



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Welsh Assembly Government's Race, Disability and Gender Summary Progress Report 2006-2007



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Summary Progress Report 2006-2007**

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Chapter One

Introduction

1.0 The Welsh Assembly Government's Race, Disability and Gender Schemes play a pivotal role in the aim of promoting equality of opportunity for all in Wales. This report provides an overview of progress the Welsh Assembly Government has made in the implementation of its Schemes during 2006-2007. Detailed progress against actions will be published on the Welsh Assembly Government internet site in December 2007. It is recommended this report is read in conjunction with the Welsh Assembly Government's Eighth Equality Annual Report.

Producing the Welsh Assembly Government's Schemes

1.1 As part of the statutory duty the Welsh Assembly Government has implemented Race, Disability and Gender Equality Schemes. The Race Equality Scheme was published in March 2005, followed by the Disability Equality Scheme in December 2006 and Gender Equality Scheme in March 2007.

1.1.1 Revision to the Welsh Assembly Government's Race Equality Scheme began in 2004 when Welsh Assembly Government Departments undertook initial assessments on their policy areas and functions to assess their relevance to the three general duties: eliminating unlawful discrimination, promoting equality of opportunity, and promoting good relations between persons of different racial groups.

1.1.2 A significant amount of consultation was undertaken on the Scheme with our internal and external stakeholders across Wales including the Commission for Racial Equality, race equality organisations and various public authorities.

1.1.3 During the development of our Disability Equality Scheme and subsequent Gender Equality Scheme the Welsh Assembly Government held engagement events across Wales with stakeholders in order to establish their key issues and priorities to inform the development of the Schemes and Action Plans. The information from these events was fed directly into the development of the two Schemes by disseminating the reports of the recommendations of the events to all Welsh Assembly Government Departments, who were asked to consider the information provided when identifying areas for priority and in formulating their action plans.

1.1.4 Involvement was sustained throughout the development of both Schemes with the establishment of a Disability Critical Friends Group and Gender Critical Friends Group. The groups played an important in ensuring key issues were fed back to policy developers.

1.1.5 Stakeholder engagement was a prerequisite of the Disability Equality Duty, and a commitment of the Government was involving disabled people from the outset in the development of the Scheme. Both the Disability and Gender Equality Schemes were widely consulted on with statutory consultees and critical friends.

1.1.6 The learning from what worked well, and what did not work so well in the process of engagement is currently under review informed by Making the Connections. It has informed the development of the Welsh Assembly Government's Single Equality Scheme.

Meeting Our Statutory Duties

Duty under Section 77, Government of Wales Act 2006

1.2 Under section 77 of the Government of Wales Act (1) Welsh Ministers must make appropriate arrangements with a view to securing that their functions are exercised with due regard to the principle that there should be equality of opportunity for all people. (2) After each financial year the Welsh Ministers must publish a report containing:

- (a) statement of the arrangements made in pursuance of subsection (1) which had effect during that financial year, and
- (b) an assessment of how effective those arrangements were in promoting equality of opportunity, and must lay a copy of the report before the Assembly.

1.2.1 Our commitment to embed equality throughout the Welsh Assembly Government is central to the delivery of policies, programmes and services to the public and to the way we develop and deploy the talents of our staff.

The Disability Discrimination Act 2005

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

- Promote equality of opportunity between disabled persons and other persons.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act 1995.
- Eliminate harassment of disabled persons that is related to their disabilities.
- Promote positive attitudes towards disabled persons.

- Encourage participation by disabled persons in public life; and
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

The Sex Discrimination Act 1975

1.4 The Sex Discrimination Act 1975, amended by the Equality Act 2006 places a general duty on public bodies, in Wales to:

- have due regard to the need to eliminate unlawful discrimination and harassment; and
- promote equality of opportunity between men and women

1.4.1 The Order 2006 also introduces specific duties requiring a number of public bodies to develop a Gender Equality Scheme setting out how they will promote equality of opportunity between men and women.

1.4.2 The specific duties do not apply to public authorities operating wholly and exclusively in Wales. Instead, the Welsh Assembly Government is exploring with the UK Government ways in which the Welsh Assembly Government may be able to create specific equality duties applying to such Welsh public authorities via the proposed Single Equality Bill.

