

Equality of Opportunity Committee

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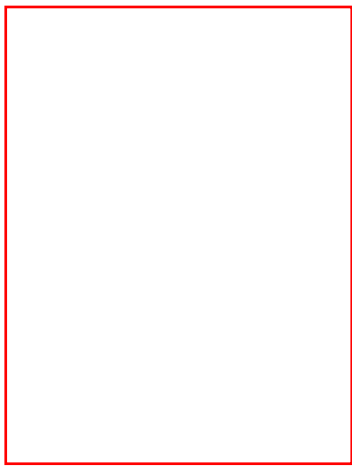
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Forwarded by Jane Hutt AM, Minister for Business, Equalities and Children



It gives me great pleasure to present the Welsh Assembly Government's first Gender Equality Scheme.

The Welsh Assembly Government is committed to the ultimate goal of achieving a fully inclusive society. Our Gender Equality Scheme gives us the opportunity to set out how we are mainstreaming gender equality and how we plan to ensure that we develop and deliver policies that promote equality for women and men both in our role as an employer and as the Government of Wales.

However fine words are never enough, the real test of our Gender Equality Scheme will be whether we succeed in reducing the barriers to inclusion and make a positive difference to women and men's lives.

When developing our Scheme we made a concerted effort to engage with women and men in order to help us determine our priorities for action. We made sure that women and men were fully involved in the development of our Scheme by:

holding engagement events and focus groups throughout Wales;

holding meetings with Welsh Assembly Government Equality Champions to discuss how departments will contribute to the Scheme;

creating a "critical friends" groups to assist us to monitor our Scheme.

I am confident that our Gender Equality Scheme will be a catalyst for the Welsh Assembly Government deliver real equality outcomes for the women and men of Wales.

Chapter 1: Introduction

1.1 This is the Welsh Assembly Government's first Gender Equality Scheme.

1.2 The Welsh Assembly Government is committed to promoting equality of opportunity, for all people in Wales, in all aspects of Welsh life. The Welsh Assembly Government is committed to challenging inequality and discrimination, in whatever form on the basis of age, disability, gender/gender identity, race, religion or belief, and sexual orientation.

What is the Gender Equality Duty?

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

have due regard to the need to eliminate unlawful discrimination and harassment

promote equality of opportunity between men and women

A full listing of gender equality legislation can be found at Annex 1.

1.4 The Welsh Assembly Government has produced a Gender Equality Scheme that is supported by Action Plans from each of our departments. This Scheme describes how we will make progress towards gender equality.

Who we are

Welsh Assembly Government

1.5 The Welsh Assembly Government is the devolved government for Wales. The Welsh Assembly Government (the First Minister and his Cabinet Ministers) is responsible for a wide range of devolved functions such as:

education;

economic development;

health;

local government;

social services;

planning;

transport;

housing; and

industry.

1.6 The Welsh Assembly Government, in the financial year 2006-2007, had a budget of £13.2 billion and employed over 6,000 staff. The public and voluntary sectors in Wales are the main way in which the Assembly Government delivers public services. This includes local government, the NHS and Assembly Sponsored Public Bodies.

1.7 When the Assembly Government was elected in May 2003, they identified four priority areas:

helping more people into jobs;

improving health;

developing strong and safe communities; and

creating better jobs and skills.

Working towards gender equality will help to meet these priorities.

1.8 In focusing on these priority areas, the Assembly Government is committed to:

openness;

partnership and participation;

public services;

equality;

putting results first; and

listening to people and reflecting difference across Wales.

1.9 These commitments are set out in more detail in ‘Wales; A Better Country – The Strategic Agenda of the Welsh Assembly Government’, which can be found at: <http://new.wales.gov.uk/?lang=en>

Government of Wales Act 2006

1.10 Under section 77 of the Government of Wales Act the National Assembly for Wales has a unique statutory duty to ensure that equality of opportunity is embedded in its work. This applies to all people and all the devolved functions of government. A full list of devolved functions can be accessed at Annex 2.

1.11 This means that elected representatives and Welsh Assembly Government officials are required to mainstream equality in all their work. This has led to the development of a distinctive equality agenda in Wales which has had a major influence on our strategic policies.

National Assembly for Wales

1.12 The National Assembly for Wales appoints a number of committees which scrutinise the work of the Welsh Assembly Government, and which also contribute to policy development through independent policy reviews. The Equality of Opportunity Committee is charged with ensuring that the National Assembly and the Welsh Assembly Government have effective arrangements to promote the principle of equality of opportunity for all people in Wales, in the conduct of its business and the exercise of its functions.

1.13 In July 2004 the Committee published a report of a major policy review called ‘Mainstreaming Equality in the Work of the National Assembly’. The report made a total of 27 recommendations, which have influenced the ways in which the Welsh Assembly Government is building equality into our policy making and delivery functions. The report can be found at:

<http://www.wales.gov.uk/keypubassemequalcomm2/index-e.htm>

Chapter 2: Gender Equality

2.1 The Welsh Assembly Government aims to promote gender equality in Wales by developing strategies and policies that are effective and outcome focused. Our vision for Wales is one of full social inclusion, where the social barriers prevalent in our society are dismantled and where everyone has access to the services they require and the opportunity to aspire to and reach their potential goals. The aim of our Gender Equality Scheme is to set out how we intend to promote gender equality between women and men when exercising our public functions.

Mainstreaming Equality

How we are mainstreaming equality

2.2 The Assembly Government has adopted the following definition of mainstreaming:

"Mainstreaming" equality is about the integration of respect for diversity and equality of opportunity principles, strategies and practices into the every day work of the Assembly and other public bodies. It means that equality issues should be included from the outset as an integral part of the policy-making and service delivery process and the achievement of equality should inform all aspects of the work of every individual within an organisation. The success of mainstreaming should be measured by evaluating whether inequalities have been reduced".

2.3 Our approach to mainstreaming equality will lead us to better understand the diverse needs of the people of Wales, and

help us to develop policies and services that are responsive and meet those requirements.

2.4 In May 2006 the Welsh Assembly Government's Mainstreaming Equality Strategy was approved by Cabinet. The Strategy

is aimed at those who make and deliver policy and is used as a framework by them when developing policies, strategies and programmes. The Strategy can be found at:

<http://new.wales.gov.uk/topics/equality/rightsequality/PromotingEquality/Mainstreaming/?lang=en>

Policy Development

2.5 We are mainstreaming gender equality into the way we make policy. Our Policy Gateway Integration Tool is a set of key strategic questions that help staff to develop and deliver policies that not only meet the Assembly Government's strategic agenda but do so in a way that fulfils our commitment to equality of opportunity. The policy gateway process is an opportunity to test how a policy contributes to the delivery of the whole Cabinet agenda. This helps to reflect how each individual policy fits into the bigger picture and aims to help make policies that deliver sustainable outcomes.

2.6 All strategic policies going out to consultation must include a summary of the completed Tool in the consultation document.

These strategic policies are identified through the Assembly Government's operational plan or following a recommendation from our internal Policy Committee. The Tool will be refreshed following the 2007 election when we will ensure that equality issues are better reflected, as well as continuing to complement this high-level Tool with a more detailed equality impact assessment.

2.7 All policy proposals to Ministers must include a statement on their compliance with statutory duties including equality of opportunity.

2.8 An in-house Policy Development Training course, with the Assembly Government's core values of sustainable development, equality of opportunity and social inclusion at its core, has been developed. This training seeks to enable policy makers to design and deliver more effective 'Made in Wales' policies, by equipping them with the relevant skills, tools and information.

Equality Audit

2.9 In March 2006 the Welsh Assembly Government commissioned an independent equality audit. This audit was an ambitious project that involved the assessment of fifty Assembly Government policies and strategies to determine

how they were addressing equality issues. The findings of the audit were discussed and agreed with officials from across policy departments and action is being taken to address the key issues highlighted by the report. The Strategic Equality and Diversity Unit had individual discussions with each Senior Management Team in order to take forward recommendations and required actions have been built into forward work programmes. The individual assessments are blueprints for taking equality forward in policy development with a view to delivering tangible progress when future audits are conducted.

2.10 The audit will have a lasting legacy for the Welsh Assembly Government and its staff. Those who took part in the audit now have a greater understanding of the relevance of equality in their policy area.

Impact Assessment

2.11 Following on from the Equality Audit we have developed an Equality Impact Assessment methodology which will cover the following equality strands:

age;

disability;

gender/gender identity;

race;

religion and belief; and

sexual orientation.

2.12 The Equality Impact Assessment methodology which is being piloted from 2007 will help us to ensure that equality is a fundamental part of policy making and implementation.

Leadership

2.13 The First Minister and the Cabinet have a shared responsibility for ensuring that equality is built into every aspect of the work of the Assembly Government. Ministers provide personal leadership to their Departments to ensure that all the equality strands including gender are considered as integral aspects of policy development and delivery. Each Minister has agreed their department's action plans which have been published in a separate document alongside the Scheme called: Welsh Assembly Government Gender Equality Scheme Departmental Action Plans. The document can be found at: <http://new.wales.gov.uk/topics/equality/?lang=en>

2.14 The Assembly Government has provided leadership on equality issues since it was elected in 2003. Jane Hutt held the Office of the Business Minister from January 2005 to May 2007 and has been committed to taking forward equality, including gender equality, across the Welsh Assembly Government.

2.15 The Management Board of the Welsh Assembly Government comprises its most senior officials who support the Permanent Secretary in taking major management decisions and setting the corporate direction of the organisation. The Management Board have appointed Derek Jones, the senior director for policy, as its Diversity Champion. He provides visible leadership for building equality into the policy process across the Assembly Government. Equality is a regular agenda item at Management Board and at Senior Business Team meetings, where regular reports on the development of this and other equality Schemes are presented and discussed.

2.16 In January 2006, a shadow board was set up to provide a wider perspective on Board business to provide leadership development opportunities for staff, and to ensure better representation for minority perspectives in the

Board's deliberations. The shadow board recruitment process was designed to ensure that a diverse range of applicants would be attracted, including in terms of a gender balance. The membership of the shadow board changes yearly.

Equality Champions

2.17 Each Assembly Government Department has an Equality Champion who is nominated by and supported by their Director. Equality Champions meet regularly to support one another and share ideas and information about the equality agenda, including the development of the Gender Equality Scheme. A series of workshops for Champions were held to help them understand the detailed requirements of the legislation. The project team have also met with each Champion and their Head of Department individually on several occasions to ensure they understand their role and to discuss their contribution to this Scheme.

Inspection

2.18 The Department of Public Services and Performance (DPSP) is responsible for two specialised inspectorates:

Care and Social Services and Inspectorate Wales (CSSIW)

Health Inspectorate Wales (HIW)

Please see Annex 3 for more information on their role and function.

2.19 In order to mainstream gender equality into the work of these inspectorates, their respective annual reports for 2006-2007 will include a commentary covering how their inspection process covers all of the equality strands, including gender. These reports will detail how individual inspection processes have monitored the provision of services, for women and men, by the providers they have inspected, and how the providers have engaged with service users in the inspection and regulation process. This will help them to draw out any areas for improvement identified by the inspection process and to consider how the inspection process can rectify these deficiencies. This reflection will inform the inspection process and annual reports for subsequent years.

What we have done to Promote Gender Equality in Wales

Close the Pay Gap Campaign

2.20 The Welsh Assembly Government, Wales TUC and Equal

Opportunities Commission are spearheading a campaign to tackle the pay gap across the Welsh economy. The Close the Pay Gap Campaign aims to raise awareness of the gender pay gap and secure commitments from employers to undertake pay reviews.

2.21 Phase 3 of the Campaign began in April 2005 and focused primarily on the public sector. In October 2005 an Equal Pay Summit was held where all participants signed up to a statement of intent demonstrating a genuine commitment to tackling pay inequalities. They also identified specific equal pay objectives and milestones for their organisations.

2.22 Throughout 2005-2006 a series of awareness raising events were organised throughout Wales to raise the profile of the Campaign and ensure that equal pay remained on the agenda of all public sector organisations. An Equal Pay Champion was also seconded to the Wales TUC to reinforce the equal pay message amongst the unions.

2.23 In addition, the Cross Party Working Group on equal pay was re-established to steer the work of the Campaign and an Equal Pay Conference was held in November 2006 to assess progress to date and ways in which the equal pay

agenda can be moved forward.

2.24 A number of pieces of work have been undertaken during the third phase of the campaign. For example:

An Equal Pay Audit is currently underway at the Welsh Assembly Government following the merger of some Assembly Sponsored Public Bodies this year. A pay data snapshot between men and women in March 2006 showed that women earned 96.2% of men's salaries;

Nearly all NHS posts in Wales have been matched to Agenda for Change (A4C) pay bands and over 40% of staff are now in receipt of A4C pay;

Local Authorities in Wales are now actively engaged in completing job evaluations with the aim of implementing a new pay and grading system in April 2007;

Fire and Rescue Services in Wales have been aligning staff onto a national Rank to Role pay structure. Valuable work has also been carried out to attract more women into the Service;

All Higher Education Institutions are gathering data on role analysis with the aim of developing final pay and grading structures;

Police Authorities in Wales are all engaged at various levels on job evaluation exercises and one Authority is planning to carry out an equal pay review. Consideration is also being given to addressing the need for more flexible working practices;

Several Assembly Sponsored Bodies have now carried out pay reviews and are continuing to review pay structures periodically and to re-evaluate posts as and when required.

2.25 The Welsh Assembly Government, Wales TUC, Equal Opportunities Commission and the Cross Party Working Group are eager to build on the work undertaken during the third phase of the Campaign. The focus of the next phase will be determined following an independent evaluation, which will assess the effectiveness of the Campaign to date and make recommendations for future work.

Chapter 3: How our scheme was developed

3.1 In developing our Gender Equality Scheme we have made every effort to set a good example for the public sector in Wales. We have focused on engaging and listening to the views, experiences and aspirations presented to us by individuals and representative organisations and we have used this information to design our Scheme. The issues and priorities that have been identified by the people who have been involved with us has been the starting point for the development of our Scheme and the departmental action plans that underpin it. We believe that an open and frequent dialogue will help us to develop policies and services which better meet the needs of women and men in Wales.

3.2 A project board was established to guide and monitor the development of the Scheme, chaired by the head of the Strategy and Equality Division, Helen Thomas. A project team in the Strategic Equality and Diversity Unit was responsible for organising the engagement and consultation processes, and for co-ordinating the drafting, revision and publication of this document.

Involvement

Engagement Events

3.3 In June 2006 the Welsh Assembly Government ran a series of engagement events. These were held in Mold, Carmarthen and Cardiff where we discussed the important issues and priorities for those present. The invitations went

to both gender based organisations and individuals and in all more than 100 people attended these events.

3.4 The "Engagement Events" were the first stage in what the Welsh Assembly Government hopes will become an ongoing dialogue with the people of Wales. Each event provided the Welsh Assembly Government with a set of issues and priorities that were fed back to Assembly Government policy colleagues to inform the development of their action plans. Following the events a summary report was produced which captured the key themes that emerged during the events. This report was made available to all stakeholders, including policy departments, equality champions and the Welsh Assembly Government Equality of Opportunity Committee. A copy of the Summary Report can be accessed at: <http://new.wales.gov.uk/topics/equality/rightequality/GenderEquality/GESEngagementEvents/?lang=en>

Consultation and Focus Groups

3.5 During the first two weeks of January 2007, the Welsh Assembly Government issued a draft Scheme for public consultation. As part of this process a number of focus group events were held around Wales and the key issues raised were fed back to policy departments and helped inform this Scheme. A copy of the summary report from the events can be found at: <http://new.wales.gov.uk/topics/equality/?lang=en>

Critical Friends Network

3.6 In addition to continuing to engage with women and men throughout the lifetime of this scheme the Welsh Assembly Government plans to establish a group of critical friends. We envisage that the group will play a key role in monitoring the Scheme during 2007-2008 and work with departments to secure the best outcomes for women and men in Wales. This is intended to build on the engagement events held in June 2006 and the focus group workshops held around Wales in January 2007 as part of consultation on the Scheme.

Chapter 4: What our gender equality scheme will do

4.1 Our Scheme focuses on achieving real outcomes and delivering tangible improvements for women and men in Wales. It commits us to mainstreaming gender equality into our core business, functions and values. This means that we will assess all future new projects, programmes and strategies to ensure we have a clear understanding of how they impact on gender and other equality strands.

4.2 Our Gender Equality Scheme provides a snapshot of where we are now and where we are going in terms of promoting gender equality in Wales. It covers the period April 2007- March 2008.

