

## The Seventh Annual Equality Report: 2005-2006

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

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



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

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

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

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

£1.1million of match funding for the Scheme from the European Social Fund.<sup>[8]</sup>

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

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

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

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

## Chapter 1.

### Introduction

#### Working for Equality in Wales

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

#### **Section 120 GOWA1998**

*(1) The Assembly shall make appropriate arrangements with a view to securing that its functions are exercised with due regard to the principle that there should be equality of opportunity for all people.*

*(2) After each financial year the Assembly shall publish a report containing:*

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

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

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

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

- 1.5 The Welsh Assembly Government is fully committed to promoting equality of opportunity for all, regardless of race, language, religion or other belief system, disability, age, gender and sexual orientation. We need to ensure that every citizen has the opportunity to contribute to the social and economic life of Wales and that Wales benefits from the diversity of its population.
- 1.6 We will deliver this through the principle of mainstreaming. The Equality of Opportunity Committee has defined Mainstreaming Equality as:

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

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

## Chapter 2.

### Legal Basis

#### Current Situation

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

#### The Equality Act

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

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

### Future Legislative Framework

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

### The Disability and Gender Equality Duties

#### The Gender Equality Duty

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

Assembly Government will also be subject to a specific duty requiring them to develop a Gender Equality Scheme (GES). The GES must set out how they intend to meet the general duty and various specific duties imposed by the order. The GES is required to be published by the end of April 2007.

### The Disability Equality Duty

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

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

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



## Chapter 3.

### Status Update

#### Mainstreaming

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

#### Equality Audit

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

#### Research and Evaluation Plans

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

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

### Data

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

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

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

### Training

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

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

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

## Consultation Tools

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

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

### Equality Champions

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

### Race Equality Scheme

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

## Chapter 4.

### The Strategic Context

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

#### The Beecham Review

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

#### Wales: A Better Country

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

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

- 4.4 It focuses on the following three key areas:

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

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

## The Spatial Plan

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

## Making the Connections

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

## Chapter 5.

### Corporate Issues

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

### Procurement

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

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

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

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

### Public Appointments

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

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

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

### Welsh Language

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



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

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

#### Legal Services

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

#### Public Service Management Wales

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

## Chapter 6.

### Promoting Equality

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

### More and Better Jobs and Skills

#### Department for Enterprise, Innovation and Networks

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

#### Current data

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

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

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

### Our response

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

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

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

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

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

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

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

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

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

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

### Social economy

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

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

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

### Current data

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

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

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

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

## Our response

### Better Early Years Provision

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

### Ethnic Minority Achievement Grant

- 6.18 The Ethnic Minority Achievement Grant is distributed annually via a specific grant to local authorities. The objective of this grant is to improve the equality of educational opportunity for all minority ethnic groups including, in particular, measures to assist pupils for whom English is an additional language and measures to improve standards

of achievement and to tackle the risk of under-achievement. £5m is available in 2006-07 – level funding on 2005-06. EMAG is distributed to all 22 LEAs on a formula basis. This formula takes account of the number of identified children from a minority ethnic background plus an assessment of their linguistic ability.

#### Asylum Seeker Education Grant

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

#### Education of Travellers and Displaced Persons Grant

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

#### Better Support for Learners with Additional Needs

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

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

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

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

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

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

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



## Improving Health

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

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

#### Current data

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

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

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

## Our response

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

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

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

## Equality Training and Advocacy Grants

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

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

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

## Guidance on health services for minority groups

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### Smoking cessation

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

### Strategy for Older People

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

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

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

assessment audit tool (SAAT) has been developed, for local partnerships to use in determining progress in implementing NSF actions. Progress on implementation of the standards will be monitored and evaluated at both local and national levels.

### Mental health services

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

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

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

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

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

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

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

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

## Developing Strong and Safe Communities

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

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

#### Current data

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



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

### Our response

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

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

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

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

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

## Community Safety Strategies

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

## Case Study - Substance Misuse Strategy

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

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

As at December 2005:

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

Parents' feedback indicated that:

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

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

## Housing

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

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

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

## Transport

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

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

### Sustainable environment

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

### Culture, Welsh Language and Sport

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

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

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

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

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

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

## Chapter 7.

### Next Steps

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

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

7.6 Not only are research and evaluation plans in place, we have identified a project and funding to develop an information gateway for policy makers and researchers which will begin in 2006-07 and be further developed in 2007-08. It will provide a comprehensive and accessible evidence base on equalities to inform policy development and delivery by:

- Conducting a review of equalities evidence, including regular surveys and data collections.
- Identifying evidence gaps to inform future corporate and departmental research programmes.
- Identifying and defining potential equalities performance indicators for use at corporate and departmental level.
- Review Departmental Research and Evaluation Plans to identify how the coverage of equalities issues can be improved via guidance and support.

7.7 We will be exploring the establishment of a standing independent equality advisory panel. The role of the panel will be to review and advise on the work undertaken by Welsh Assembly Government Departments to promote equality of opportunity in their policy, programmes and practices, and give recommendations for future policy development work. It will also provide advice on emerging issues.

7.8 Promoting the use of Accessible Venues will continue, with the launch of the Accessible Venues Guidance<sup>[91]</sup> document providing a useful tool for venue organisers and providers for assessing how best to meet the needs of disabled people. In addition to this, we have announced the timetable for taking forward secondary legislation, which will require that access statements accompany planning applications in Wales.

7.9 These are statements submitted by those applying for planning permission about how their proposals meet the needs of disabled people. This is a good example of how we are going the extra mile in helping improve the lives of disabled people. We will be consulting on this over the coming months.

7.10 The Minister for Finance, Local Government and Public Services has also announced an extra £11m of new capital funding which will be invested in delivering a modern infrastructure to strengthen our communities, to improve the health and well-being of individuals, and to promote sustainable development. These funds are being directed to key cross cutting themes, one of which is 'access for disabled people', to which £3.5m will be provided specifically to increase accessibility. The funding will focus on the post-16 education sector to address physical barriers; improving access to the countryside; and, to



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

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

The final report should be available by January 2007.

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



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