

Annex C

Departmental Responses

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

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PART A

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

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

<p>nation and by raising Wales' profile on the international stage including attracting inward investment, marketing events in Wales and about Wales.</p>	<p>forged with a range of external organisations in order to ensure that details of services were cascaded and promoted to a wide audience. These partnerships included such organisations as the Ethnic Business Support Programme (EBSP), and Women in Business International.</p>	<p>included joint working on a proposed trade mission to Bangladesh. Unfortunately, due to circumstances outside Wales Trade International's (WTI) control, the event has yet to take place but discussions will continue. There was also engagement with the ethnic business community when hosting inward delegations from overseas markets. As part of the work of the Customer Relationship Management (CRM) merger group, WTI are looking to introduce the capture of ethnic and equality information on their CRM system so that they can better analyse performance with these groups. In addition, WTI have arranged for a post-graduate ethnic student placement to join them for two months in July/August 2006 to conduct initial research with EBSP and other relevant organisations to look at the interaction with the ethnic business community in Wales.</p>	
<p>To enhance the prosperity and spread of that prosperity in Wales by helping to</p>	<p>While access to business support programmes remains open to all, we have</p>	<p>Business Eye is the main portal for access to all business support.</p>	<p>EDT 3</p>

<p>create an environment within which a greater number of sustainable businesses can start up and be developed by a more diverse group of people and owners.</p>	<p>continued to provide dedicated positive action to assist under-represented groups including minority ethnic groups, women, and the disabled.</p>	<p>During the year the percentage of users of the service from minority ethnic groups on a monthly basis averaged some 4% of all its customers. Against a base population share of just over 2%, this suggests that a higher rate of take-up than from the population as a whole.</p> <p>The Potentia Programme achieved the following outputs during the year:</p> <ul style="list-style-type: none"> • Nearly 4,300 individuals from under represented groups were given at least one hours business advice/assistance. • 448 businesses started up as a result. 	
<p>To ensure that Wales has affordable access to a world class communications infrastructure that allows full exploitation of ICT by businesses, public sector, voluntary organisations, individuals and communities.</p>	<p>The Broadband Wales Programme is focussed on delivering affordable broadband services to the people of Wales regardless of age, gender or ethnic origin.</p>	<p>All people in Wales are now able to access and take advantage of free communications infrastructure through the Lifelong Learning Network (LLN) which connects Schools, Libraries and Learning Centres in Wales to high speed</p>	<p>EDT 4</p>

		<p>broadband services.</p> <p>The Regional Innovative Broadband Support (RIBS) Project is delivering first generation broadband infrastructure to the areas of Wales that were deemed unviable by the telecommunication industry. This is ensuring that nearly all the people in Wales have the ability to access high-speed broadband technology that was previously unavailable to them.</p>	
<p>The Structural Fund Programmes 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.</p>	<p>Equal Opportunities (covering the areas of disability, gender, race, Welsh language) are mainstreamed into the European Structural Fund Programmes as one of three Cross-Cutting Themes. In addition, there are certain Priorities and Measures within the Programmes which specifically focus on Equality issues; for example, Objective 1, Priority 4 Measure 5 (Improving the Participation of Women in the Labour Market).</p> <p>Data on activities and results is submitted by project sponsors on a quarterly basis.</p>	<ol style="list-style-type: none"> 1. There continued to be significant demand for the WEFO Fact Sheet on Welsh Language to highlight projects with a strong emphasis on the Welsh language that had successfully accessed Structural Funds, as well as highlighting opportunities for projects that target Welsh speakers as their main beneficiaries. (the Fact Sheet was developed in 2004). 2. In 2004, WEFO strengthened the monitoring of Equal 	<p>EDT 5</p>