Chapter 2

How we Monitor the Delivery of the Race, Disability and Gender Equality Objectives

2.0 The Welsh Assembly Government has employed several different methods to ensure successful delivery and monitoring of the three Schemes. These include Senior Management commitment, with the Senior Business Team taking ownership of the delivery of the Scheme, instituting dedicated Equality Champions in each Department to act as the central support to Departments on equality issues, and appointing dedicated Departmental Equality Leads within the Equality and Human Rights Division to advise and support Departments. There are regular meetings to provide support, advice and challenge.

Senior Business Team

2.1 The key to delivering our Schemes has been the continuous leadership and commitment from senior managers. The Welsh Assembly Government's senior Director Derek Jones has taken on the role of Diversity Champion for the Assembly Government's Senior Business Team and is committed to driving the equality agenda forward.

2.1.1 As part of the internal monitoring process the Senior Business Team (SBT), chaired by the Permanent Secretary, and attended by Group

Directors and non-Executive Directors, is updated on the progress of all Departments on a bi-annual basis. The team has taken responsibility for monitoring progress at group level and is an important forum for reviewing the progress of all Departments. Every Department has equality as an agenda item at meetings of its senior managers.

Equality Champions

- 2.2 Each Assembly Government Department has an Equality Champion who is nominated and supported by their director. Equality Champions are primarily responsible for ensuring equality is a key consideration in their Department's business decisions. The Champions act as a catalyst for change and as a "critical friend" to staff in the Departments, supporting and signposting sources of further advice and information. Champions are also responsible for promoting equality of opportunity, identifying and communicating best practice, and challenging where appropriate within the context of their Department.
- 2.2.1 In monitoring progress on Departmental Action Plans, Equality Champions are a vital link between Assembly Government Departments and Equality Leads in the Equality and Human Rights Division.

Equality Leads

- 2.3 Each Assembly Government Department has a nominated Equality Lead within the Equality and Human Rights Division who works closely with their Equality Champion, providing advice and support on equality, diversity and human rights issues. As part of the monitoring process Equality Leads meet with their respective Departments on a quarterly basis to monitor progress against action plans.

Equality Audit

- 2.4 In late autumn 2005 the Welsh Assembly Government commissioned an independent equality audit of fifty Welsh Assembly Government policies and strategies. The audit sought to establish how these policies and strategies were addressing equality issues. The findings of the audit were discussed and agreed with Assembly Departments from across policy Departments and action is currently underway to address some of the key issues highlighted in the report. The report was taken to the Equality of Opportunity Committee in January 2007.

Funding Equality Organisations

- 2.5 Equality is mainstreamed into the work of all Departments and many provide funding for projects related to equality as can be seen from the Eighth Annual Report on Equality for 2006-07. There is also

programme funding available to support the equality agenda – the Promoting Equalities Fund which is managed by the Equality and Human Rights Division. In 2006/2007 the Promoting Equalities Fund provided funding to a range of organisations either as core or project funding. These included:

- Commission for Racial Equality
- All Wales Ethnic Minority Association
- Black Voluntary Sector Network Wales
- Disability Wales
- Royal National Institute for the Blind
- BSL Futures Partnership
- All Wales Saheli Association
- National Federation of Women's Institutes
- Cardiff Women's Workshop
- Wales Women's National Coalition
- Minority Ethnic Women's Network Cymru
- Women Connect First

2.5.1 This funding is currently under review, with a view to consultation on how it can best be used in future to support the equality and human rights agenda.

Case Study

CRE's Croeso Project

The Welsh Assembly Government has provided grant funding to the Commission for Racial Equality's (CRE) Croeso project. The funding has been granted for three years to enable the CRE to complement the work of public bodies in Wales in delivering their Race Equality Schemes. The Croeso project celebrates the diversity of people and culture in Wales, working towards promoting understanding of faith, language and community.

The project aims to provide public bodies in Wales with an understanding of how to value diversity and mainstream it as part of their work. It also seeks to provide support to public bodies to gain experience in the promotion of good race relations and help managers and individuals gain more confidence in handling race relations. The project in 2006-07 majored on a programme of peer led education in schools.