Departmental Action Plans

4.3 Our departments have developed their own action plans which describe what they are going to do to address gender equality. As part of this process each department screened their strategic policies to decide how relevant and important they were to achieving gender equality. Based on the results of this screening exercise, the Engagement Event Summary Report and the results from the consultation exercise and focus groups departments have prioritised the most important things they need to do over the next year. A separate document has been published along side this Scheme containing Welsh Assembly Government departmental Action Plans. This can be found at: <http://new.wales.gov.uk/topics/equality/?lang=en>

4.4 The action plans will be updated each year as part of the Welsh Assembly Government's operational planning and equality mainstreaming processes.

Reporting on our Action Plans

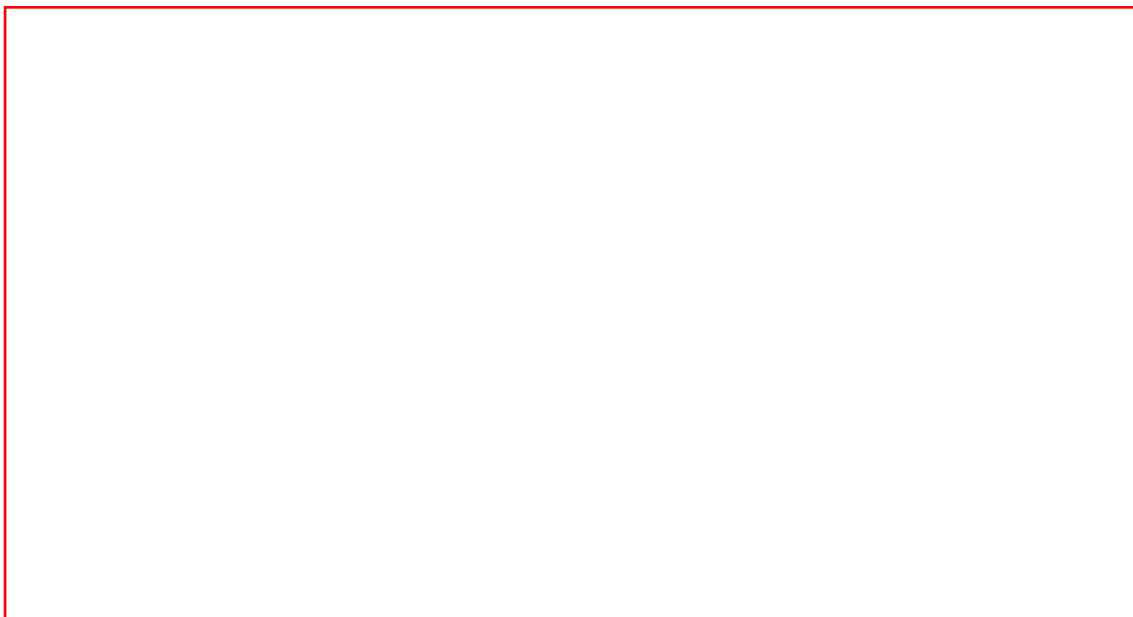
4.5 We are going to review our action plans every six months as part of our operational management process and an

annual report will be produced and published every year from March 2008 onwards.

4.6 We will keep our Scheme and our action plans under review in the light of our annual reports. We will conduct a full review of our Scheme from April 2008 when we intend to prepare and publish a single Equality Scheme and Action Plan, integrating gender alongside disability and race equality.

Chapter 5: Research and Statistical information

5.1 Population figures from the 2001 Census show that 48.4 per cent of the people living in Wales are males and 51.6 are females. The overall ratio of males to females is 0.94 percent (that is, 94 males for every 100 females), but this ratio changes for differing age groups.



5.2 More boys are born than girls but the ratio falls very slightly among older age groups probably because of a higher rate of deaths from accidents among young males. There are equal numbers of women and men around the age of 20 and then slightly more women than men up to the age of 70. At this point the differences become more dramatic (because women live longer than men). For people aged between 70 and 80, there are 13 women for every 10 men. Between 80 and 90, there are 19 women for every 10 men, and for the over 90s, there are 36 women for every 10 men. (There is also the factor of people moving into Wales and those who leave; but, with a couple of minor exceptions, the numbers for males and females tend to balance out).

5.3 These differences in later life are becoming bigger. Compared with forty years ago nearly five times as many men live beyond the age of 90, but for women it is seven times as many.

5.4 Life expectancy (at birth) for males is 76 years: for females it is 80½ years. This is significantly higher than thirty years ago when the gap between males and females was larger. Thirty years ago men expected to live to 68 and women to 74½.

Health

5.5 In Wales, men tend to have higher levels of lung cancer, stomach and colorectal cancer, heart disease, and diabetes than women; and women have higher levels of arthritis. There are much higher levels of mental illness among women (nearly twice as high as men), but there are around four times as many deaths from suicide for men than women.

5.6 Women in Wales tend to have healthier lifestyles than men. They smoke and drink less than men and fewer are overweight. More men take regular exercise. In the past men smoked much more than women but the difference is

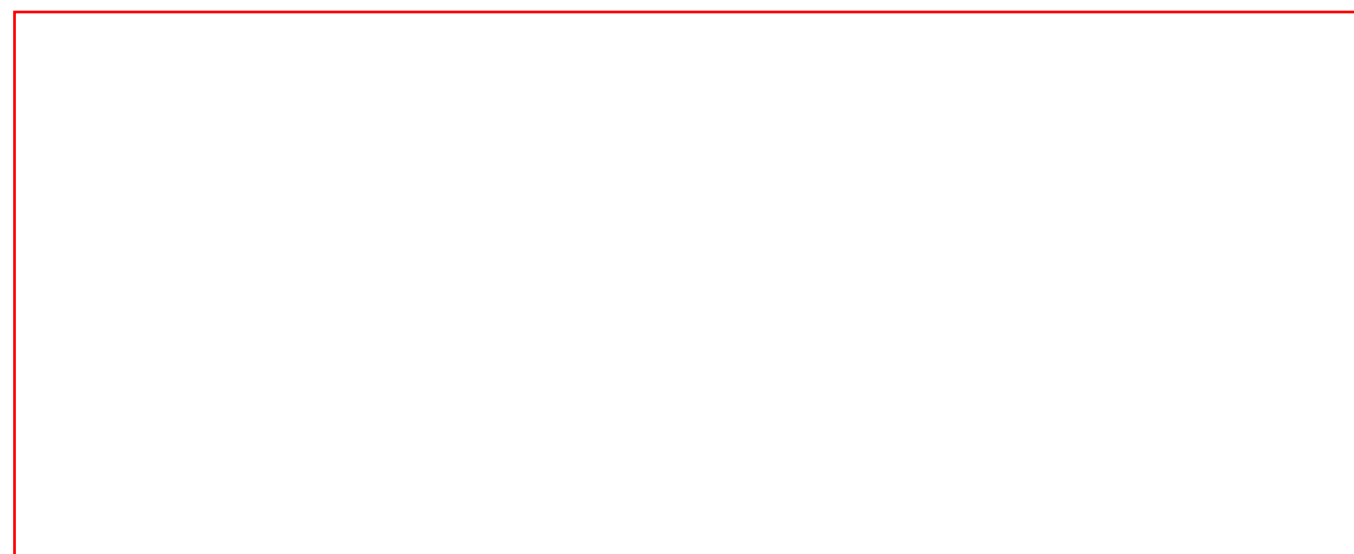
smaller now.

5.7 The Welsh Health Survey is one of the main sources of data regarding people's health. It took place in 1995 and 1998 with a sample of 30,000 adults from Wales, and from 2003 has been run with a yearly sample of 15,000 adults. The survey includes a standard set of health status questions based on the way people go about their everyday lives and the extent to which their health affects what they can do. The answers to these questions can be used to measure different aspects of people's health, and can be combined to form two summary health scores: one for physical health, one for mental health. Both summary health scores are a bit higher for men than women (higher scores mean better health) which suggests that men's lives are slightly less affected by health problems than women's.

Education

5.8 In Wales, in 2006 the proportion of primary school girls reaching the expected levels in all the core subjects at Key Stage 1 (7-year-olds) and Key Stage 2 (11-year-olds) was nine percentage points higher than for boys. Girls tend to have better examination results than boys. 58 per cent of girls got five or more good GCSEs in 2005 compared with 46 per cent of boys. 70 per cent of girls got two or more A-levels (grades A- C) compared with 64 per cent of boys. More boys leave school with no qualifications than girls, but more women than men have no qualifications. 3.3 per cent of boys left school with no qualifications, for girls it was 2.1 per cent. 15 per cent of men have no qualifications, for women it is 17 per cent.

5.9 Throughout the 1960s the number of male university students in Wales was double the number of women; numbers were about equal during the mid 1990s; and there are now more women students than men. More specifically, in 1960 the proportion of university students was 70 per cent men and 30 per cent women; in 1981 it was 60 per cent men and 40 per cent women; in 1992 it was 50:50; and in 2004 it was 45 per cent men and 55 per cent women.



5.10 The following table shows the ratio of university students who are women and men. The falling (solid) line for men does not mean that numbers of male students have been falling. They have not: they have risen each year since the 1960s. But numbers of female students have risen faster, with the effect that the proportion of students who are men has been falling (and the proportion who are women has been rising).

The Digest of Welsh Historical Statistics (Volume 2), and the Higher Education Statistics Agency Student records

<http://new.wales.gov.uk/docrepos/40382/40382313/403824/comp-2005/focus-diversity2005-e.pdf?lang=en>

Employment and Earnings

5.11 Just over 7 in 10 men from Wales are in work compared with just under 7 in 10 women. The unemployment rate for men is 5.7 per cent (half the rate in 1992) and for women it is 4.0 per cent (three-quarters the rate in 1992). Just under 1 in 4 men of working age are economically inactive (that is, neither in work nor looking for it): in 1992 the rate was lower, 1 in 5. Just over 1 in 4 women of working age are economically inactive: in 1992 it was higher, 1 in 3.

5.12 The difference in average earnings between women and men is known as the gender pay gap. There are semantic issues as well as the statistical ones. The key issue is that it is not clear just what is meant by "pay". Are part-time workers included? If so, it would bring down the average pay of the group they belong to. Is overtime included? If so, it would increase average pay. Is someone earning £300 a day who works one day a week paid more or less than someone earning £500 a week who works five days a week? The question is unanswerable until "pay" is clearly defined.

5.13 However earnings are measured, men earn more than women, but the size of the difference depends on how earnings are defined. That is, what does the statement "men earn more than women" really mean.

5.14 There are a number of ways that the average pay for men can be higher than the average pay for women: these include less part-time work, more overtime, different jobs which are paid at different rates. The measure of the gender pay gap used by the Office for National Statistics is the median hourly pay of full-time employees (excluding overtime). The median is the value below which 50 per cent of employees fall (the median is not affected if the largest pay rates are fairly large or extremely large). The ONS data are taken from the Annual Survey of Hours and Earnings which is based on a 1 per cent sample of employees in the UK. Pay refers to gross pay (before tax) of full-time employees on adult rates whose pay for the survey week was unaffected by absence.

5.15 The UK pay gap narrowed between 2005 and 2006 to its lowest value since records began. The gap between women's median hourly pay and men's was 12.6 per cent, compared with the 13.0 per cent recorded in April 2005. The median hourly rate for men went up 3.7 per cent to £11.71, while the rate for women went up by 4.2 per cent to £10.24.

5.16 The Welsh Assembly Government uses mean earnings. And if mean earnings are used instead of the median (the mean is often used for international comparisons) women's average hourly pay in the UK (excluding overtime) was 17.2 per cent lower than men's pay, a narrowing compared to the 2004 figure of 17.8 per cent. In Wales, women's average hourly pay (excluding overtime) in April 2006 was 10.8 per cent lower than men's pay.

5.17 This is based on hourly earnings excluding overtime for full-time adults whose pay was unaffected by absence (this gives a more valid comparison because men generally work more hours and more overtime which biases a comparison based on weekly earnings including overtime).

5.18 One of the main factors contributing to the pay gap is the occupational profile: women and men tend to do different jobs.

UK, percentage of women and men in different occupations, 2006

| | men | women |
|--|-----|-------|
| managers and senior officials | 18 | 11 |
| professional occupations | 14 | 12 |
| associate professional and technical occupations | 13 | 15 |
| administrative and secretarial | 5 | 21 |
| skilled trades occupations | 19 | 2 |

| | | |
|--|----|----|
| personal service occupations | 2 | 14 |
| sales and customer service occupations | 5 | 11 |
| process, plant, and machine operatives | 12 | 2 |
| elementary occupations | 12 | 11 |

Labour Force Survey

<http://www.statswales.wales.gov.uk/TableViewer/tableView.aspx?ReportId=2234>

Wales, percentage of women and men in different occupations, 2006

| | men | women |
|--|-----|-------|
| managers and senior officials | 15 | 9 |
| professional occupations | 11 | 11 |
| associate professional and technical occupations | 12 | 14 |
| administrative and secretarial | 5 | 20 |
| skilled trades occupations | 21 | 2 |
| personal service occupations | 3 | 15 |
| sales and customer service occupations | 5 | 12 |
| process, plant, and machine operatives | 14 | 3 |
| elementary occupations | 13 | 13 |

Labour Force Survey

<http://www.statswales.wales.gov.uk/TableViewer/tableView.aspx?ReportId=2234>

5.19 The two tables show that the occupational patterns for Wales and the UK are broadly the same. They also show big differences in the occupational distribution for women and men.

5.20 The proportions of women and men with professional or managerial jobs were similar (in Wales, men 38 per cent, women 34 per cent). The proportions of women and men in unskilled jobs were equal.

5.21 But there were big differences in the proportions of women and men in skilled trades and semi-skilled manual work (in Wales, men 35 per cent, women 5 per cent). There were also big differences in the proportions of women and men in administrative and service work (in Wales, men 13 per cent, women 47 per cent). If people in skilled trades and semi-skilled manual work get higher pay than those in administrative and service work then this goes a long way to explaining the pay gap between women and men.

Transport and Public Safety

5.22 In Wales, twice as many women walk to work or take public transport as men. Men travel nearly three times as far as women either getting to work or as part of their job. Just over 8 in 10 men have a full driving licence compared with just over 6 in 10 women.

5.23 Men in Wales are much more likely to be convicted of criminal offences than women (particularly burglary and sexual offences). Women of all ages are about five times more likely than men to feel worried about walking alone near their home at night.

5.24 To further improve the level of accessibility of statistical information available our Corporate Information and Services Directorate also plans to introduce electronic gender publications via Stats Wales and to review the accessibility of the current internet site.

Chapter 6: The Welsh Assembly Government as an employer

6.1 The Human Resources Department deals with all employment issues relating to staff within the Welsh Assembly Government. This includes pay and pensions, recruitment, training and development, corporate health and equality of opportunity. It also manages wider issues such as accommodation, facilities and emergency management as well as the HR information technology infrastructure.

Diversity Delivery Plan

6.2 The Diversity Delivery plan was launched within the Welsh Assembly Government in 2006 in response to a Civil Service wide initiative to improve the representation of different groups within Government to better reflect the population. It contains targets for the percentage of women, Black and Minority Ethnic and disabled staff represented in the Senior Civil Service (SCS) and for staff in the Pay bands immediately below the SCS known as Bands F & G or the "feeder grades". It also identifies over 100 specific actions to be taken forward over the next few years to support the targets, ensure equality of opportunity and to promote diversity throughout the organisation in the following 10 key areas:

Establishing Targets

Measurements and Evaluation

Building Capacity through the Equality Champions' Network

Leadership and accountability

Recruitment

Development

Behaviour and culture change

Diversity impact of the Efficiency and Relocation reviews

Mainstreaming diversity

Communication

Equal Opportunities Employer

6.3 The Welsh Assembly Government is committed to promoting equality across all strands including gender. Our Equality of Opportunity statement makes it clear that we will not tolerate discrimination and this combined with our broader policies relating to staff demonstrate our commitment to promoting Equality of Opportunity and mainstreaming diversity.

Recruitment

6.4 We have an additional statutory obligation to meet the requirements of the Civil Service Commissioners Recruitment Code, which means that we can only recruit through fair and open competition. We have to complete an annual self-assessment as part of the audit arrangements with the Commissioners and are subject to external scrutiny by them at any time. Internal audit procedures also exist to monitor our practices and ensure that our procedures are non-discriminatory. All our recruitment panels are mixed gender and include HR representatives who usually undertake the role of chair. All panel members are required to undergo specific training, which covers their equality responsibilities. Relevant HR staff will also undertake biannual updates to ensure that discriminatory practices are avoided in the recruitment process.

Benchmarking

6.5 In monitoring our progress towards mainstreaming gender equality and particularly dismantling the barriers for women to attain senior positions in the organisation, we undertake an annual gender benchmarking exercise using the Opportunity Now benchmarking toolkit. This helps us to ensure that our policies and practices remain fit for purpose and are equality focussed. We have received a gold award consistently for the past three years.

