of opportunity in 2004-2005 in its strategy "Learning for public Service excellence" and is in 2005-06 taking a number of steps to make that commitment real. In particular, PSMW has:

- introduced a requirement to monitor ethnic minority participation in its key development programme "Connect 4 Cymru"
- enabled a cross sector learning group under Connect 4 Cymru to explore how equalities can be mainstreamed
- begun the design of a development programme for under-represented groups
- secured the membership of equalities groups (Disability Rights Commission, Commission for Racial Equality and the Equal Opportunities Commission)

DEPARTMENT: STRATEGY AND COMMUNICATIONS DIRECTORATE

Top Five Departmental Objectives	How equality was built into that priority	Any positive equality outcomes
Strengthen communications with minority ethnic groups.	<p>Research has been commissioned to develop a Translation Standard and Consultation and Communication Toolkit for Welsh Assembly Government staff.</p> <p>This will lead to a better understanding of the diverse needs of the different ethnic and minority groups in Wales, and to the development and delivery of policies and services that are responsive to those needs.</p>	Still at the research stage. Data collected to be analysed which will lead to the development of a toolkit.
Develop an effective WAG competence in commissioning and using research evaluation.	<p>Office of the Chief Social Research Officer (formally REACT) incorporated Racial Equality and minority ethnic 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.</p> <p>OCSRO ensure that group Research and Evaluation Plans are focused on equality issues with a specific commitment in the</p>	Review of Research and Evaluation Plans underway - due for completion in August 2005 with report to Executive Board.

	RES to reviewing Research and Evaluation Plan in relation to the RES Scheme.	
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 a policy compliance paragraph to Ministerial decision submissions to ensure that the Assembly's duties have been reflected in providing advice and that appropriate assessments have taken place; (RES commitment).</p>	<p>Aiming towards making Policy Gateway's mandatory for all high-level strategic policies going out to public consultation. Guidance will be incorporated into the revamped Policy Gateway website. This will be achieved by April 2005.</p> <p>Aiming towards making the policy compliance paragraph mandatory for all policy submissions. A policy compliance checklist will be introduced to enable to identify the need to complete a RES Impact Assessment. This will be introduced from April 2005.</p>
Implement effective policy training programme.	The need to consider the impact of policies on Equality as a part of the course.	67 people have been on the policy training against a target of 60.

Put in place new operational planning system.	Ensured operational planning reflects equality duties (as a compliance issue) and specific delivery commitments.	As The Operational Plan sets the strategic direction for the activities of the directorate, the inclusion of equality issues from planning stage will assure their application across all aspects of SCD business and policy making decisions.
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Specific Policy/Business Function relating to Equalities Issues	What were the objectives of this policy/function?	What did it achieve/What was the outcome?	Equality strand covered? (See Key)
The SCD Business Unit sponsored 11 minority ethnic students from Fitzalan High School for a Work Experience Programme over the spring/summer of 2004.	<p>To introduce the students to various work opportunities at the NAW.</p> <p>To foster community service and strengthen community ties.</p> <p>To provide students with practical skills and experiences that they would not normally be to exposed to in a traditional classroom environment.</p>	<p>A good deal of positive feedback was received from the students.</p> <p>A number noted that they would be interested in employment with the NAW.</p> <p>Students expressed interest in a number of employment opportunities (e.g. press and graphics).</p> <p>Two students continued a relationship with the NAW updating the FunkyDragon webpages with Publicity</p>	Gender Race

<p>Other Work Placement Programmes incorporated minority ethnic issues.</p>	<p>Students from minority ethnic communities were offered work/study placements in the Graphics Department and Business Unit.</p> <p>One student was a recipient of the Windsor Fellowship.</p>	<p>A good deal of positive feedback was received from the students.</p> <p>A number noted that they would be interested in employment with the NAW.</p> <p>Students expressed interest in a number of employment opportunities (e.g. press and graphics).</p> <p>Two students continued a relationship with the NAW updating the FUNKYDRAGON webpages with Publicity.</p>	<p>Race</p>
<p>Strengthen communications with minority ethnic groups.</p>	<p>To develop a Translation Standard and Consultation and Communication Toolkit for Welsh Assembly Government staff.</p> <p>This will lead to a better understanding of the diverse needs of the different ethnic and minority groups in Wales, and to the development and delivery of policies and services that are responsive to those needs.</p>	<p>The project has been split into five stages (currently at 3/4):</p> <p>1) Using research, scoping, and interview methodology, an interactive map has been developed which presents an ethnic minority landscape of Wales.</p> <p>2) An audit of current approaches to ethnic minority communication. Data to be analysed in conjunction</p>	<p>Race</p>

		<p>with the first stage to work out a plan for stage 3/4.</p> <p>3) Development of an Ethnic Minority Language Standards model to gain an understanding of the minority languages used in Wales, with a view to developing a Translation Standard to gauge which core ethnic minority languages WAG should translate key documents.</p> <p>4) Development of Consultation and Communication Toolkit: Produce a toolkit to introduce the most effective means of actively communicating with these identified (established and emerging) ethnic minority ethnic groups.</p> <p>5) Recommendation on implementation : Introducing toolkit internally to WAG staff.</p>	
<p>Minority Language paper drafted for the Network of Regional Governments for Sustainable Development (nrg4SD).</p>	<p>To establish Minority Languages as a policy area for nrg4SD and promote the sustainability of minority languages at the international level.</p>	<p>The paper was drafted in February 2005 and completed for Ministerial consideration in time for the Network meeting in June.</p>	<p>Race</p>

Case Studies

Strategy and Communications Directorate piloted a work experience project with students from Fitzalan High School for three weeks in June and July 2005. Officials visited the potential students before the work experience took place to discuss what it would involve and what they would hope to achieve. The aims were:-

- To introduce the students to various work opportunities;
- To foster community service and strengthen community ties; and
- To provide students with practical skills and experiences that they would not normally be exposed to in a traditional classroom environment.

Six year 10 and five year 12 students took part. They all worked in press, publicity, graphic design and print procurement where they had a one to one sessions with staff.

Students interviewed Sue Essex as part of the project and wrote articles for LINKS, the staff magazine, wrote press releases, worked on adverts for free swimming with Alun Pugh, designed posters, flyers and set up contracts for Assembly documents. One of the students, in her article, wrote “ The experience here has been better than I expected, because I’ve seen the Assembly is just a normal work place. I’ve enjoyed learning about public relations particularly, and I would enjoy coming back. Hopefully I’ll get the chance to”.

A good deal of positive feedback was received from the students, with several saying they would be interested in employment with Assembly. Two students continued a relationship with the NAW updating the FUNKYDRAGON webpages.