Since its inception in 2005, the Croeso project has delivered a number of initiatives including hosting community forums, championed Anti-bullying Week and the United Nations International day for the Elimination of Racial Discrimination. The UN Day was used in 2006 to bring together schools and faith communities in common activities to celebrate diversity. Wednesday 21 March 2007, was used as the focus for three areas of activity. The day was used as a focus for assemblies in schools across Wales. Suitable assembly and faith resources were prepared and made available via the website and

through local education authorities. Faith communities themselves were encouraged to use specially prepared faith resources for an act of worship celebrating diversity and challenging prejudice on the nearest suitable day to the UN Day.

Case Study

Disability Equality in Action

Disability Wales has received three year funding to promote the understanding, adoption and implementation of the social model of disability in public and voluntary sector bodies throughout Wales as well as engage and develop the skills, knowledge and experience of policy makers and operational staff in supporting disabled people to have choice and control over their own lives.

Since the start of the project in 2005 Disability Wales has introduced the social model of disability into a number of organisations. Organisations have now begun to understand and implement the concept of the social model within their organisational practices. To assist policy makers and operational staff to understand more about the social model of disability, Disability Wales has produced a number of good practice case studies and leaflets including a case study on the Carers Strategy, and a leaflet for organisations on how to champion equality for disabled people.

Disability Wales is also providing training to help build people's confidence and empower disabled people to know and stand up for their rights as civil citizens and work in partnership with organisations to identify and remove barriers to equality.

Case Study

Women Making a Difference - Engendering Change

The National Federation of Women's Institute (Women's Institute) secured funding to run a project called "Women Making a Difference". Under the banner of this project a training course called "Engendering Change" has been organised. The course is a capacity building programme of training targeted at women who want to make a difference in their communities, by educating and empowering them to take a more active role in public life and so influence the decisions which impact on their lives and their communities.

One of the key elements of the Engendering Change training is to increase the knowledge and understanding of women of the opportunities for "getting their voices heard" and how they can personally contribute to the decision-making processes – at any level –both locally and nationally.

Case Study

Black and Minority Ethnic Youth Link Up Programme

Black and Minority Ethnic Youth Link Up Programme is an initiative funded jointly by the Welsh Assembly Government and a number other public bodies to bridge the gap and work as a catalyst between Black and Minority Ethnic (BME) young people aged 11-25 and decision makers, public bodies and service providers to encourage dialogue, consultation and influence strategies and policies.

The Black Voluntary Sector Network Wales in partnership with the Cardiff Young People's Partnership has developed this programme to increase BME youth participation in Cardiff. The programme commenced in March 2007 and will run over a period of two years. The initiative is a city wide project that aims to develop and support a core group of BME young people who will be responsible for the planning, organising and delivering a minimum of 6 participatory consultation events and information workshops targeting 60-100 young people. The programme aims to broaden the participation of BME young people and focus on issues facing young Asian women and Asylum Seekers and Refugees.

Chapter 3

Promoting Race, Disability and Gender Equality in Our Work

3.0 All Assembly Government Departments are updating their progress reports on their Race, Disability and Gender Equality Action Plans for 2006-2007. The Action Plans set out how we aim to deliver and promote race, disability and gender equality in our work. The Assembly Government's Eighth Equality Annual report contains many examples of how Departments are taking forward their race, disability and gender commitments in the Assembly Government. A full set of progress reports on the Departmental Action Plans will be available on the Welsh Assembly Government's internet in December 2007.

Welsh Assembly Government Progress

3.1 The Department for Children, Education, Lifelong Learning and Skills seeks to improve services for children, young people and adults, in education and training provision to secure better outcomes for learners, businesses and employers. It aims to empower children, young people and adults through education and training to help them achieve social and economic well being, crucial to developing a prosperous Welsh economy.

3.1.1 The Department's Race, Disability and Gender Equality Departmental Action Plans set out how it intends to deliver services more equitably to people from minority ethnic backgrounds, disabled people and address

gender issues. The strategic document 'Learning Country' seeks to ensure children, young people and adults through education and training enjoy a better quality of life, in particular the most disadvantaged groups. The Department has been developing key initiatives such as the Ethnic Minority Achievement Grant to promote educational achievement for children and young people of minority ethnic backgrounds in Wales, in the context of mainstreaming school policies and practices.