6.6 Most recently we have participated in the Stonewall annual Equality Workplace Index. As a result of this survey, we have been awarded a place amongst the top 100 best organisations for LGB equality in the UK and in fact hold second place in Wales.

Equal Pay

6.7 The Welsh Assembly Government introduced an incremental pay system in 2001 which specifically targeted the gender pay differential. The pay system was designed to eradicate equal pay problems over time; allow staff to progress within a reasonable time to a target rate of pay for their band; and to be simpler and clearer to allow staff to predict more accurately how their pay would change. This system allows those on maternity and career breaks to rejoin the pay scale at the point they would have reached had they not been absent, this has resulted in a significant lessening of the pay gap between men and women.

6.8 This system resulted in the Assembly Government being awarded the Castle Award for Equal Pay in 2002 "as leaders in promoting equality and equal pay" and receiving an "Honourable Mention" in the Opportunity Now Awards in 2003. In addition, the Assembly Government has actively encouraged its Assembly Sponsored Public Bodies to target the gender pay differential through the development of similar equal pay systems.

6.9 Following the ASPB mergers we now have a significant number of staff on different pay and conditions. Maintaining and improving equal pay for staff will be a key objective of the review of pay and grading, which was planned as part of the mergers programme. The Assembly Government has been working in partnership with the Trade Unions to develop a new pay and grading system which will come into effect in Spring 2007. This system builds upon the work already undertaken by the Assembly Government to address identified gender pay differentials. The system will be assessed from an equal pay perspective by March 2008.

Pregnancy and Maternity (including Adoption)

6.10 We go beyond the statutory requirements and any permanently employed woman who is in paid service at the time her maternity leave begins, and has been for at least 12 months, receives 6 months leave on full pay with the option of a further 6 months unpaid leave. We also have co-parenting leave (previously known as Paternity leave), which enables the co-parent to have full pay during their 3 week leave entitlement.

Family Friendly Working (including Parental leave)

6.11 We believe that we are an exemplar employer in this field and have a plethora of policies, which go beyond our statutory duties to enable staff with caring responsibilities to balance work and home commitments. However our policies are not constrained to these staff only. We believe that we should be able to enable all staff to meet their cultural and diverse needs and as such have a number of flexible working arrangements that are open to all. These include compressed hours working, home working and opportunities for career breaks.

Gender Identity

6.12 We support all staff within the organisation free of discrimination. We provide advice and support to individuals and teams and have an independent counselling service as part of our corporate health department, which is accessible to all. We will work in partnership with the civil service wide a:gender network in supporting transsexual and transgender people in the workplace, including those who may be considering or under-going gender re-assignment. HR's Equality Legislation Awareness Sessions which are delivered to Assembly staff cover awareness of gender identity issues.

6.13 Confidentiality is assured in all our HR practices. Any breach of this confidence may be regarded as a disciplinary offence. Clearly this is recognized as a particularly sensitive issue in relation to recruitment and applications from transsexual people. As such, previous name requests are not required on application forms and assurance can be given that we will protect any applicant's privacy when referring to or checking past records.

Corporate Health

6.14 In promoting the well-being of all staff we provide a number of local services including:

the availability of male and female occupational health doctors and counsellors for staff requesting consultations;

undertaking risk assessments for new or expectant mothers and nursing mothers; and

promoting gender specific health campaigns, such as breast and prostate cancer awareness.

Harassment & Bullying

6.15 The Dignity at Work Policy gives staff the assurance that no form of harassment or bullying will be tolerated in the Welsh Assembly Government. The Senior Management of the Welsh Assembly Government regards any form of harassment as a disciplinary issue. We have trained harassment contact officers who are able to provide staff with initial support and the policy provides the opportunity for full formal investigation. The policy also cites specific examples of appropriate and inappropriate behaviour and makes specific reference to the issues of sexual and transsexual harassment to ensure that staff are fully aware of the ramifications and impacts of their behaviour on others.

Monitoring

6.16 We already capture data by gender in relation to:

the number of staff in post;

the level of applications received and at each stage of the recruitment process, i.e. sift, assessment, interview and appointment;

the number of staff achieving promotion;

the numbers of staff accessing training (what about part-time);

the number of staff considered to be unsatisfactory performers;

the number of staff involved in grievance procedures;

the number of staff subject to disciplinary procedures;

the number of staff who cease employment with us; and

the number of staff with caring responsibilities.

Influencing HR Policy Development

6.17 Staff have the potential to influence policy development and change through a number of routes. A Shadow Board enables women and men from a diverse range of backgrounds to influence the Management Board of the Welsh Assembly Government directly. Members of the Shadow Board are identified annually and membership also offers an excellent development opportunity for staff from under-represented groups who aspire to Senior Management positions. We also use a communication mechanism called Dialogue so that Management Board members can be in touch with the views of staff on the ground. In addition, there is also an annual staff survey, which includes questions about discrimination on the basis of gender and other equality criteria.

6.18 We have several staff networks including two for women. The LGB network has also become far more proactive in supporting the organization and were key players in the aforementioned Equality Workplace Index as well as other events supported by Stonewall. To support the networks further, it is proposed that the Welsh Assembly Government will provide them with co-ordination support at executive officer level.

Positive Action Training, Recruitment and Promotion

6.19 The Welsh Assembly Government continue to be concerned about the representation of women at Senior Management levels. We already have baseline information relating to the numbers of women in all grades and it is clear that traditionally women have held a higher majority of positions between Pay bands A-E than men but this tendency reverses at Band F and G (the feeder grades for the Senior Civil Service posts) and continues to decrease at all levels within the SCS. Hence our commitments within the Diversity delivery plan to improve the representation of women in these grades. The tables below show the targets we have set and progress to date.

| Welsh Assembly Government - SCS | | | | | |
|---|----------|------------|------------|----------|-------------------|
| | Oct 2003 | April 2005 | March 2006 | Jan 2007 | April 2008 target |
| Percentage of women in SCS | 28 | 36 | 35 | 35 | 45 |
| Percentage of women at SCS Pay Band 2 and above | 30 | 25 | 19 | 24 | 30 |
| Welsh Assembly Government – SCS Feeder Grades | | | | | |
| | | Sept 2005 | March 2006 | Jan 2007 | April 2008 target |
| Percentage of women in SCS feeder grades, that is Pay Bands F & G | | 44 | 44 | 41 | 50 |

6.20 As it is clear that we do not have problems recruiting women to Bands B-E we want to target action in the feeder grades and Senior Civil Service levels. We want to take a multi-faceted approach by both bringing in and bringing on women at these levels. This will include positive action training particularly in the area of management and leadership development, opportunities for work placements, mentoring and encouraging greater applications from women for senior posts.

6.21 We are taking part in a gender duty pilot project around Career Progression with the Equal Opportunities Commission. We have already undertaken a survey of Senior Management women to ascertain their perceptions of workplace culture and attitudes to work life balance and career development. Outcomes from the analysis are expected in the Spring of 2007. When we have identified the barriers to women in applying for senior positions we intend to develop an action plan to help overcome these and avoid the difficulties women may face having obtained such positions.

6.22 We also want to ensure that our recruitment activities remain fair and in addition to the annual audit we will provide ongoing awareness training to ensure that all Panel Chairs and those involved in the recruitment process continue to be fully conversant with their equality responsibilities and champion best practice.

Flexible Working

6.23 Despite having a wide range of policies that enable staff to access flexible working patterns we do not have adequate information about uptake and potential (or perceived) effects on staff progression. Development work on the new Welsh Assembly Government HR IT systems is progressing well with an online recruitment management system having been launched in December 2006. A process to track the internal movement of staff is expected to be in place by the new financial year and staff will be able to record their working patterns and any changes as part of the u-access element of the staff record by June 2007. This will enable greater access to data about career progression linked to flexible working patterns. It is therefore anticipated that we will undertake a formal scrutiny exercise by March 2008 to identify uptake and impact in the flexible-working arena. A key area in which we intend to utilise this information will be to investigate any perceived impact of caring responsibilities on staff in terms of their internal career progression.

Equality Awareness and Staff Networks

6.24 We will continue to build on our programme of equality awareness raising to ensure staff are better informed of the needs of transsexual and transgender people. We will forge closer links with a:gender and invite them to have a greater presence in Wales commencing with a conference event in May 2007.

6.25 We are also conscious of the changing needs of men and we propose to set up a separate network for them within the next financial year 2007-2008 so that they too can have a formal body through which to voice their opinions on issues that matter to them.

Chapter 7: How we do business

Procurement

How we deal with contracts with outside parties

7.1 The Government of Wales Act 2006 separates the National Assembly for Wales into two separate legal entities, the Welsh Assembly Government and the Assembly Commission. This means that the Welsh Assembly Government and the Assembly Commission enter into contracts in their own right. Existing contracts which apply to both parts of the current organisation are being reviewed to establish if they can be separated. The work on separating contracts will continue as contracts come up for renewal between now and legal separation which will take place on 3 May 2007.

Value Wales

7.2 The internal arm of Value Wales is responsible for awarding contracts on behalf of the Assembly Government. The external arm facilitates collaborative contracting across the public service in Wales and this includes embedding sustainable development principles into all parts of the procurement process. An important part of this approach is to look at equality and diversity issues including disability, gender and race equality.

External Procurement

7.3 By April 2007, Value Wales will evaluate the different tender procedures used in consultation with representative organisations and concentrate on improving access for the whole community to contract awards opportunities. These improvements will then be made in 2007-2008 for Assembly Government contracts, and guidance will be given to other public sector organisations via the Value Wales Procurement route planner (PRP). The PRP is managed by the Operational Procurement Policy Programme of Value Wales. It is intended to promote a structured, step-by-step approach and encourage a consistent, best practice approach to Procurement throughout the Welsh public sector.

7.4 Value Wales has also set up a sub group of the Business Procurement Task Force to explore opportunities available under the revised European Union Procurement regulations. This then reserves certain public sector contracts for Supported Employment organisations and is rolling out the principles outlined in "Opening Doors - The Charter for SME Friendly Procurement" to all small businesses in Wales. Its main objective is to make public sector procurement more accessible and promote initiatives such as the Sell2Wales web site, which puts companies directly into contact with Public Sector buyers in Wales. It has been commended in the Small Business Services report 'Small Suppliers - Better Value?' as an example of best practice. The website can be accessed at: <https://www.sell2wales.co.uk/index.html>

Internal Procurement

7.5 Corporate Procurement Services (CPS) provides support and advice to Assembly Departments in meeting their business objectives, ensuring best practice is adopted and value for money is obtained.

7.6 Procurement is relevant to the Assembly Government's duty to promote gender equality in two main areas:

contractors' equal opportunities policies and practices;

and contract opportunities for small and medium-sized businesses.

7.7 The Assembly Government has introduced a voluntary Code of Practice for its procurement policies. The Code sets out the Assembly Government's business principles and core values with the aim of creating a database of suppliers prepared to support the Assembly Government's core values of equality of opportunity, sustainable development and social inclusion. While contracts must still be let on the basis of open competition, suppliers who support the Code will be assisted with positive action such as guidance on ways to improve, and constructive feedback on unsuccessful bids. The Code of Practice can be accessed at: <http://www.winningourbusiness.wales.gov.uk/codes/index.htm>

7.8 To further promote gender equality in the way that it procures goods and services the Assembly Government has incorporated a requirement that all contractors adhere to and ensure all relevant legislation is observed. Representatives from the Assembly Governments Corporate Procurement Services team also attended the launch events for 'Opening Doors - the charter for Small and Medium Enterprises (SMEs) friendly procurement'. In addition, Corporate Procurement arranged 'meet the buyer events' to provide targeted advice on future trading opportunities specifically for SME's. More information about 'Open Doors' can be found at: <https://www.sell2wales.co.uk/help/openingdoors.html>

7.9 The Assembly Government has also committed to:

actively participating in the Value Wales initiative which has been established as a catalyst for change, providing leadership, strategic direction and best practice guidance to help organisations achieve real and sustainable improvements. The aim is to make Public Sector purchasing more accessible and transparent to all sectors of society, by advertising all contracts over £25,000 in value on the Sell2Wales website, (<https://www.sell2wales.co.uk/index.html>) and publishing our tendering procedures on the Winning Our Business website (<http://www.winningourbusiness.wales.gov.uk/>).

Legal Services

7.11 The Legal Services Department is committed to achieving the actions in the Welsh Assembly Government's Equality Schemes, which are relevant to its function areas and staff.

7.12 The Legal Services Department will ensure that all legislation and legal advice prepared by the department is compliant with equality legislation. This will be achieved by maintaining a centre of expertise within the department and ensuring that all lawyers are conversant with the requirements of equality legislation through training. They will also be made aware of any new developments, such as case-law, with respect to them.

7.13 The Legal Services Department will also ensure that all its internal policies, practices and procedures are compliant with equality legislation by consulting as appropriate and necessary.

How we work with Local Authorities

7.15 A great deal of the work of the Welsh Assembly Government relates to services provided by local authorities, and most policy departments have regular dealings with individual councils and with the Welsh Local Government Association (WLGA). There are two Divisions which deal exclusively with local government issues: Local Government Policy and Local Government Finance which provide financial support to Local Authorities in Wales. The Assembly Government's relationship with Welsh local government is not exclusively a matter for the Local Government Divisions, and other aspects of the relationship will be reflected in other areas of this Scheme.

7.16 The Assembly Government does not have statutory powers to enforce compliance by local authorities with gender duty. This power is currently exercised by the Equal Opportunities Commission (EOC) and by the Commission for Equality and Human Rights (CEHR) from October 2007. However, we do reflect those duties and the principles that underlie them in all our work with local government: for instance, by making equalities assessments a required component of the Wales Programme for Improvement; including equalities-related measures in the local government performance measurement framework; and providing financial support to the Welsh Local Government Association's Equalities Unit.

7.17 A key feature of the Assembly Government's relationship with local government is its negotiation of individual policy agreements with each of the 22 authorities. Each policy agreement contains 16 measures. Eight are prescribed measures, defined by the Assembly Government and common to all 22 agreements, and eight are local measures, which each local authority devise for itself and should reflect local needs and pressures. All local authorities have been strongly encouraged to include at least one equalities-related measure in their local measures. For instance, sixteen authorities have opted to include compliance with the Local Government Equality Standard. Others have included measures on, for instance, improving workforce diversity.

7.18 The funding formula for local government, broken down into its constituent parts, allocates resources across Wales in accordance with the need to spend on each service area for each authority. For instance for Personal Social Services (PSS) there are separate formulae for children and young people, younger adults and older adults each of which use different indicators. In the recent work to update the formula for Younger Adults PSS a variety of indicators were investigated and found to be significant.

7.19 The new Performance Measurement Framework in Wales encourages authorities to use service-based performance indicators to collate disaggregated equality data to reveal any varying levels of service quality or delivery as between different social groups. This approach will support authorities to meet their statutory duties to monitor services and policies to determine whether there is an adverse impact on people according to their gender, disability and race.

7.20 We will ensure that equality issues including gender are included on the agendas of the annual meetings between individual local authorities and the Local Government Minister. Progress on equality issues will also be discussed at regular meetings between the Assembly Government and the Welsh Local Government Association which meet at least three times a year.

7.21 The current round of policy agreements expire in March 2007. We will consider the possible inclusion of an equality-related measure as a prescribed component in any arrangements which replace policy agreements after that.

Chapter 8: Dealing with complaints

External Complaints

8.1 The Welsh Assembly Government has a 'Code of Practice on Complaints', to deal with complaints made by members of the public about Assembly Government administrative actions.

8.2 If a member of the public considers that the Welsh Assembly Government is not meeting its administrative obligations under the general duty as specified in the Sex Discrimination Act 1975, and wishes to make a complaint, they should access the Code and follow the process contained therein. The Code can be found at:

<http://www.wales.gov.uk/contacts/complaints/index.htm>

Internal Complaints

8.3 Complaints from staff can be dealt with through one or more of the Assembly Government's internal policies, including those on:

grievance;

dignity at work; and

whistle blowing.

Union members may also approach their union representative for assistance.

Equal Opportunities Commission and Public Service Ombudsman for Wales

8.4 Members of the public and Assembly Government staff can approach the Equal Opportunities Commission or the Public Service Ombudsman for Wales with any complaint they have regarding a breach of the gender equality duty. From October 2007 the Commission for Equality and Human Rights will supersede the Equal Opportunities Commission following which relevant complaints should be addressed to, and will be taken forward by the Commission for Equality and Human Rights.

Annex 1: UK Gender Equality Legislation

The Sex Discrimination Act 1975

Schedules to the Sex Discrimination Act 1975

The Protection from Harassment Act 1997

The Human Rights Act 1998

Sex Discrimination (Gender Reassignment) Regulations (Northern Ireland) 1999

The Sex Discrimination (Gender Reassignment) Regulations 1999

The Civil Partnership Act 2004

The Gender Recognition Act 2004

The Family Proceedings (Amendment No. 3) Rules 2005 —
Gender Recognition Act 2004 Procedure

The Gender Recognition (Disclosure of Information) (England, Wales and Northern Ireland) Order 2005

The Equality Act 2006

Annex 2: List of Devolved Functions

The Assembly Government has considerable power to develop and implement policy within a range of areas:

agriculture;

ancient monuments and historic buildings;

culture;

economic development;

education and training;

the environment;

health and health services;

highways;

housing;

industry;

local government

social services;

sport and leisure;

tourism;

town and country planning;

transport and roads; and

the Welsh language.

What does this mean in practice?

Examples of the important decisions the Assembly Government can make include:

developing education, training and lifelong learning in Wales;

developing and funding NHS services in Wales;

administering European funds including the Objective One programme;

administering funding for local authorities in Wales;

developing housing policy, including tackling homelessness;

sponsoring bodies that protect our environment and conserve wildlife and natural habitats;

developing an integrated transport framework for Wales;

promoting agricultural schemes and rural development;

developing schemes to promote the culture and heritage of Wales;

establishing schemes for sustainable development and equality of opportunity; and

developing information and communication technology in Wales.

Annex 3: Care and Social Services Inspectorate Wales (CSSIW), Healthcare Inspectorate Wales and Value Wales

Care and Social Services Inspectorate Wales (CSSIW)

The Care Standards Inspectorate for Wales (CSIW) and the Social Services Inspectorate for Wales (SSIW) are to be brought together to form the Care and Social Services Inspectorate for Wales.

Launching in April 2007, the combined inspectorate will provide a more citizen-centred regulation and inspection service that will be able to streamline and improve regulation and inspection for vital care and social services across Wales.

The new Inspectorate will remain flexible to meet the needs of services users and the sector in Wales. Building upon the significant work undertaken by CSIW and SSIW, the Care and Social Services Inspectorate will provide a stronger, integrated view of social services and care - from strategy through to delivery whilst becoming a clearer reference point for citizens and stakeholders over authoritative service assessment.

CSSIW will have three main functions:

Local Authority Inspection and Review – responsible for the delivery of Local Authority review and investigation functions including the development and management of Joint Review, performance evaluation and thematic review programmes. Monitoring Local Authorities’ performance and dealing with serious concerns, providing guidance, procedures and advice on how local authorities discharge their social services responsibilities.

Service Regulation and Inspection – regulation of social care and early years provision through a network of Regional Offices across Wales to ensure that services meet the regulations and national minimum standards set by the Welsh Assembly Government and the National Assembly for Wales.

Service Analysis and Improvement – playing a key role in knowledge management across both Adult and Children’s Services resulting from the Inspectorates’ regulatory and inspection work. They will identify and promote best practice across the sector; provide professional advice to policy colleagues and Ministers and develop and lead on sector specific development programmes.

These three functions are supported by a Business Management and development team who are responsible for the effective and efficient business management, organisational development, and business systems improvement across the Care and Social Services Inspectorate. Linked to business support for Department for Public Services and Performance, the team will help to lead change across the organisation; strengthen ICT systems and communications; resource management; and taking a lead role in benefits realisation post integration.

Healthcare Inspectorate Wales (HIW)

The Division’s purpose is to promote continuous improvement in the quality and safety of patient care in Wales. In taking this forward, HIW undertake reviews of and investigations in relation to the provision of healthcare commissioned and provided by Welsh NHS bodies.

In undertaking review activities, HIW is required to consider:

HIW is also the regulator of independent healthcare organisations in Wales and has full delegated authority for its regulatory decisions. Independent healthcare settings include private hospitals, dentists where treatment is provided under anaesthesia, hospices and where prescribed techniques includes class 3b and 4 lasers.

The functions of the Local Supervising Authority (LSA) has also been transferred to HIW. The LSA for the statutory supervision of midwives in Wales involves preparing, appointing and developing supervisors of midwives.

In agreement with the Nursing and Midwifery Council (NMC), professional advisers from HIW conduct annual monitoring of the higher education institutes in Wales which offer approved NMC programmes.

Although HIW is part of the National Assembly for Wales, there are a number of safeguards in place to protect and ensure its independence. These include:

HIW Chief Executive has editorial control of reports;

HIW generates its own work programme; and

HIW has rights of independent access to the First Minister and the Minister for Health and Social Services.

HIW works closely with other inspection, regulation and audit bodies in Wales and has a statutory duty of collaboration with the Healthcare Commission in England to ensure the quality and safety of cross border services. HIW is leading the implementation of the healthcare aspects of the Concordat Between Bodies Inspecting Regulating

and Auditing Health and Social Care in Wales. The Concordat is consistent with the Welsh Assembly Government's aim to improve the way public services are delivered in Wales. Making the Connections and its action plan Delivering the Connections identifies the need to simplify layers of regulation and inspection of public services in Wales to achieve clear and more effective reporting structures.

Value Wales

Value Wales purpose is to work with the Public Sector to improve co-operation for the provision of services to the public, the achievement of efficiency and other gains through smarter procurement and delivering a fit for purpose and sustainable capital infrastructure estate.

Value Wales was established to act as a major catalyst for change across the public sector, to help organisations achieve real and sustainable improvements and realise value for money opportunities. Value Wales aims to achieve this through:

.2 focusing on opportunities for streamlining support functions; better management of capital investment; and smarter procurement;

.3 providing leadership, strategic direction and access to information, best practice, guidance and technical expertise across the public sector; and

.4 supporting organisations to collaborate both within and across sectors to achieve desired outcomes.

Value Wales also provides high quality Estates and Procurement services to the Welsh Assembly Government.

Departmental Gender Equality Plans

Published alongside the Welsh Assembly Government's Gender Equality Scheme (GES) the following Departmental Action Plans set out how each department is working towards promoting equality of opportunity between men and women. As part of this process, each Assembly Government Department has reviewed its strategic policies and programmes, taking account of comments from the 2006 Equalities Engagement Events, available statistical and other research evidence and feedback from the consultation exercise and focus groups. This review enabled departments to identify the policy areas most likely to have an impact on gender equality. Future Action Plans, for 2008-2009 onwards, will build on current work and the growing evidence-base, and will extend our activities to provide an on-going programme of work which will, year-on-year, contribute to addressing gender inequalities in public services.

Department for Health and Social Services

The Department for Health and Social Services, (DHSS), has the following responsibilities:

advising the Welsh Assembly Government on setting policies and strategies for health and social care in Wales

contributing to the making of legislation in the field of health and social care

providing funding for the NHS and other health and social care bodies

managing and supporting the delivery of health and social care services

monitoring and promoting improvements in service delivery

What we do:

Mainstreaming

In recognition of the impact of the new equality duties the Department for Health and Social Services has adopted a project management approach to the mainstreaming of equality strands, including the Gender Equality Duty. A Project Manager was appointed in May 2006, ensuring a dedicated resource was identified to progress the equality and diversity agenda.

Part of the work to be undertaken includes a baseline assessment of staff awareness and skills in relation to Equality. The results of this assessment will enable the Department to ensure appropriate focussed training, is available for staff, to ensure they are informed, updated and enabled to ensure equality is embedded in all areas of their work, including the development of strategies and guidance, and inclusive methods of consultation and involvement.

The development of action plans in relation to Equality Duties is being undertaken with a collaborative approach, across the Department, and it is important that future work on progressing sustainable progress in gender equality is taken forward on an informed and structured basis.

We want our action plans to be realistic, to identify that in order to make a difference to health and social services in Wales, we need evidence and data which highlights the issues in Wales. That our staff are trained, and informed, and that equality issues are accurately reflected in the development of our strategies and policies.

For this reason, we will be working with the Office of the Chief Social Research Officer (OSCRO), to develop an equalities evidence, research and information resource in relation to Equality in Health and Social Services. This will pull together information of research and networks in Wales, and will help to highlight any particular gaps in information, as well as consolidating what is available. Gender information will form an important part of this work and will be fed into relevant Divisions.

The Department will continue to work closely with the NHS Centre for Equality and Human Rights (CEHR), and the Equal Opportunities Committee, to ensure we are meeting our statutory obligations, and maximise the potential for joint working in relation to training, and sharing best practice, in relation to gender equality.

We will continue to work closely with the internal Strategic Equality and Diversity Unit, (SEDU) in developing a single equality impact assessment tool, which will include a gender section, and ensure that staff within the Department undertake relevant training.

Designed for Life – a new strategic framework for health and social care

The aim is to ensure that future services are sustainable across Wales, and that everyone has access to high quality, safe services as locally as possible. As part of the framework there will be redesign of acute services across Wales, new guidance on commissioning, and improvement in information systems, all of which should strengthen the ability to meet the needs of different groups. This can be found at:

<http://new.wales.gov.uk/topics/health/publications/designedforlife/?lang=en>

Designed for Work

This is a strategic framework for the NHS workforce, which supports Designed for Life. Designed for Work is the workforce and people management strategy to make sure that we develop and engage our staff in this vital change to the way we deliver healthcare in Wales. The future workforce will be designed around patients, care pathways and service needs and the Designed to Work strategy aims to get the right people, with the right skills at the right place

and time.

Designed for Work will be implemented by adopting a partnership approach, with NHS staff, trades unions and professional bodies, heads of professions, politicians, local government leaders, NHS Managers, the Deanery stakeholders and the public. NHS Organisations must commit to and will be monitored and assessed against, the Designed for Working Life Standards. These standards will scope the people management elements from Investors in People, the Welsh Risk Management Standards, Health Inspectorate Wales reviews, the bi-annual staff survey results and also assessments to be developed for measuring partnership working effectiveness and also staff involvement. This can be found at:

http://new.wales.gov.uk/topics/health/publications/health_social_care_strategies/designedtowork/?lang=en

Fulfilled Lives, Supportive Communities

This is a Strategy for Social Services over the next decade, will be issued for consultation in the near future. The Strategy will focus on

making major improvements in systems, the capacity and the workforce

making the voice of the citizen, the service user, the carer and the workforce, really count in making services more responsive and accountable to citizens in all their diversity

transforming performance management, improving information about performance and improving scrutiny

promoting better partnership and collaboration between councils and with other statutory and independent organisations.

championing the vulnerable so that other services recognise their needs and work to promote their inclusion. This can be found at:

<http://new.wales.gov.uk/consultations/closed/healandsoccarecloscons/952063/?lang=en>

Health, Social Care & Wellbeing Strategy Regulations & Guidance

This regulation and guidance for the 2008-2011 joint strategy for Local Health Boards and Local Authorities have been amended to include all six strands of equality, including Gender. This means that during the needs assessment phase, data will have to be provided on a local basis on equality strands for the residents of those local areas, with their associated needs addressed in the strategies developed.

Public Appointments to NHS Bodies

we are committed to increasing representation from minority ethnic communities, disabled people and women on NHS public appointments, e.g. to NHS Trust Boards.

NHS Centre for Equality and Human Rights

Established in 1994, the Centre works proactively to build the commitment and capacity of health service organisations to ensure staff and patients are treated fairly and according to their needs. To achieve this, it works in partnership with individuals and organisations to promote equality and human rights in the planning, commissioning and delivery of health services.

In 2005, the NHS Centre for Equality and Human Rights, (CEHR), was commissioned to conduct a Patient Equalities

Monitoring Project, which is due to be completed in August 2008. The aims of the project are to deliver a programme of change that improves the collection of equalities data within NHS Trusts across Wales, to enable the Service to assess the impact of health service delivery, policies and practices upon different groups of patients, according to their racial group, gender, disability, age, sexual orientation, religion or belief.

The NHS CEHR provides strategic assistance and practical support to NHS organisations to develop their Disability Equality Schemes, offering advice, awareness training and co-facilitating engagement events with the Disability Rights Commission.

What we are going to do:

Community Health Council Membership

Overall the figures are: 54.57% of CHC membership is female, 45.43 is male. This compares well with the figures for the population of Wales where 51.6% are female and 48.4% are male (2001 Census). However, it is recognised that in some areas of Wales, the gender split is not quite so even.

During the next year, current CHC membership will be analysed and compared with local area data and a report will be produced by September 2006. Stakeholders will be engaged at the end of 2006 to develop an action plan, to improve appointment guidance, developing a programme of awareness by April 2008. An implementation plan will then be developed taking forward the action plan reducing/eliminating inequalities in CHC membership in 2008

| | |
|--|---------------------|
| Analyse membership data | April 2007 |
| Compare membership data with local area data | July 2007 |
| Engage stakeholders | Oct 2007 – Dec 2007 |
| Produce detailed action plan | Jan 2008 |
| Implement Plan | To be agreed |

Manage and implement the National Service Framework for Older People

The National Service Framework (NSF), launched on 20 March 2006 sets 10 national standards and an action plan to improve quality and to drive up standards for older people's health and social care services across Wales.

Challenging dependency is one of the national standards and sets key targets for community-based services, equipment and home adaptations. Issues regarding physical and mental health, advocacy, involvement, information and Intermediate care are also targeted. Differences in health related issues experienced by older men and women is addressed, such as osteoporosis and falls.

The implementation plan for the NSF has been commenced together with a support programme co-ordinated by the Welsh Assembly Government, in conjunction with key partners.

The Commissioner for Older People (Wales) Act 2006 received Royal Assent on 25 July 2006, The Commissioner will be a source of information, advocacy and support for older people in Wales and their representatives and will also have a role in encouraging best practice in the treatment of older people in Wales. It is hoped that the regulations will come into effect and that a Commissioner will be appointed during 2007.

Access 2009

In March 2005, the Minister for Health and Social Services issued a Cabinet Statement stating a maximum waiting

times target to be achieved by December 2009 of 26 weeks from GP referral to treatment. This waiting time was also to include any time waiting for diagnostics and therapy services. Although NHS Services are provided free at the point of access, and are based on the clinical need of the patient, it is recognised that there may be areas of inequity in relation to access to healthcare services. However, current data available is unable to pinpoint these areas of inequity.

The patient equality monitoring project, currently being led by the NHS centre for Equality & Human Rights (CEHR), is a project which will consolidate the current arrangements for the collection of data to ensure the promotion of best practice across the NHS. This will entail building the capacity of NHS staff to collect and analyse information relating to the patient population. An extensive programme of training will commence.

It has been agreed that information and research relating to healthcare service access in Wales will be collated and analysed and used to inform the development of this policy and subsequent implementation phases. The information gathered from this project will feed into internal policy and strategy development. The CEHR project has been extended to August 2008 to ensure all equality strands can be covered, although it is hoped that some information will be available for analyse during 2007.

It is recognised that a workforce should be reflective of the society it works within, and for this reason the NHS Human Resources Division is leading work with the Partnership Forum on the collection of equality data across the range of employment activity, linked to the same work in England and use of the data available from the new Electronic Staff record system.

Following the launch of the EOC report of the 30 Gender Pilots in Wales, we will be undertaking some work identifying issues in relation to gender differences in access, including some lunch and learn sessions on men and women's health, to raise staff awareness.

Mental Health

Gender inequalities have been recognised in access to and provision of Mental Health Services. Data will be collected and reviewed to identify the current position in Wales, and will be fed into Strategy and NSF reviews for action. Data which cuts across equality strands will also be included, and disaggregated.

Cancer Services

National Cancer Standards were published in June 2006 and cover 10 cancers including specialist palliative care. These standards incorporate the generic core aspects of the service which patients should expect to receive throughout Wales, as well as the key elements of the diagnostic and treatment process relevant to each specific cancer type eg, breast, urological, lung cancers.

Cancer waiting times have been set to improve the time taken from referral / diagnosis to the start of definitive treatment for all cancers for achievement by the end of December 2006. The National Cancer Standards and the waiting times targets will ensure equity of access and consistent levels of diagnosis, treatment and care across Wales.

The Regional Cancer Networks are developing action plans to identify the existing and future organisation of services for each cancer and specialist palliative care required to comply with the Standards. These action plans will be considered along side the reconfiguration of acute services currently underway.

Office of the Chief Nursing Officer

The Office of the Chief Nursing Officer (OCNO) is committed to supporting the Welsh Assembly Government by providing good quality professional nursing advice.

OCNO comprises the Chief Nursing Officer, Nursing Officers who are experts in specific aspects of nursing but who

can operate generically to access and develop specialist advice covering the whole range of health and social care policy. They are supported from time to time by Secondees usually drawn from NHS Wales for specific projects, and dedicated Business Support unit.

In order to support the Welsh Assembly Government's vision for Wales, nursing policy must serve to improve the health and wellbeing of our people, to tackle inequalities in health, to improve the effectiveness and efficiency of our services, to ensure partnership working between all health and social care stakeholders and to facilitate innovation in all aspects of nursing.

OCNO meets its commitment through working closely with colleagues in the Department of Health and Social Services by informing and supporting policy development, implementation and evaluation. These close links provide the rationale for incorporating OCNO within the overall DHSS Gender Action Plan, which has prioritised mental health, cancer and older people.