Case Study

Want2Work Pilot Scheme

The *Want2Work* pilot is a joint initiative between the Assembly Government and Jobcentre Plus helping people who have been on incapacity benefit to return to work. Delivery, through outreach provision in local communities, is targeted within the four local authority areas of Cardiff, Merthyr Tydfil, Neath Port Talbot and Rhyl.

Figures from September 2007 show that the project has engaged with nearly **5,950** people beating the original target of **5,000**. The project has helped around **1,630** people into employment.

The Welsh Assembly Government is currently exploring with Jobcentre Plus Wales proposals for possible extension of the project beyond March 2008.

3.1.2 The department for Health and Social Services is responsible for a whole range of health issues ranging from developing policies and strategies for health and social care in Wales to providing funding for the NHS and other health and social care bodies. The Department's health strategy 'Designed for Life, and the 'Fulfilled Lives, Supportive Communities' sets out how health and social services will be delivered in Wales.

Case Study

Patient Equality Monitoring

In 2004, a Trust-wide Equality Audit was conducted by the NHS Centre for Equality and Human Rights which identified significant differences in the capacity of Trusts to provide information relating to the ethnicity of patients. Where ethnic category data was being collected, it was often inconsistent, unreliable and disparate.

As part of the Race Equality commitment the Welsh Assembly Government commissioned the NHS Centre for Equality and Human Rights to develop comprehensive equality data that helped Trusts deliver services that were patient focused and addressed inequalities in access to healthcare.

The Patient Equality Monitoring project aims to deliver a programme of change that improves the collection of equalities data within NHS Trusts across Wales. The equalities data will help distinguish the impact of health service policies and practices upon different groups of patients, according to their racial group, gender, age, disability, sexual orientation, religion or belief.

This project aims to improve the way in which NHS Trusts in Wales gather and use equalities data relating to the provision of secondary care health services.

3.1.3 The Department for Social Justice and Local Government aims to improve and deliver excellent public services in Wales, with a particular emphasis on local government and on safeguarding and supporting vulnerable people, combating racial exclusion and reducing inequality, and promoting safe and sustainable communities.

3.1.4 The Department has responsibilities for tackling child poverty, and improving financial inclusion; improving community safety including provision for substance misuse, domestic abuse and youth justice; support regeneration including the next phase of Communities First; developing policy for Gypsy and Traveller issues and community cohesion; providing extra help for pensioners with cover and council tax.

Case Study

Tackling Domestic Violence

All Community Safety Partnerships must consider and take account of the full scope of equality issues. Support services need to be established for all victims of domestic abuse including children, men, women, and those in same sex relationships. For example the Montgomeryshire Family Crisis Centre received £16,400 capital funding from the Domestic Abuse Fund for the purchase of a three year lease for a male safe house. To promote equality between women and men, an All Wales Domestic Abuse Helpline has been established and is available to all. A secondee has also been appointed to look at extent of forced marriages in Wales and to develop guidance.

Case Study

Championing Gypsies and Travellers Issues

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

In January 2007 A Gypsy Traveller Unit was set up in response to the recommendations in the Pat Niner Report “Accommodation Needs of Gypsies and Travellers in Wales”, published in 2006. The team forms part of the Inclusion Unit within the Communities Directorates and is working to champion the views of Gypsies and Travellers in Wales and mainstream policies to include the needs of the Gypsy Traveller community by representing these in the policy making processes. The team also provides advice and guidance to Local Authorities about undertaking the Accommodation Needs Assessment and providing for these needs.

Part of the work of the team has been to establish the Gypsy Traveller Site Refurbishment Grant. The grant was awarded £1 million a year for 3 years (2007/08, 2008/09 and 2009/10). This amount exceeds what was recommended in the Niner Report.

The team have worked to assess the grants and have been able to award a total of £1.7 million to 9 Local Authorities by securing additional resources.

The current work of the unit includes developing Site Design Guidance and Site Management Guidance for new and existing sites as well as developing an all Wales Gypsy Traveller Strategy in 2008

Case Study

The Potentia Programme

The Potentia programme has delivered a disability equality training module targeting mainstream business support providers in the voluntary and private sectors. The training programme’s aim is to encourage disabled people into enterprise, and is supported by the delivery of consultancy around disability issues to mainstream business support providers. This is an inclusive and accessible service to all and ensures the promotion of services to and by disabled people.