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| Division: Resources | | | |
| Objective: To identify and produce the information required for the Department to fulfil the new duties | | | |
| Action: | Performance Measure: | Lead | Date |
| Gather sufficient quantitative and qualitative data to identify performance on gender equality to enable priorities for improvement to be identified | <ul style="list-style-type: none"> ·1 Agreed and published information requirements ·2 Issuance of generic equality breakdown of data in Welsh Health Circular/ Data Set Change Notice ·3 Issuance of guidance to the service on statistical and qualitative sources of information on gender ·4 Delivery of training/ communication sessions to stakeholders | Gordon McKenzie | September 2007 – August 2008 |

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| Division: 4 – Quality Standards & Safety Improvement | |
| Community Health Council Membership | |

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| Objective: Using a sample selection of CHCs, determine how representative they are of their local communities and reduce/eliminate any significant inequalities. | | | |
| Action: | Performance Measure: | Lead | Date |
| Analyse membership data against local data | Existing data analysed by: <ul style="list-style-type: none"> · CHC · membership sector · gender, disability, age and ethnic background | S R Davies | April 2007 |
| Compare membership data with local area data | Local area data identified and compared with membership analysis. Significant differences identified. Report produced | S R Davies | July 2007 |
| Engage stakeholders | Co-operation of the Board of CHCs and individual Councils invited and secured Other stakeholders identified, contacted and their active involvement secured | S R Davies | Oct 2007 Jan 2008 |
| Produce detailed action plan | Interventions identified (e.g. improve Assembly appointments guidance; programme of awareness raising with under-represented groups), action plan agreed, produced, and signed-off by stakeholders. | S R Davies | Jan 2008 |
| Implement plan | Agreed interventions actioned to timetable. Increase in applications from under-represented groups Inequalities in CHC membership reduced/eliminated | S R Davies | To timetable Recruitment round late 2008 Appointments 2009 |

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| Division: Community, Primary Care & Health Service – Mental Health | |
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| Objective: To collate/develop information and evidence resource for gender equality in mental health and ensure links to NSF reviews. | | | |
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| Action: | Performance Measure: | Lead | Date |
| Work with (OSCRO) Office Scientific Chief Research Officer to collate and develop evidence / research available to ensure information feeds into the Mental Health Directorate | Mapping process to begin Development of evidence resource | John Sweeney | April 2007 Sept 2007 |

| Division: Childrens Health and Social Services | | | |
|---|--|--------------|--|
| Objective: To manage and implement the National Service Framework (NSF) for Children, Young People and Maternity Services in Wales (10 year plan). | | | |
| Action: | Performance Measure: | Lead | Date |
| The NSF sets national standards to improve quality and reduce variation in service delivery for children and young people. Service and Financial Framework (SaFF) targets have been set for 2006-2007 to ensure that data for core key actions and developmental actions is collected, analysed and fed into local planning strategies. WHC (2005) 088 | A web based self assessment audit tool (SAAT) has been developed, for local partnerships to use in determining progress in implementing NSF actions. Progress on implementation of the standards will be monitored and evaluated at both local and national levels and action plans develop to take forward. | Keith Ingham | A 10 year plan with SaFF targets set for 2007-2008 |

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| Division: Performance & Operations | | | |
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| Objective: To mainstream all equality strands, including Gender equality, improve awareness, skills, knowledge and support of DHSS staff | | | |
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| Action: | Performance Measure: | Lead | Date |
| <p>Undertake a training questionnaire and produce analytical report and recommendations to improve and raise awareness of equality training and employee / organisational responsibilities in relation to Disability Equality Duty</p> <p>Develop DHSS Intranet with pages on Gender Equality information, links to Gender equality related web sites. Terminology and publications</p> <p>Work with internal Divisions to ensure Gender equality issues, are taken into account in the preparation of documents, the planning of events, and the development of Strategies and policies</p> <p>Ensure all gender action plan identified risks are updated and included in the DHSS Equality Risk Register</p> <p>Ensure a forum is available for the Actions in the Gender Equality Action Plan to be monitored and best practice shared</p> | <ul style="list-style-type: none"> · Response rate of questionnaire · Baseline % of staff that have undertaken training in relation to Disability equality · Analytical report and implementation of recommendations in relation to training, raising awareness, methods of training and support · % indicated by staff in questionnaire that this would be a useful tool · Development of DHSS Equality and Diversity Intranet site in collaboration with SEDU, HR, DRC and Disability Wales · Provide access to publications and information to support staff · · Work with Divisions as required to assist in the inclusion of disability legislation in documentation | <p>Director DPO & Equality Champion</p> | <p>April 2007</p> <p>ongoing</p> <p>April 2007 – ongoing</p> |

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| | <ul style="list-style-type: none"> · Risks are identified and responses to risk are identified · Problem areas are identified and assistance is available via the equality Champion and the Equality and Diversity Steering Group · Evolve the Race Equality Steering Group to an Equality and Diversity Steering Group, whose agenda will include monitoring the Gender Action Plan, sharing good practice and overcoming difficulties. | | April 2007 |
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|---|---|-------------------|----------------------|
| Office of the Chief Nursing Officer | | | |
| Objective: To support the Welsh Assembly Government’s vision for Wales, nursing policy must serve to improve the health and wellbeing of our people, to tackle inequalities in health, to improve the effectiveness and efficiency of our services, to ensure partnership working between all health and social care stakeholders and to facilitate innovation in all aspects of nursing. | | | |
| Action: | Performance Measure: | Lead | Date |
| Work with internal Divisions to ensure Gender equality issues, information and research are provided to Nursing Officers | <ul style="list-style-type: none"> · Equality Training Questionnaire undertaken in Department and identified training gaps met | OCNO Susan Sky | April 2007 - Ongoing |

Office of the Chief Medical Officer

The Office of the Chief Medical Officer has a crucial role in ensuring the health and well being of the people of Wales is protected and improved. A key element of our role lies in the prevention of ill health where the following action, in relation to gender equality, is being taken:

What we do:

There are currently 62 projects supported by the Inequalities in Health Fund. Many of the projects have gone some way in providing data on the take up of service by gender since inception. An example of action taken is:

In Pembrokeshire, screening clinics have been held at a range of times; in working hours, evenings and at weekends. Outreach events have also been held in conjunction with schools and community based health events. This has reduced the inequity of access for those of either sex who work long hours or who would not traditionally access health services.

We are working collaboratively with Department of Health and Social Services and Office of the Chief Nursing Officer on equality issues.

What we are going to do:

All data from commissioned surveys will be analysed from a gender perspective. Evaluation research will include an assessment of whether policies and programmes are effective for both males and females. We will continue to identify gender issues when (i) using existing reviews of the evidence, (ii) undertaking/commissioning reviews of the evidence and (iii) developing policies.

All Inequalities in Health Fund (IIHF) projects produce quarterly questionnaire based reports and detailed annual reports. Many of the annual reports have provided information on take up of the services by gender. The improvement of data collection in terms of gender and disability will be discussed with the project teams at the next round of IIHF regional meetings. Projects are due to complete at various stages throughout 2007-2008 and will culminate with an end of project report. This information will continue to assist in identifying subsequent programme activity.

In mid 2007-2008 an analysis of the work undertaken and quality of the data provided will be undertaken in consultation with the Inequalities in Health Fund's External Evaluators.

By June 2007 we will have revisited the criteria for the redeveloped Voluntary Grant Scheme to ensure that it is inclusive of all social demography of society. This should be reflected in subsequent grants awarded.

Actions from September 2007 will include:

Developing criteria for grant application and award with reference to race, disability and gender issues

All organisations funded to have diversity and equality policies in place

We aim to facilitate, by March 2008, a HIV support network for people with HIV to meet on a quarterly basis and share experiences and discuss areas of concern.

As part of 'STUB' adolescent smoking cessation campaign; analyse Smokers Helpline Wales statistics regarding a number of fulfilment items sent out to boys and girls (March 2007). Findings from the statistics will help develop the campaign for 2007-2008.

The Corporate Health Standard (CHS) deals with a broad range of workplace health policies and incorporates policies around diversity and equality including sections on general men's health and women's health issues. By March 2008 we aim to have 10 new private organisations receiving a CHS award. In addition we will support all Local Health Boards and NHS Trusts to achieve Gold or Platinum CHS standard by 2008 (as outlined in Designed for Life).

| Spending Programme Area: PREVENTION (HEALTH PROMOTION) | | | |
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| Objective: To contribute to improving the health of all the people of Wales. | | | |
| Action: | Performance Measure: | Lead | Date |
| 1. Analyse all data from commissioned surveys from a gender perspective | · All population survey data that is published analysed by gender. | Chris Roberts PHID | 31/3/2008 |
| | Evaluation research to include an assessment of whether policies and programmes are effective for both males and females. | | 31/3/2008 |
| | · To continue to identify gender issues when (i) using existing reviews of the evidence, (ii) undertaking/ commissioning reviews of the evidence and (iii) developing policies | Natalie Avery PHID | 31/9/2007 |
| | · Criteria for grant application and award developed with reference to disability and gender issues | Siobhan Eccles PHID | 31/3/2008 |
| 2. Ensure that the redeveloped Voluntary Grant Scheme represents the social demography of society including disability and gender | · All organisations funded to have diversity and equality policies in place | | |
| | · Quarterly meetings for people with HIV to share experiences and discuss issues of concern | Matt Downton | |
| 3. To facilitate a HIV support network | · A minimum of 10 new private organisations to achieve the CHS and demonstrate that their interventions are targeting both men's | PHID | 31/3/2008 |
| | | Matt Downton | |
| 4. Encourage private sector engagement with | | | |

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| <p>the Corporate Health Standard (CHS). The Corporate Health Standard deals with a broad range of workplace health policies and includes policies around diversity and equality. There is also a section on general health issues which includes men's health issues and women's health issues.</p> <p>5. Support all LHB's and NHS Trusts to achieve Gold or Platinum CHS by 2008 (as outlined in Designed for Life)</p> <p>6. To complete final year of 'STUB' adolescent smoking cessation campaign, consisting of separate strands targetting boys and girls, and commence redevelopment of a new adolescent campaign to run from 2007-2008 onwards.</p> | <p>and women's health issues.</p> <p>· All LHB's and NHS Trusts to achieve Gold or Platinum by 2008</p> <p>· Analyse Smokers' Helpline Wales statistics regarding number of fulfillment items sent out to boys and girls Findings from the statistics will help develop the campaign for 2007/2008</p> | <p>PHID</p> <p>Marloes Holtkamp</p> <p>PHID</p> | <p>31/3/2008</p> <p>31/3/2008</p> |
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| <p>Spending Programme Area: PREVENTION (INEQUALITIES IN HEALTH FUND)</p> | | | |
| <p>Objective: To stimulate and support local action to address inequalities in health and contributory factors such as inequities in access to services. The Fund has a primary focus on Coronary Heart Disease.</p> | | | |
| <p>Action:</p> | <p>Performance Measure:</p> | <p>Lead</p> | <p>Date</p> |
| <p>Below is an example of action being taken:</p> <p>In Pembrokeshire, screening clinics have been held at a range of times ie working hours, evenings and weekends. Outreach events have also been held in conjunction with schools and community based health events. This has reduced</p> | <p>(The projects produce a full narrative report annually - these are our main progress monitoring tools. Many of the reports have provided information on take up of the services by gender. We will seek first to find out numbers -e.g how many women/men access the services which are provided. A second step will be to find out whether projects have designed activities/services to meet gender needs. The improvement of data collection by both gender and disability will be discussed with the project teams at the next round of Inequalities in Health Fund regional meetings. This information will assist in identifying subsequent programme activity.</p> | <p>Beth Jones</p> <p>PHSD1</p> | <p>Annual report due April 2007. Projects are due to complete at various stages throughout 2007-2008 and will culminate with an end</p> |

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| <p>the inequity of access for those of either sex who work long hours or who would not traditionally access health services.</p> <p>Suggested action:</p> <ul style="list-style-type: none"> · Request that all the projects in the portfolio collect and analyse take up of the services by gender. | <p>Suggested performance measure:</p> <ul style="list-style-type: none"> · Annual progress monitoring reports · Consult with Inequalities in Health Fund's External Evaluators on how best to analyse and interpret information collected. | <p>of project report.</p> <p>Inequalities in Health Fund regional meetings (Nov 06).</p> <p>Action around the collection and analysis of gender and disability data will remain ongoing. In mid 2007-2008 following consultation with our external evaluators, we will analysis the success of the work undertaken and quality of the data provided.</p> |
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Environment Planning and Countryside

The Department for Environment, Planning and Countryside is committed to creating a sustainable environment for the people of Wales and for future generations. We are encouraging sustainable development through the environment strategy, planning system and the sustainable management of our landscapes. We are taking steps to reduce Wales' contribution to climate change and acting to mitigate its impact e.g. through flood defense. Our work also includes ensuring a sustainable approach to waste management, animal health and welfare as well as support for rural communities, farmers and agri-food businesses.

What we do:

Mainstreaming equality in our Partner Organisations

EPC funds a number of partner organisations e.g. the Environment Agency, Countryside Council for Wales (CCW), National Parks, Planning Inspectorate Wales and Forestry Commission. Part of our responsibility is to encourage the mainstreaming agenda in those organisations. It is set out both in the National Park Authorities' latest strategic grant letter and the CCW's latest remit letter – both issued by the Minister for EPC - that they continue to make progress on mainstreaming, among other things, equality considerations into their day to day processes.

With regards to pay, the Countryside Council for Wales has recently carried out its annual equal pay audit which shows that there are no significant equal pay issues present in the organisation and it is believed that their pay system is transparent, based on objective criteria, free from gender bias and will maintain pay equality.

We also monitor the gender balance of staff and Board membership. We are working with the boards of the CCW and the three Welsh National Park Authorities to improve their gender balance. We are seeking to do this via the current open and transparent appointments process which selects candidates on merit. It is worth noting that one of the Assembly appointed members in the Brecon Beacons National Park Authority, Mrs Mary Taylor, is currently the Chair of the Authority.

Farming Connect

Farming Connect's team of experts across Wales offer a range of services aimed at improving farm performance and long-term sustainability. Farming Connect brings together the key organisations that provide agricultural help and advice in Wales.

Farming Connect South West Region are sponsoring a Women in Rural Enterprise (WIRE) Conference in the Halliwell Centre, Carmarthen on 14th November 2006. The objective of the conference is to be a launch pad for the WIRE Network in Wales, as it currently exists and is very successful in England. The Conference is aimed at women living & working in the rural environment and aims to encourage rural entrepreneurship and networking with like minded rural business women.

Mainstreaming equality in the Planning system:

The Planning Inspectorate (PINS) has introduced a system of impact assessments to ensure that equality is being promoted and discrimination eradicated in all aspects of its business. To date 60 policies and procedures have been assessed to test their impact on grounds of gender, race, religion, disability and age. Recommendations made by the assessors are being considered by the PINS Board.

PINS carries out monitoring of its staff in relation to race, gender, age and disability. This is to ensure that we take positive steps to encourage people of all backgrounds to seek employment in PINS.

What we are going to do:

Living and working in rural areas.

We recognise the specific issues that face people, including women, who live in rural areas. These include rural isolation, access to services, employment, childcare and transport as well as the key issues of farm diversification and market development.

The Rural Development Plan covers much of our activity in this area. However, it is not immediately apparent which of these issues have a gender equality angle, or whether they affect both men and women living in rural Wales.

We propose to commission a research project with the Wales Rural Observatory to help identify equality issues of those living in rural communities. The research will involve engaging with different client groups and will try to draw out issues with equality angles. This consultation is a further opportunity to identify any specific impacts and what

can be done to mitigate them.

The findings from the project will determine what the next steps will be in relation to the gender equality, but we will focus on those for which realistic and tangible outcomes can be identified.

Planning

Planning Policy is set out in a suite of key documents: Planning Policy Wales, Minerals Planning Policy Wales, Local Development Plans Wales and a supporting series of subject specific Technical Advice Notes, some of which may have gender implications, such as the Transport TAN. We will ensure that gender equality issues are reviewed when planning policy and technical advice notes are updated.

| Spending programme Area: Planning | | | |
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| Objective: | | | |
| Action: | Performance Measure: | Lead | Date |
| To ensure that equality issues are reviewed in all future evaluations of planning policy - TAN's, Local Development Plans Wales, Minerals Planning Policy Wales and Planning Policy Wales. | Number of reviews undertaken/no. of equality issues built into policies | Rosemary Thomas | 2006-2009 |

| Spending programme Area: Living and Working in Rural Wales | | Classification: High | |
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| Objective: | | | |
| Action: | Performance Measure: | Lead | Date |
| To commission a research project with the Wales Rural Observatory to help identify equality issues of those living in rural communities. | Analyse data currently held on national published surveys and WRO surveys Consider a scoping study on equalities research. Produce key findings paper on gender issues and disseminate information as appropriate to relevant divisions/Departments. Consider inserting appropriate questions in household, business, services and farmers surveys. Dependant on findings of study, undertake further surveys on specific equality angles. Disseminate information as appropriate to Divisions/ departments | Terri Thomas | March 2007 2007 2007 March 2007 |

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| | | 2007-2010 |
| | Develop an action plan as appropriate for issues falling within EPC portfolio. | 2007-2010 |
| | | 2007-ongoing |

Department of Education, Lifelong Learning and Skills (DELLS)

The Department for Education, Lifelong Learning and Skills (DELLS) aims to improve children’s services, education and training provision to secure better outcomes for learners, business, and employers. It helps empower children, young people and adults through education and training to enjoy a better quality of life.