To bring about increased participation by minority ethnic people and businesses in the Welsh economy, the network of minority ethnic business contacts used as a sounding board for improved services has been strengthened. Business Eye (a service designed for business in Wales to improve and become more competitive) has been used to run an advertising campaign targeted specifically at minority ethnic groups that currently under-use the service.

Case Study

Disability Arts Culture

Arts Council for Wales supports the development and growth of a disability arts culture in Wales, supporting new and emerging disabled artists and

disability led arts organisations to create an environment in which disabled people can take ownership of their arts and culture and find platforms to share their knowledge, skills and experience within the wider arts context. Support has been provided to develop the work of Theatr Ffynnon, based in Abergavenny, providing nine grants totalling just under £100,000 over the past seven years to support activity including taster sessions, workshops, covering production costs and capacity building projects.

Chapter 4

Promoting Race, Disability and Gender Equality in Corporate Services

- 4.0 Corporate and central services such as communication, finance, public appointment, business development, corporate information and legal services have made considerable progress in promoting race, disability and gender equality. For example the diversity of those appointed to public office is improving, better reflecting the make up of the population of Wales. There is however still room for improvement
- 4.01 Effective communication with all of the diverse communities of Wales is needed to ensure that we can meet their needs. Corporate Communications Division has developed a Communications Toolkit to ensure effective communication with minority ethnic communities. Individual Ministerial Communications Teams have used the communications toolkit in the “Welsh Backs” and “Welcome to Wales” campaigns during the year.

Case Study

Accessible Venues Guidance

At some point in our lives, all of us face barriers that prevent us from fulfilling our potential and needless to say, these barriers are greater for some people than others. Recent changes to disability legislation has extended rights of access and has also rightly increased disabled people's expectations of the level of service they should now expect to receive when attending meetings and large scale events.

It is vital that we, as the Welsh Assembly Government, and our partners throughout the public sector in Wales take the lead and act as an exemplar to ensure that disabled people are able to participate in society.

In July 2006, the Welsh Assembly Government launched the Accessible Venues Guidance which promotes good practice amongst organisations that arrange public events. The guidance is available on the Welsh Assembly Government's internet site which provides venue providers to assess how best to meet the needs of disabled people. This unique on-line guidance should be used as a tool by venue providers for assessing how best to meet the needs of disabled people.

The guidance is very comprehensive and covers a whole range of access issues from car parking to lighting and air quality.

Case Study

Equal Pay Campaign – Phase Three

The Welsh Assembly Government in partnership with the Equal Opportunities Commission and Wales TUC Cymru completed Phase Three of their equal pay campaign earlier this year. The campaign was very successful in raising awareness of equal pay issues in the public sector organisations that participated in Phase Three and in the wider public sector in Wales. The campaign was also successful in promoting solutions and encouraging broader understanding of pay inequality and the impact on staff. It helped to promote an understanding of the risk of not tackling pay inequality and the need for better understanding of costs and benefits of achieving equal pay for women and men.

- 4.02 The Finance Department is providing support to policy colleagues on gender budgeting. These are the tools and processes designed to facilitate a gender analysis in the formulation of budgets and the allocation of resources. This will enable understanding of the differential impact of spending on the two genders.
- 4.03 The Welsh Assembly Government has a Diversity Delivery Plan to address under-representation of minority groups in senior management. It sets targets for the percentage of women, minority ethnic and disabled staff in the Senior Civil Service and at Grades 6 and 7, by 2008. It also identifies a range of actions that will support the achievement of those targets.
- 4.04 Our Minority Ethnic Staff Network was set up in November 2006 to provide support and give them a voice to influence positive change in policies, employment, training and service delivery.

Case Study

Women's Network (Women Together)

Women Together, the Welsh Assembly Government's Women's Network, was set up in 2006. The network provides support, guidance and information on issues relating to women in the workplace. The group supports its members and helps develop and expand the role of the female workforce and identify equality issues that affect women within the workplace. They are an inclusive network that promote informal networking and event attendance from all levels of Welsh Assembly Government employees.