What we do:

Gender stereotyping in careers and learning

Childcare

A key purpose of the childcare strategy "Childcare is for Children" is to help parents, in practice largely women, to access training and the workplace. Within a child-centred context the strategy contains actions relating to regulation, workforce, affordability, and business support to providers. The Welsh clauses in the Childcare Act 2006 will underpin the strategy by requiring local authorities to secure a sufficiency of childcare in their areas and to carry out an annual assessment of that sufficiency. The Genesis Wales project provides a personal service to its beneficiaries, especially women, wishing to access work or training and needing childcare to do so. Over the course of three years ending April 2008 it aims to assist 13,000 people.

Careers Wales

Despite numerous initiatives, men and women continue to work in traditional occupational areas. More men than women work in construction, engineering, technology and science, and more women than men work in the 5"c"s i.e. catering, cleaning, clerical, cashiering and caring jobs. This "gender segregation" is a significant contribution to the gender pay gap in Wales – average hourly earnings for women are 12% less than for men.

However there has been continued growth in the take up of Modern Apprenticeships in Wales, and there are now over 14,500 young people and adults in training. Slightly over a half of these are female.

To try to encourage people to take careers paths which are not the traditional ones, we contract a careers advice service throughout Wales.

Our contract with the Careers Wales companies requires them to address positively the equal opportunities agenda. Careers Wales is involved in local activities to ensure equality in their activities. For instance, Careers Advisors work closely with schools to arrange careers fairs and to develop classroom materials for careers education and guidance specifically targeted at girls.

Recently Careers Wales has been utilising new materials as part of a project called GERI (Gender Equality Race Inclusion), a major UK equality and diversity initiative with the aim of reducing the outdated gender and racial stereotypes that govern many careers.

The GERI website has been designed to offer advice and resources for anyone interested in equality and diversity. The flexible products can help a whole range of users including:

teachers delivering classroom based learning;

employers who need equal opportunities advice and training packages;

career guidance for professionals aiming to broaden young people's career aspirations;

learning providers looking to recruit non traditional learners;

Learning Pathways 14-19

The Learning Pathways 14-19 policy is a national policy that aims to develop the entitlement for learners 14-19 and give new focus to locally-based solutions that ensure no young person falls through the net. The overall aim of Learning Pathways is to ensure that 95% of young people by the age of 25 are ready for high skilled employment or higher education by 2015. In September 2006 we published an Action Plan, and the implementation of this Action Plan has now begun. Learning Pathways will link into the work of Careers Wales in efforts to raise awareness of gender stereotyping the Action Plan has two gender specific actions.

Gender Stereotyping Task to Finish Group

In 2005, the Minister for Education Lifelong Learning and Skills commissioned research into gender stereotyping in Modern Apprenticeship programmes in Wales. It found significant gender segregation in apprenticeship programmes in many sectors. This partly reflected the insufficient promotion of these programmes among girls and young women, but also that career objectives are often set at a much earlier age. Therefore, although the number of women in Modern Apprenticeships is increasing, many girls and young women simply do not apply for places in sectors such as construction and engineering. This research set out a number of issues for further investigation. As a result, DELLS has recently set up a working group drawing together representatives from the spectrum of learning. They will work with assessment and regulatory bodies to investigate options for further action to address gender inequalities. The working group will develop an action plan which will identify priority areas for greatest impact. The delivery of this action plan will take place in April 2007.

Women in Work Commission

In partnership with UK Government and other devolved administrations, Wales will be reporting on the Women and Work Commission in April 2007. The Commission was established by the Prime Minister to examine the causes of the gender pay and opportunities gap. This report put forward a series of recommendations targeted at Government, educational institutions, Sector Skills Councils, employers, Teacher Training providers, and careers guidance to address the pay and opportunities gap in a generation. DELLS we will be publishing a 'One Year On' report on the 4th April to show how we have addressed the recommendations outlined in the report.

Youth Offending Strategy

The Young Offenders Learning project is designed to reduce the likelihood of re-offending by increasing the skills and confidence of young people already within the Criminal Justice System. Education and training has been identified as a key protective factor in this context by a number of research studies.

As part of its future activity a pilot project using a youth work support approach will work with young females from Wales who are serving a custodial sentence in England. Eastwood Park HMP in Gloucestershire is where the project will be based as well as a YOT in East Wales. The work will also focus on the community and again focusing on females aged 15 -17. The project is funded by the Youth Justice Board and centres on improved education and training as the ultimate outcome of the project.

An evaluation will run alongside the project. It is hoped this will report in March 2008.

Qualifications and curriculum

GCSE Coursework Review

Girls continue to achieve better results than boys at all Key Stages of education.

In 2005, the gap between the percentage of boys and girls achieving 5 GCSEs at grade A*-C was 12 percentage points. In the same year, the gap between the percentage of boys and girls entering 2 or more A/AS (or achieving vocational equivalent) who achieved 2 or more A levels grades A-C or equivalent was 6.0 percentage points (source: Statistical Bulletin SB51/2006).

There are several views as to the reasons for this. This will be evaluated when reviewing the coursework arrangements for GCSEs. However, the impact of any changes will not be apparent until 2011.

Student Finance Wales (SFW)

Evaluation of SFW Services

The Welsh Assembly Government is committed to keeping the SFW service delivery model under review to ensure that it is fit for purpose, customer focused and value for money. Plans are underway to evaluate Student Finance Wales service and a key area will be gender equality.

Proposals have been put together and agreed by the Economic Research Advisory Panel to provide a longitudinal evaluation of the impact of SFW products and services (in both the medium and longer term) across the Assembly Government's economic development agenda and related social inclusion (including all of the equality dimensions, gender together with age, race, disability, faith and sexual orientation) and other objectives.

What we are going to do:

Gender stereotyping in careers

Careers Wales

Careers Wales will train its careers advisors in the use of new materials produced by the GERI project (UK scheme) to challenge the outdated gender stereotypes that govern people's perceptions of many careers.

Estyn will report on Careers Wales' effectiveness in challenging gender perceptions of career choice. This report will be available in spring 2007.

Learning Pathways 14-19

Through the Learning Pathways Action Plan we are commissioning work to collate the body of existing work which seeks to address gender inequalities in the learning and the workplace. Specific recommendations on actions to overcome existing and potential gender barriers will be made along with evidence and gaps in service provision.

Under this policy the Vocational Skills Champion will work with employers to better identify employer requirements and increase demand for vocationally related learning, along with improving the quality and relevance of vocational learning.

Gender Stereotyping Task to Finish Group

The Task-to-Finish working group will consider, taking a three pronged approach to examine gender stereotyping in career choices, by scoping the issues; discussing options for best way forward; and will finalise an action plan and report back to ELLS Minister through CET by April 2007. This action plan will identify priority areas for greatest impact.

Women in Work Commission

Working with devolved administration, DEIN, and DELLS policy divisions, DELLS will produce a 'One Year On' report to show how we have addressed the recommendations outlined in the Women in Work Commission Report.

Youth Offending Strategy

Implement a pilot project to reduce the likelihood of reoffending by increasing the skills and confidence of females 15-17yrs old already within the Criminal Justice System

Qualifications and curriculum

GCSE Coursework Review

There are several theories as to the reasons for the gap between the attainment of boys and girls at GCSE level. We are reviewing the coursework arrangements for GCSEs and will be evaluating the effects of this as part of the process. The evidence from this evaluation will help us to address the reasons for the gap. This is a long-term action and, following implementation in 2009, the impact of the new arrangements will not be seen until 2011.

Student Finance

Evaluation of SFW Services

An evaluation of the Student Finance Wales service will be undertaken with a key component assessing gender impacts. This will involve a short scoping study and a longitudinal evaluation of the impact of SFW products and services (in both the medium and longer term) across the Assembly Government's economic development agenda and related social inclusion (including all of the equality dimensions, gender together with age, race, disability, faith and sexual orientation) and other objectives.

A retrospective Study on Student Finance will also be undertaken. This will look at student finance data from 1994 to 2004 to look at the impact of the student finance system over this 10 year period.

The aim is to provide information about the impact of student finance on the outcomes for men and women graduate recipients of this funding during this period, e.g. in terms of choices – career, family etc.

Student Finance Division is meeting with the Wales Gender Budget Group shortly. Following which a research specification will be drawn up.

| Objective: To sustain and expand childcare provision to offer choices for families and remove childcare as a barrier to women's engagement with the labour market | | | |
|--|--|--------------|---------------------------|
| Action | Performance Measure | Lead | Date |
| To implement the Childcare Strategy "Childcare is for Children" – in particular bringing into force the provisions of the Childcare Act 2006 and to deliver successfully the Genesis Wales project | <ul style="list-style-type: none"> ·1 Regulations made and guidance issued under Childcare Act 2006 Genesis Wales benefits 13,000 people and provides 8,500 childcare places | John Abraham | December 2007- March 2008 |

| Sending Programme Area: SPA 8 - Lifelong Learning and Skills for Young People and Adults | | | |
|--|---|---------------|-------------|
| Objective: To Challenge gender stereotypes in the learning and the workplace. | | | |
| Action | Performance Measure | Lead | Date |
| <p>Careers Wales to train its careers advisors in the use of new materials produced by the GERI project (UK scheme) – to challenge the outdated gender stereotypes that govern people's perceptions of many careers.</p> <p>Work to be commissioned by the Learning Pathways 14-19 Action Plan to address gender inequalities in the learning and the workplace.</p> <p>Examine whether more could be done at an earlier age (pre -16) to reduce significant gender imbalances in learning and</p> | <ul style="list-style-type: none"> ·1 Appropriately trained careers guidance for interactions (interviews and group sessions) ·2 Estyn inspection report on Careers Wales effectiveness in challenging gender perceptions of careers choice. ·3 Identify evidence gaps and make recommendations on actions to overcome existing and potential gender barriers. ·4 Vocational Skills Champion to a) work with employers to better identify employer requirements and increase demand for | Mike Barry | June 2007 |
| | | Mike Barry | Spring 2007 |
| | | John Pugsley | Spring 2007 |
| | | Peter McGowan | Spring 2007 |

occupations.
 Recommendations need to be linked to action that is being taken post-16, in particular to address gender issues in Modern Apprenticeships.

Report on the Women in Work Commission.

Implement a pilot project to reduce the likelihood of reoffending by increasing the skills and confidence of females 15-17yrs old already within the Criminal Justice System

vocationally related learning. B) improve the quality and relevance of vocational learning

·5 Scope the issues;

·6 Discuss options for best way forward;

·7 Finalise an action plan and report back to ELLS Minister through CET.

·8 Working with Devolved administration, DEIN, and DELLS policy divisions, pool current progress and future actions based on UK government identified recommendation.

·9 Using a youth work support approach, work with young females from Wales who are serving a custodial sentence in England.

·10 Evaluation Report

Margaret McCabe

April 2007

Andy Milne

April 2007

Nick Keating

March 2008

| Objective: To add value to the schools curriculum by incorporating gender awareness and gender impacts. | | | |
|---|---|---------------|---|
| Action | Performance Measure | Lead | Date |
| Obtain greater awareness of the reasons behind achievement and performance differences between boys and girls in obtaining GCSE Qualifications. | ·1 Review of effect of coursework arrangements in GCSEs on outcomes for boys and girls to feed into preparation for new arrangements. | Susan Bellamy | Preparation to run from 2007/2008 onwards (new arrangements to be brought in from 2009) |

| Sending Programme Area: SPA7 – Learner and Student Finance | | | |
|--|--|-----------------|--|
| Objective: To improve the knowledge and awareness of the gender impacts of SFW and the provision of SF services and delivery on education choices and post educational outcomes. | | | |
| Action | Performance Measure | Lead | Date |
| Evaluate Student Finance Wales service with a key component assessing gender impacts. | ·1 short scoping study to inform: | Claire Rowlands | Summer 2007 |
| | ·2 longitudinal evaluation of the impact of SFW products and services (in both the medium and longer term) | Claire Rowlands | TBC following result of scoping study December 2007 |
| Analyse student finance data from 1994 to 2004 to look at the impact of the student finance system over this 10 year period | ·3 Retrospective study on student finance | Claire Rowlands | |

Department for Enterprise, Innovation and Networks

The vision of the Department for Enterprise, Innovation and Networks (DEIN) is to work together for Wales to create a vibrant Welsh economy, delivering strong and sustainable growth by providing opportunities for all. Our programmes contribute to reducing inequality in Wales, including that between women and men. DEIN embraces a range of activities and policies, including promoting industry and investment, transport policy, and the Wales European Funding Office (WEFO).

DEIN - Enterprise

What we do:

Within Enterprise of DEIN we take forward specific programmes which aim to reduce the number of people who are not in work or are looking for work.

What we are going to do:

The Department of Enterprise, Innovation and Networks has commissioned and is currently undergoing a gender budgeting review. The All Wales Gender Budgeting Group has been contracted to undertake the review. The purpose of this review will be to inform decisions in future with regard to how the application of budgets within the department has a gender profile and if so if that profile needs to be addressed. The review will report back in May of 2007.

Following the delivery of pre-start up business support to women and lone parents through Potentia, this element of service delivery is being mainstreamed into the General Support for Business provision. To achieve this, bespoke consultancy and training around the requirements of this group are continuing to be provided by Chwarae Teg through Potentia to ensure that service providers are better equipped to respond to the specific requirements of people in this group.

This approach to mainstreaming is being piloted until March 2007 and will be adopted with necessary amendments after that.

Welsh European Funding Office (WEFO)

What we do:

'Equality' is one of the cross cutting themes of the 2000-2006 European Structural Fund programmes. WEFO's Equality Unit updates and disseminates Equal Opportunities guidance to project sponsors, and trains WEFO staff. Its work also includes assisting in the approval of projects with specific equal opportunity issues.

What we are going to do:

Equality is one of two cross cutting themes that feature in the Structural Fund Convergence Operational Programme 2007-2013. A priority of that Programme is to increase employment and tackle inactivity, with the linked theme of 'challenging gender role stereotyping by increasing the number of women and men moving into non-traditional areas of employment'.

WEFO will ensure that the appraisal of all operations seeking part-financing from the Convergence programmes will include an assessment of their impact on gender equality and equal opportunities; provide guidance and support to project promoters through a dedicated Equality Advisory Team; produce statistics disaggregated by gender on the basis of available data; ensure that programme evaluations measure the extent to which the principle of promoting

gender equality and equal opportunities has been taken into account in the implementation of the programme; provide an equal opportunities monitoring report annually to the PMC; include, in annual and final implementation reports, a specific section describing the actions taken to ensure the implementation of gender equality and equal opportunities objectives of the Programme and the extent to which the targets have been met; and support the dissemination of good practice in promoting gender equality and equal opportunities

Transport Wales

What we do:

We have introduced a scheme guaranteeing free travel on local buses in Wales for men and women aged over 60 and for disabled people. At the time the scheme was introduced a wide scale marketing strategy was implemented to raise awareness and promote the scheme. There has been no evaluation of take up by different groups since the scheme was introduced.

A key extension to this hugely successful concessionary travel scheme was the launch, in March 2006, of 2 year pilot schemes for half fare travel for 16 - 18 year olds on buses in Wrexham, Flintshire, Denbighshire and Bridgend.

What we are going to do:

For the existing scheme for the elderly and disabled we will:

put in place a new publicity campaign to raise the profile of the existing scheme, and

undertake an evaluation study to assess the take up of concessionary fares by different groups.