Chapter five

Next Steps: Taking the Agenda Forward

5.0 It is evident from the report that the Assembly Government has made significant progress in taking forward race, disability and gender equality. The challenge is to ensure that race, disability and gender equality continues to be embedded at the heart of all our work. The development of the Single Equality Scheme will help the Assembly to address equality and human rights on a multi and cross strand basis and ensure we take an outcome focussed approach to equality.

Equality and Human Rights Commission

5.1 The Equality and Human Rights Commission launched on the first of October 2007 provides the Assembly Government an opportunity to work more closely together in the public sector in Wales to move the equality and human rights agenda forward.

5.1.1 The Commission for Racial Equality, Equal Opportunities Commission and the Disability Rights commission have all helped build a strong foundation and credible legacy for the new Commission to take forward equality and human rights in Wales.

European Year of Equal Opportunities

5.2 The year 2007 has been designated the European Year of Equal Opportunities for All. It seeks to make people in the European Union more aware of their rights to equal treatment and to a life free of discrimination. The year launched a major debate on the benefits of diversity.

5.2.1 Activities undertaken during the year have been targeted at raising awareness of the discrimination from which some individuals suffer because of their gender, racial or ethnic origin, religion or belief, disability, age, or sexual orientation as well as promote the diversity. Work has commenced with our partners to deliver events and activities to mark the Year in Wales. A road show, visiting various locations across Wales, was delivered during summer 2007 to promote equality, diversity and human rights in Wales and make people more aware of their rights. As part of the year, the Equality and Human Rights Division ran a schools competition through the Croeso Campaign as part of Anti-bullying week. The competition sought to engage young people to think about equality, diversity and human rights by designing a poster. A closing event is planned for January 2008, to draw the European Year of Equal Opportunities for All 2007 to a close and celebrate our key achievements from the year in delivering equality, diversity and human rights in Wales. The event will also be an opportunity for the

Welsh Assembly Government and its partners to reflect on the key issues, priorities around equality, diversity and human rights in Wales.

Equalities Evidence Base

5.3 In January 2007, the Equality and Human Rights Division commissioned The Office of the Chief Social Research Office to undertake an Equalities Evidence Base, which builds on the Equality Audit. The Equalities Evidence Base seeks to provide Assembly Government Departments a comprehensive and accessible evidence base on equalities to inform policy development and delivery. The review will:

- produce baseline information on equalities issues within Wales;
- carry out detailed analysis of priority equality issues;
- identify evidence gaps;
- develop tools and resources to support the on-going use of equalities evidence by Departments; and
- inform the development of performance indicators and other regular monitoring data.

5.3.1 A strong evidence base will inform policy development and delivery and help to identify where adjustments and interventions are required. It will also help to identify where policies and programmes are most effective in reducing inequalities. This project will also contribute to the development of tools and resources to support the on-going use of equalities evidence. The result will be a more robust and consistent framework for the collection and use of equalities evidence.

Single Equality Scheme

5.4 In anticipation of the forthcoming Single Equality Act, the Equality and Human Rights Division (EHRD) is co-ordinating the development of the Welsh Assembly Government's Single Equality Scheme (SES). It will aim to focus on all six equality strands including age, disability, gender/gender identity, faith/religion, race and sexual orientation and set out the direction for Equality, Diversity and Human Rights in Wales.

5.4.1 The Scheme is about appreciating and understanding that many people can and often do face many different barriers in society and will aim to tackle key equality and human rights issues on a multi and cross strand basis. It will adopt a thematic approach of high level statements which, will be linked and informed by the strategic agenda set out in "One Wales".

Future Commitments

5.5 This will be the final report for the Race Equality Scheme and the only report on the Disability and Gender Equality Schemes as we move

forward on the development of the Single Equality Scheme. The Single Equality Scheme will maintain compliance with the existing statutory duties and is being developed in the context of the proposals for the Single Equality Bill.

- 5.5.1 The Single Equality Bill aims to create a clearer and more streamlined discrimination legislation framework which produces better outcomes for those who currently experience disadvantage. The Bill includes proposals to develop a single public sector equality duty which will cover not only the existing statutory duties in relation to race, disability and gender but also be extended to include age, religion and belief and sexual orientation.