For the 16 – 18 year old pilot we will conduct an evaluation study that will include an analysis of take up by different groups. This study will inform the final report and recommendations that will be submitted to the Minister for Enterprise, Innovation and Networks.

| Objective: The development of future policy and strategy for the Department for Enterprise, Innovation and Networks | | | |
|--|--|-----------------------------|------------|
| Action: | Performance Measure: | Lead | Date |
| To complete and respond to outcomes for the gender budgeting exercise. | Complete exercise and develop action plan responding to the recommendations. | Tracey Burke | May 2007 |
| To mainstream women and lone parents pre-start support into General Services for Business | Complete mainstreaming pilot. Draw up action plan following pilot to ensure action is taken to support mainstreaming. | Jayne Garland/ Sian Gale | April 2007 |

Objective: The development of Small & Medium size Enterprises in Wales to achieve Equality & Diversity best practice in employment.

| Action: | Performance Measure: | Lead | Date |
|--|--|---|---------------------------------|
| <p>Undertake an impact assessment of all structural fund convergence programme projects.</p> | <p>When undertaking evaluations assess the extent to which the principle of promoting gender equality and equal opportunities has been taken into account.</p> | <p>Chriss O'Connell WEFO</p> | <p>Dec 2007</p> |
| <p>Combat occupational segregation by:</p> <ol style="list-style-type: none"> 1. increasing the number of men and women who take up training and subsequent employment in non-traditional occupations. 2. increase the number of women securing training and employment in higher paid and higher skilled sectors and self-employment. | <p>Develop a participants database to record the number:</p> <ol style="list-style-type: none"> 1. of men and women taking up training; 2. and level of qualifications obtained by gender; 3. of men and women who enter employment following training; 4. of men and women in employment after 6-12 months. | <p>Chriss O'Connell WEFO</p> <p>Chriss O'Connell WEFO</p> | <p>Mar 2008</p> <p>Mar 2010</p> |

| | | | |
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Department for Social Justice and Regeneration

The Department's four Divisions and their main responsibilities are:

Communities Directorate

Delivering and funding programmes for locally based regeneration and social inclusion; co-coordinating policy on social justice and child poverty.

Community Safety Division

Creating safer communities by working in partnership to tackle substance misuse, domestic abuse and youth crime.

Housing Directorate

Ensuring good quality, affordable housing; increasing domestic energy efficiency; planning for housing that meets the needs of older people; reducing homelessness; promoting fire safety.

The Children and Family Court Advisory and Support Service (CAFCASS CYMRU)

Their powers and duties are set out in the Children Act 2004. They include advising Family Proceedings Courts in cases directly affecting children, making provision for children to be represented in court proceedings and providing information, advice and support to children and their families.

What we do:

Social Justice and Regeneration Department policies impact on equality and diversity as part of delivering its agenda. Set out below are examples of programmes and grants where gender equalities are currently being supported:

Communities First

Communities First is the Welsh Assembly Government's flagship programme to improve "the living conditions and prospects for people" in the most disadvantaged communities across Wales.

The programme funds childcare (and caring) costs for Communities First Partnership members, enabling women and men to participate fully in the Communities First process. This could include childcare (and caring costs) for people to undertake training and development or attend conferences.

Child Poverty

The Welsh Assembly Government's work to eradicate child poverty will need to address the specific needs of children living in lone parent households. Figures from the 2001 Census show that Wales had a total of 76,934 lone parents with dependent children. The figures show a predominance of female lone parents - 70,356 compared with 6,578 male lone parents. Of these, some 30,618 female and 3,624 male lone parents are in at least part time employment.

The Child Poverty Implementation Plan proposes a range of policies and programmes which aim to improve outcomes for these children and their parents, which include maximising family income, improving access to good quality outdoor play areas and piloting a new holistic intervention and support programme to provide holistic 'wrap around' support for each child in poverty, their family and their community.

Social Economy

Social enterprise often attracts people from the most disadvantaged groups back into employment, volunteering and other pathways to work through training and work placement.

Domestic Violence

All Community Safety Partnerships must consider and take account of the full scope of equality issues including gender. 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 which 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.

Homelessness

The Welsh Assembly Government through revenue support for local authorities enables the provision of statutory services for homeless people. The provision of statutory homeless services are based on a range of qualifying vulnerabilities including the presence of dependent children in the household. Evidence shows that women are nearly twice as likely as men to be accepted for a statutorily homeless service. This results principally from the predominance of women as principal carers for dependent children in lone parent households given that relationship breakdown is a prime cause of homelessness. The provision of statutory homeless services therefore improves gender equality by ensuring that women do not suffer disproportionately the impacts of homelessness.

In addition, there are a range of services provided for homeless people who would not qualify for statutory services. These services provide a hostel provision for rough sleepers and are often focused mainly on men; women can feel reluctant to use these services. At the same time, women can be particularly vulnerable to abuse or exploitation if they become homeless. As a result of these concerns, the National Homelessness Strategy for Wales 2006-2008 defines an action to "review the provision of local authority homelessness services to ensure that they are appropriate for women as well as men".

Supporting People

Supporting People provides for the cost of housing related support to assist vulnerable people maintain their right to occupy their home and thereby their independence.

There are needs assessment criteria set out in funding criteria, which identify gender needs and therefore ensure that gender issues can be reflected in the design of services. A total of £8 million or 15% of the total Supporting People Revenue Grant budget is spent on services specifically for women.

Social Housing Grant

The Social Housing Grant (SHG) programme is allocated in response to bids from local authorities based on strategic priorities. The programme supports a range of housing schemes to increase the supply of affordable housing for rent and low cost home ownership.

The SHG programme also supports the provision of specialised housing for particular client groups. Specifically in

relation to women's needs this has included purpose built refuges for women escaping domestic violence, secure move on accommodation from refuges and women only accommodation within purpose built hostels for drugs and substance misusers.

Home Energy Efficiency Scheme (HEES)

The Home Energy Efficiency Scheme aims to enable households to stay warmer and reduce their energy costs through installation of energy efficiency measures.

Around half of households in fuel poverty in Wales contain at least one person over 60. Women have a higher life expectancy and a lower average income than men. We therefore believe that women over 60 may be more likely to suffer fuel poverty than their male counterparts. Women are also more likely to seek help from an applicant driven programme such as HEES.

Lone parent families also qualify for the Home Energy Efficiency Scheme. Given that there is a higher proportion of female lone parents than men, it is also more likely that applicants from this group are women.

Under HEES the Scheme manager, Eaga Partnership is also developing initiatives to specifically target men as they are less likely to apply to the Scheme than their female counterparts.

CAFCASS CYMRU

CAFCASS Cymru work collaboratively with stakeholder organisations on policy matters related to children's best interests. Groups including Welsh Women's Aid, Fathers 4 Justice, and MEWN (Minority Ethnic Women's Network) are members of the CAFCASS CYMRU Advisory Committee. Their involvement seeks to ensure that relevant stakeholder issues are considered in our service development.

What we are going to do:

We will continue to develop policy and support services that assist in tackling gender inequalities. With involvement from groups that represent gender equality issues, we will maximise the effectiveness of specific programmes and grants by reviewing guidance and identifying barriers to access.

Financial Inclusion

Figures released on 1 September 2006 by Credit Action (a UK money education charity) show an increase in UK personal debt for the 12 month period ending July 2006. Currently there is no information about the levels of debt in Wales by gender, but we do know that women continue to have lower earnings than men, both in full time and part time work which leads to lower income in retirement. Vulnerable people in disadvantaged communities are most likely to take advantage of loans at high rates of interest, and these include single mothers on benefit and women in low income families.

We aim to reduce personal over-indebtedness by taking forward actions in the Deputy Minister's Review of Over-indebtedness and Work across the Welsh Assembly Government and other organisations to improve long term financial literacy skills and capability.

Domestic Abuse

Following a review of the Domestic Abuse Helpline, the Assembly Government has allocated £250,000 in 2006/2009 to Welsh Women's Aid to extend the helpline into a 24 hour service. The Assembly Government will also recruit a secondee to take forward the forced marriage agenda and map out the extent of the problem in Wales.

The Draft Refugee Inclusion Strategy for Wales

The strategy sets out the Welsh Assembly Government's vision and three year strategy for achieving refugee inclusion in Wales. One of the six key areas in the strategy covers understanding diversity and supporting the most vulnerable.

We know that, despite common perceptions, most asylum seekers are living within families in Wales and the majority are headed by women. Only 14 per cent are single males. We are also aware of the need to respond to specific issues faced by women refugees and asylum seekers including: access to care during pregnancy; sensitivity of maternity services; opportunities to socialise with women in a similar situation; and the practice of female genital mutilation.

Working with partners in the voluntary sector and refugee communities, we will promote training, information and awareness raising amongst organisations working with refugees and asylum seekers.

CAFCASS CYMRU

We will analyse workforce information collected regarding the gender breakdown of staff, and feedback from Service Users, to identify the need to continuously ensure a gender balance within the workforce.

We will also conduct a survey asking our Family Court Advisors (operational frontline staff) to identify any issues related to gender equality that have arisen in their work with Service Users.

| Sending Programme Area: Supporting Vulnerable/At Risk People | | | |
|---|--|--------------|------------|
| <p>Objective: Ensure actions under Chapter 10 of the draft Refugee Inclusion Strategy on 'Understanding Diversity and Supporting the Most Vulnerable' are undertaken':</p> <p>Recommendation 31. Promote training, information and awareness raising amongst organisations working with refugees and asylum seekers to increase their understanding of the diversity of needs and the availability of specialist support</p> <p>Recommendation 32. Encourage equality and diversity bodies to respond to the diverse needs of refugees and asylum seekers</p> | | | |
| Action: | Performance Measure: | Lead | Date |
| Working with partners in the Voluntary Sector and Refugee Communities, we will develop and pilot a training module on gender issues within the asylum seeker and refugee community. | <p>The training module will be aimed at service providers.</p> <p>Outcomes:</p> <p>Agree and design module content;</p> <p>Pilot module;</p> <p>Agree methodology to evaluate the effectiveness of the module.</p> | Tara Croxton | March 2008 |

Sending Programme Area: Community Regeneration

Objective: Reduce personal over-indebtedness amongst single women on benefit and single parent income families (as implicit in the Deputy Minister for Social Justice and Regeneration’s Review of Over-Indebtedness).

A booster survey of Welsh households undertaken by the Welsh Consumer Council in December 2003 found that higher levels of credit was apparent amongst those vulnerable to financial difficulties which included those with dependent children, especially lone parents of which 92% are women.

| Action: | Performance Measure: | Lead | Date |
|---|---|---------------------------------------|---------------------|
| <p>In 2007-2008 take forward recommendation 3 and recommendation 10.</p> <p>Recommendation 3 recommends the institution of a Welsh Centre for Financial Education to encourage financial awareness in schools and thereby efforts to secure long term improvements in financial literacy skills and capability.</p> <p>Recommendation 10 recommends appointing an institution to monitor the impact of the Review on challenging over-indebtedness.</p> | <p>Outcomes:</p> <ul style="list-style-type: none"> .1 Establish the Centre; .2 Deliver financial education in schools; .3 Post 2008 provide materials and advice for the financial education of all ages and become the central point for the co-ordination of financial literacy education in Wales. <p>Outcomes:</p> <ul style="list-style-type: none"> .1 Establish the institution; .2 Monitor the impact of the review on challenging over-indebtedness; .3 Develop baseline data specific to gender, age, disability and ethnic cohorts that will allow a qualitative and quantitative analysis at certain stages of the delivery of the Review. | <p>Lisa Clarridge / P Gareth John</p> | <p>1 April 2008</p> |

Sending Programme Area: Supporting Vulnerable/At Risk People

Objective: Reduce the extent to which the Forced Marriage/honour crime problem impacts on Wales and to develop a joint Forced Marriage Unit/Welsh Assembly Government Action Plan

| Action: | Performance Measure: | Lead | Date |
|---|--|--------------------|---|
| <p>The Assembly Government will recruit a secondee to take forward the forced marriage/honour crime agenda and map out the extent of the problem in Wales.</p> <p>To develop a joint FMU/WAG Forced Marriage/honour crime Action Plan for Wales will require the following steps:</p> <ul style="list-style-type: none"> ·1 to liaise with Whitehall's Forced Marriage Unit, Welsh Community Safety Partnerships, All Wales Domestic Abuse Working Group and key stakeholders representing Black and Minority Ethnic Communities. ·2 to produce a report for consideration by the Minister for Social Justice and Regeneration. | <p>From the mapping exercise, establish baseline data and establish targets for reduction.</p> <p>Develop guidance for partners and training moduels for social workers and education professionals.</p> | <p>Peter Jones</p> | <p>Date to be amended by Peter Jones March 2008</p> |

Sending Programme Area: CAF/CASS CYMRU

| Objective: Information Analysis | | | |
|---|---|---------------|----------------|
| To ensure a gender balance within the workforce of CAF/CASS CYMRU and ensure policy interests take into account gender inequalities by consulting with stakeholder groups. | | | |
| Action: | Performance Measure: | Lead | Date |
| We will analyse workforce information collected regarding the gender breakdown of staff, and feedback from Service Users, to identify the need to continuously ensure a gender balance within the workforce. | Information and feedback collected, analysed and action plan devised. | Lowri Roberts | September 2007 |
| We will also conduct a survey asking our Family Court Advisors (operational frontline staff) to identify any issues related to gender equality that have arisen in their work with Service Users (and forward these issues to colleagues in WAG e.g. Housing) | Survey conducted and action plan devised. | Lowri Roberts | March 2008 |

Department for Local Government and Culture

What we do:

The Local Government Directorate has two dimensions Local Government Policy and Local Government Finance which provide financial support to Local Authorities in Wales. A key feature of the Assembly Government's relationship with local government is its negotiation of individual policy agreements with each of the 22 authorities. All local authorities have been strongly encouraged to include at least one equalities-related measure in their local measures. For instance, sixteen authorities have opted to include compliance with the Local Government Equality Standard. Others have included measures on, for instance, improving workforce diversity. Equality issues including gender are included on the agendas of the annual meetings between individual local authorities and the Local Government Minister. Progress on equality issues will also be discussed at regular meetings between the Assembly Government and the Welsh Local Government Association which meet at least three times a year.

Culture, Welsh Language and Sport

What we do:

The Directorate for Culture, Welsh Language and Sport, CyMAL and Cadw develop and implement policies to:

give everyone the opportunity to enjoy the rich and diverse cultural experiences that Wales has to offer.

maximise the health benefits that sport and physical activity can bring to the population

In the first Gender Equality Scheme for local government we will look at how the people of Wales are accessing CADW sites and consider how we can attract a more diverse base.

What we are going to do:

| Sending Programme Area: Historic Wales | | | |
|---|--|---------|------------|
| Objective: Access improvement to monuments and audience development | | | |
| Action: | Performance Measure: | | Date |
| As part of Research and Evaluation Plan, to establish methodologies for (a) profiling users by demographic (including ethnicity and gender) and disability issues ; (b) consulting a sample of non-users on attitudes and barriers to accessing services ; (c) establishing a process and consultative forum to test for unintended discrimination in Cadw policies and procedure | <ul style="list-style-type: none"> · Establish methodologies including sample site, frequency and consultative tools · Liaise with Strategic Equality and Diversity Unit to identify existing consultative forum and to programme in consultation exercise. · Undertake non-user research on access barriers. | M Lewis | Jan 2008 |
| | | M Lewis | Jan 2008 |
| | | M Lewis | March 2008 |

The Strategic Equality and Communications Department

What we do:

The Strategic Equality and Communications Department (SECD) is responsible for co-ordinating and leading policy across the full range of the Assembly Government and communicating these policies to the public.

SECD is comprised of five main Operational Areas:

Communications Division – the Division’s role is to communicate effectively the policies and achievements of the Welsh Assembly Government to the people of Wales.

Economic Advice Division - the Division provides specialist advice on a wide range of economic and evaluation issues. The main topics covered are industry, agriculture, health, transport, European issues and general economic briefing; though in practice the full range of Assembly Government functions are covered.

Strategy and Equality - the Strategic Equality & Diversity Unit (SEDU) leads in supporting and taking forward the Assembly Government’s equality agenda. We aim to support the Assembly Government to mainstream equality and diversity within its core business and functions. This involves providing expert information, guidance and support for

Ministers, leading and supporting the systematic embedding of equality in all the Assembly's policies and functions, initiating and promoting good practice projects and actively supporting community consultation.

Sustainable Development and Spatial Planning - Strategic Policy Unit (SPU) provides overall policy support to the Cabinet of the Welsh Assembly Government and to the Executive Board in the delivery and development of the Government's policy agenda.

Office of the Chief Research Officer - The Office of the Chief Social Research Officer (OCSRO) is a central unit that manages a programme of cross cutting and corporate research and ensures high professional social research standards are maintained across the Welsh Assembly Government.

What we are going to do:

Information regarding the actions we are going to take over the coming year are explained in the table below.

| | | | |
|--|---|-------------------|-------------|
| Spending Programme Area: Public Appointments/Corporate Communications | | | |
| Objective 1: Encouraging more women to apply for public appointment posts | | | |
| Action: | Performance Measure: | | Date |
| <p>Corporate Publicity Team are developing a communication plan for the public appointments team to encourage more women (and other under represented groups) to apply for public appointment posts.</p> <p>Currently at planning stage but anticipated to include targeted advertising and positive case studies of women in public appointments placed in the media.</p> | <p>·1 Level of awareness of public appointment posts amongst women in Wales. Measure: by data captured on application forms.</p> <p>·2 Number of applications / enquiries received from women following the campaign.</p> | Matthew Pritchard | May/June 07 |
| Spending Programme Area: Corporate Communications | | | |
| Objective 2: ensure gender balance on imagery used throughout the website | | | |
| Action: | Performance Measure: | Lead | Date |
| | | | |

| | | | |
|---|--|-------------------------|---------------------------------|
| <p>Baseline existing imagery; identifying areas needing improvement</p> <p>Produce guidance for content providers on the appropriate use of images from a gender balance perspective</p> <p>Review images used throughout wales.gov.uk site to ensure that gender representation is balanced on all areas of the site</p> | <p>·1 Actions will identify any areas for improvement</p> <p>·2 Following review, the site will be updated where necessary</p> <p>·3 Paper to Senior Business Team</p> | <p>Stephen Boulcott</p> | <p>June 07</p> <p>Autumn 07</p> |
|---|--|-------------------------|---------------------------------|

| | | | |
|---|---|-----------------------|--|
| <p>Spending Programme Area: (NONE) (Strategic Policy, Research and Economic Advice)</p> | | | |
| <p>Objective 3: To mainstream equality into policy development and the exercise of business functions.</p> | | | |
| <p>Action:</p> | <p>Performance Measure:</p> | <p>Lead</p> | <p>Date</p> |
| <p>To refresh the Policy Gateway Integration Tool to better reflect equality issues.</p> | <p>The Policy Gateway Integration Tool will undergo an internal review before being updated. The refreshed Tool will be implemented from Autumn 2007.</p> | <p>Helen Craddock</p> | <p>3rd Quarter, 2007-2008</p> |
| <p>To ensure that emerging economic evidence on the causes of the gender pay gap is disseminated across the Assembly Government</p> | <p>Arrange a further economic research seminar on the gender pay gap and produce a summary report of key conclusions</p> | <p>Gareth Morgan</p> | <p>December 2007</p> |
| <p>To strengthen the evidence base on equalities, including gender</p> | <p>Carry out a systematic review of the equalities evidence base (including gender issues), and produce a range of accessible reports/outputs to support departmental policy and delivery</p> | <p>Angela Evans</p> | <p>Over 12 months from Jan 07</p> |

| Spending Programme Area: Promoting Equality Fund | | | |
|--|--|-------------------|------------|
| Objective 4: To mainstream equality into policy development and the exercise of business functions. | | | |
| Action: | Performance Measure: | Lead | Date |
| <p>To develop a combined impact assessment process which will cover the following equality strands:</p> <ul style="list-style-type: none"> .1 age; .2 disability; .3 gender; .4 race .5 religion and belief; and .6 sexual orientation | <p>Outcomes:</p> <ul style="list-style-type: none"> .1 Deliver a combined impact assessment process. .2 Facilitate the delivery of guidance, support and training to policy makers on the use and purpose of the process. .3 Monitor the usefulness of the process via quarterly departmental policy leads meetings. .4 Develop an evaluation methodology for impact of the process. | Heulwen Blackmore | March 2008 |

Finance Department Gender Equality Action Plan

The Finance Department brings together Assembly Budget Planning and Management, leading the planning, allocation and management of the Assembly Government's budget, together with developing, implementing and promulgating financial policy across the organisation; Financial Governance provides a professional lead on the Assembly accounts and payments. This supports Internal Audit Services and Compliance. The Finance Department supports the Welsh Assembly Government in the delivery of all of its policies.

What we do:

Gender Budgeting

Finance 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 government budgets and the allocation of resources. Gender budgeting is not an attempt to budget separately for men or for women. Rather it is an attempt to understand the

differential impact of spending on the two genders.

Internal Audit Reviews

Internal Audit Services carries out a number of reviews across the various parts of the Welsh Assembly Government each year.

What we are going to do:

Gender Budgeting

We will continue the current gender budgeting programme. In particular we are working with the Heads of the Valleys team and Economic Advice Division (EcAD) to analyse their spend across services. We are also helping Student Finance Wales to analyse student support expenditure in chair evaluation programme which will take account of various social factors including gender. The results of these exercises will be used to inform the criteria for allocating future spend.

Internal Audit Reviews

Internal Audit Services will consider the work that SEDU does to assess the success of the equality agenda in the Welsh Assembly Government. Internal Audit Services will also work with SEDU to develop equality criteria that Internal Audit Services can use when it undertakes audits in other parts of the Welsh Assembly Government.

| Division: Finance | | | |
|---|--|---------------|---------------------------------|
| Objective: Finance Department will ensure that its internal practices and procedures continue to promote equality of opportunity between gender and promote a positive attitude towards gender. | | | |
| Action: | Performance Measure: | Lead | Date |
| <p>Internal Audit Services (IAS) will carry out an audit of SEDU's assessment of the equality agenda in the Welsh Assembly Government.</p> <p>IAS will work with SEDU to develop equality criteria and a methodology to be used by IAS when IAS undertakes audits across the Welsh Assembly Government.</p> | <ul style="list-style-type: none"> · Audit of SEDU · Develop equality audit criteria in consultation with SEDU and a methodology | David McNeill | <p>Dec 2007</p> <p>Jan 2008</p> |

| | | | |
|--|---|---------------------------------|-----------|
| To provide support to policy colleagues on gender budgeting in relation to the Heads of the Valleys Project | <ul style="list-style-type: none"> · To work with the Heads of the Valleys team and EcAD to provide a gender based analysis of spend across the services. · Publish a report of the exercise containing recommendation for allocating future spend. | Christine Daws / Reg Kilpatrick | July 2007 |
| To provide support to the Student Support Division and EcAD to conduct a gender based analysis of student support finance system | <ul style="list-style-type: none"> · To work with the Student Support Division and EcAD to provide a gender based analysis of student support expenditure · Publish a report of the exercise containing recommendations for future action. | Christine Daws / Reg Kilpatrick | July 2007 |

Department for Public Services and Performance

What we do:

The Department for Public Services and Performance (DPSP) has been created support the Assembly Government’s major agenda for change, integration, and performance development across the Public Services in Wales.

The goal is to put citizens at the heart of service design. Their expectations for quality, accessibility, and results, are high - and rising fast. More and more well performing services must bridge traditional provider boundaries to be effective - not least for equality and social justice. The Department's role is to enable providers to meet this challenge.

Our Aims are to:

achieve demonstrable improvement in the returns from public provision for citizens in Wales in pursuing the Government's response to the Beecham Review, Making the Connections - Delivering Beyond Boundaries - Transforming Public Services in Wales;

promote collaborative programmes and shared services together with strong partnerships for performance gain with and between service sectors;
drive towards realising the Welsh Assembly Government's demanding targets for efficiencies and re-investment set out by the First Minister under the 'Making the Connections' banner;

discharge the principal responsibility for general policy towards key inspectorates and regulators, and for ensuring that their roles are developed to support performance improvement in the public services cross sectorally; and

ensure that high quality professionally independent assessments are used well, and to enhance the reputation and effectiveness of public services in Wales.

What we are going to do:

Information regarding the actions we are going to take over the coming year are explained in the table below.

| Spending Programme Area: Inspection | | | |
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| Objective: Focus on Gender Equality through Inspection | | | |
| Action: | Performance Measure: | Lead | Date |
| <p>The 2006-2007 annual reports for the Care and Social Services Inspectorate for Wales and the Healthcare Inspectorate Wales will include a commentary covering how their respective review processes cover all the strands of equality, including gender.</p> | <ul style="list-style-type: none"> · 2006-2007 reports to include a commentary covering how each Inspectorate currently monitors gender equality and service provision; · Inspection reports from 2007-2008 to include a section on compliance with equality legislation; · Inspection reports from 2007/2008 to highlight improvements to be made by each body to improve their level of compliance. | Peter Higson (HIW) | October 2007 |
| | | CSSIW Director | April 2007 |
| | | Peter Higson | April 2007 |
| | | CSSIW Director | October 2008 |
| | | | April 2008 |
| | | | April 2008 |

| Spending Programme Area: Public Services Management Wales | | | |
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| Objective: | | | |
| Action: | Performance Measure: | Lead | Date |
| <p>PSMW will deliver:</p> <ol style="list-style-type: none"> 1. two positive action programmes for women senior managers; 2. development event for women aspiring to become leaders; 3. equality impact assessment training for public services; and 4. generic management | <ol style="list-style-type: none"> 1. (i) monitor the number of women attending positive action programmes; (ii) use feedback from the events to make improvements to the programmes. 2. (i) monitor the number of women attending the women leaders course; (ii) use feedback from the events to make | | April 2007 |

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| <p>and leadership development programmes.</p> <p>To ensure Equal Pay is a standing item for the Wales Public Service Workforce Forum (Chaired by the Minister for Finance, Local Government and Public Services).</p> | <p>improvements to the course.</p> <p>3. (i) monitor the number of people and organisations attending the impact assessment training;</p> <p>(ii) use feedback from the events to make improvements to the training programme.</p> <p>4. (i) monitor the number of people by gender attending the leadership programme;</p> <p>(ii) use feedback from the events to make improvements to the leadership programme.</p> <ul style="list-style-type: none"> · Ensure equal pay discussions are noted on the minutes from the Forum meeting; · Take forward any actions following the meeting. | | |
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| Spending Programme Area: DPSP | | | |
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| Objective: Improved consultation with Gender Equality Organisations | | | |
| Action: | Performance Measure: | Lead | Date |
| <p>We will consult with organisations concerned with gender equality issues to help us review our consultation practices, so that all WAG departments will by April 2008 be confident that gender issues are being considered as normal course of business.</p> | <ul style="list-style-type: none"> ·1 Consult with gender organisations; ·2 Produce a report detailing the findings and those involved in the process; ·3 Develop new consultation guidance that mainstreams gender equality. | <p>Neil Wooding</p> | <p>March 2008</p> |

| Spending Programme Area: Value Wales | | | |
|---|--|--------------|------------|
| Objective: Improve Gender Equality in the Contract Award Process | | | |
| Action: | Performance Measure: | Lead | Date |
| Value Wales is responsible for key contract awards throughout the public service in Wales. By April 2007, Value Wales will evaluate its tender procedures in consultation with appropriate organizations to ensure that gender equality is embedded in its mechanisms for awarding contracts. Improvements to procedures identified will then be made in 2007-2008. | Consult the Equal Opportunities Commission on contract award processes | Martin Sykes | April 2007 |
| | Update procurement manual and role out improvements by April 2008. | Martin Sykes | April 2008 |

| Spending Programme Area: Making the Connections | | | |
|---|--|--------------|---------------------------|
| Objective: | | | |
| Action: | Performance Measure: | Lead | Date |
| To call upon and guide public services to provide services that take into account citizens' needs, circumstances and any barriers they might face. Public services will be explicitly called upon and guided to take account of gender dimensions and legal duties. | Target outputs: | Sue Armitage | Autumn 2007 |
| | <ul style="list-style-type: none"> · Publication of customer service good practice guidance (Autumn 2007) | | |
| | Target outcome: | | Publication by April 2008 |
| | <ul style="list-style-type: none"> · Public services to provide customer service that meets the needs of women. (Public service performance in meeting this outcome will be monitored at a national level through analysis, by gender, of customer service experience data from the Living in Wales survey. The first such analysis will be carried out in Summer/Autumn 2007). | | |

Human Resources Department

What we do:

The HR Department deals with all employment issues relating to staff within the Welsh Assembly Government. This includes pay and pensions, recruitment, training and development, corporate health and equality of opportunity. It also manages wider issues such as accommodation, facilities and emergency management as well as the HR information technology infrastructure.

What we are going to do:

More information regarding what we do and what we are going to do over the coming year are explained in Chapter six of the Gender Equality Scheme. Our actions are also contained in the table below.

| HR Strategic Objective: Delivering a Leaner and Sharper Organisation | | | |
|---|--|---|------------------------------|
| Action: | Performance Measure: | Lead | Date |
| Monitor rates of career progression on gender basis – and analyse pressure points for each sex by band in each financial year | Grades at which men or women are less successful will be identified and action developed to equalise the position for all. | HR (People) Recruitment & HR (Technology) | First report by June 2007 |
| Implement action plan resulting from EOC gender duty pilot about Women's Career Progression to senior posts in the Assembly Government. | Increased job applications from women in feeder grades and increased number of women at Band F and above. | HR (Strategy & Change) Equality & Diversity team | March 2008 |

| HR Strategic Objective: Equipping Managers for Delivery | | | |
|--|--|---|----------------|
| Action: | Performance Measure: | Lead | Date |
| Provide annual equality training update for HR and recruitment staff | 100% of chairs and other HR staff involved in recruitment to have received updating on avoiding discrimination and promoting diversity in the recruitment process. | HR (Strategy & Change) Equality & Diversity team | September 2007 |

| HR Strategic Objective: Driving Up Performance | | | |
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| Action: | Performance Measure: | Lead | Date |
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| Investigate potential impact of caring on progression and access to training. | Sample survey results lead to any impact being identified and action plan formulated to improve opportunities for carers. | HR (Strategy & Change) Equality & Diversity team | March 2008 |
| HR Strategic Objective: Moving the Culture on | | | |
| Action: | Performance Measure: | Lead | Date |
| Promote Home Office Guide for Staff and Managers on 'The Workplace and Gender Reassignment' | Guidance available on intranet and included in the HR Equality Legislation Awareness Training on Gender | HR (Strategy & Change) Equality & Diversity team | July 2007 |
| Set up a forum for Men's issues | Men's Staff Group established | HR (Strategy & Change) Equality & Diversity team | March 2008 |

Corporate and Information Services Department

What we do:

Corporate Information & Services Department (CISD) is responsible for delivering the existing services for statistical information, telephony, computer systems, records, library, freedom of information and translation, and managing the ICT Services contract.

We aim to:

ensure the Assembly's internal information systems are compliant and work more effectively;

deliver information and knowledge in the formats required through the use of ICT and other systems;

support decision making, resource allocation, research and debate within government and the wider community by providing a reliable efficient statistical service; and

co-ordinate large projects to bring about major business improvement and change.

What we are going to do:

Information regarding the actions we are going to take over the coming year are explained in the table below.

| | | | |
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| Sending Programme Area: Improving economic statistics | | | |
| Objective: Improve both the level and accessibility of statistical information available | | | |
| Action: | Performance Measure: | Lead | Date |
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|---|------------------------|-------------|--------------------------|
| An analysis of transitions through the benefit system to allow the comparison of any differences found between men and women (A fuller explanation required) | Publication of report. | Henry Small | Publish report May 2007. |
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| Sending Programme Area: Information and Knowledge Management – Assembly Library and Publications Services | | | |
| Objective: Improve accessibility of information | | | |
| Action: | Performance Measure: | Lead | Date |
| Strategy, Equality and Communications Department are leading a project to improve accessibility of information | Guidance produced for staff by Strategy, Equality and Communications Department with appropriate feed in from the Publications team in ALPS. | Rebecca Davies (for IMD) | Linked to the date defined by Strategy, Equality and Communications Department |

Business Development Department

The role of the Business Development Department is to work with the Management Board to formulate, and offer visible leadership on the future strategic direction of the organisation as it rises to the challenge of offering better local delivery of services to the people of Wales. The department leads the strategic development of the Welsh Assembly Government's internal portfolio of programmes and projects. The portfolio, which includes the mergers programme, the location strategy programme and ICT enabled business change projects, is being re-focused to meet Management Board's agreed strategic direction for the management of the organisation.

What we do:

In our Departmental Plan we have a commitment to ensure that our policy and operations promote and provide equality of opportunity. For example, we support a range of working patterns.

What we are going to do:

The Business Development Department will continue to be aware of and to promote equality. Gender will be considered in the planning, development and implementation of the department's work and the projects it funds. We will support the mainstreaming of equality and diversity through a "Fast Forward" staff group focused on this area.

| | |
|---|--|
| Objective: Business Development Department will ensure that our policies and operations promote and provide equality of opportunity. | |
|---|--|

| Action: | Performance Measure: | Lead | Date Completed |
|--|---|---|--|
| <p>Gender will be considered in the planning, development and implementation of the department's work and the projects it funds.</p> <p>We will support the mainstreaming of equality and diversity through a "Fast Forward" staff group focused on this area.</p> | <p>New projects funded by the department's portfolio will be asked to detail how they will meet their equality duties and to provide an assessment of this at the end of the project</p> <p>The number of staff with an opportunity to think through how to mainstream equality and diversity by their involvement. This will allow a wider range of perspectives to be brought to bear in this area.</p> | <p>Debra Carter</p> <p>Heather Davidson</p> | <p>March 2008 onwards</p> <p>Group established</p> |