		<p>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.</p> <p>3. In Autumn 2004, WEFO undertook a Childcare Mapping Exercise on childcare provision in Wales supported by Structural Funds. The findings were presented to the Childcare Working Group, who considered them when drafting a strategy for childcare delivery across Wales. The Group has now completed its role. The Strategy was published during the year and is now being implemented.</p> <p>4. Since completion of the Mid-term Evaluations and Reviews of the Programmes in 2003, there has been a change in emphasis towards identifying gaps in provision and barriers</p>	
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		<p>to projects, and proactively encouraging the development of strategic projects. In November 2004, 'Genesis Wales', a strategic All Wales project, was approved. The project aims to provide a comprehensive package of advice, guidance, support and childcare for individuals, predominantly women, who wish to access work, training and / or learning opportunities. The project is making good progress. Beneficiaries have increased and targets should be met. An evaluation will be undertaken once the project has been completed (June 2008) to inform policy on overcoming barriers to women returning to employment and training.</p> <p>5. During the year WEFO commissioned an independent evaluation of how well projects have integrated the Cross Cutting Themes into the Objective 1 and 3 Programmes,</p>	
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		<p>and the strengths and weaknesses of the model used to integrate them. The report will be used to inform the integration of the Cross Cutting Themes in the post 2006 SF programmes, and can be found at: http://www.wefo.wales.gov.uk/resource/RME-CCT-2006-e4535.pdf.</p> <p>The study found that:</p> <ul style="list-style-type: none"> • advice and guidance available to project sponsors has generally been well received, although many sponsors would have welcomed more detailed examples of how to integrate the Themes for their specific projects; • there are very good examples of how projects have championed at least one of the Themes; • there are a number of barriers 	
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		<p>to their effective implementation, including difficulties associated with securing match funding, planning permission and State Aid issues;</p> <ul style="list-style-type: none"> • the majority of targets are likely to be achieved by the end of the Programme; and • there is considerable value in the two pronged - vertical and horizontal - approach to integrating the Themes. <p>6. January 2006 monitoring data figures show that progress continues to be made towards achieving the Equal Opportunities targets in many of the Priority and Measures, with some targets being exceeded. For example, an Objective 1 Priority 1, Measure 2 target, the number of new SMEs owned by women, disabled people, Black and Minority Ethnic groups, and</p>	
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		<p>Welsh speakers have been given advice / information or assistance, has been exceeded by 77%. Relevant information can be found in section 4 of the Objective 1 Programme Monitoring Committee report, as it is an agenda item for each quarterly Objective 1 PMC. The report for March 2006 is available via the WEFO website: http://www.wefo.wales.gov.uk/default.asp?action=page&ID=1693</p>	
<p>An excellent transport system which offers businesses and people good access to markets and jobs and practical and affordable travel solutions.</p> <p>A transport system which minimises impact on the environment and the generation of emissions.</p> <p>To manage, maintain, operate and improve the trunk road network in Wales in a sustainable manner, taking into account the social, economic and environmental needs and obligations of</p>	<p>The Draft Wales Transport Strategy (Connecting Wales) focuses on the role transport can play in delivering wider policy objectives in areas such as spatial planning, economic development, education, health, social services, environment and tourism. The Strategy is positioned as a framework document that will become the focus of the Regional Transport Plans and the Assembly Government's future transport programmes. The Strategy has passed through the Gender Disability and Race Equality Impact Assessment processes.</p>		EDT 6

<p>the nation.</p> <p>To meet the aims of the Road Safety strategy for Wales by reducing real and perceived danger for all road and footway users in Wales and meet the UK casualty reduction targets for 2010 and to increase the numbers of people walking and cycling.</p>	<p>The Wales Transport Strategy will also undergo Strategic Environmental Assessment (SEA) – this is thought to be the first strategy by any UK government to be subject to the statutory SEA process.</p> <p>Reducing the number of accidents for all members of the community particularly those in disadvantaged areas. Funding given to local authorities with the stipulation that they concentrate in Community First areas.</p>	<p>Number of children killed or seriously injured in 2004 was 41% lower than the 1994-98 average.</p>	
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PART B

Specific policy function or activity relating to equality of opportunity	How were the objectives of the policy or activity related to equality?	How successful were these policies or activities in achieving these objectives?	Equality strands covered? (See Key)	Ref
<p>Transport Wales commitments in Wales: A Better Country, which promotes social inclusion.</p>	<p>Extending reduced and free bus travel.</p> <p>Extending 20mph zones and safe routes to school.</p>	<p>Developed scheme managed by the Community Transport Association to demonstrate ways of providing free travel by severely disabled people on community transport.</p> <p>Finalised projects providing half fares on buses for 16-18 year olds in Bridgend and North East Wales.</p> <p>Funding of £3.5 million allocated to safe routes to school projects across Wales.</p> <p>Funding of £7.25 million allocated to local authorities to help them improve road safety in their local areas and create more 20mph zones.</p>	<p>Age Disability</p> <p>Age Disability Race</p>	<p>EDT 7</p>

CASE STUDY

(POTENTIA/PRIME)

Welsh Art Re-Starts Career for Retired Japanese Manager

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

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

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

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

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

PART A

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

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
Strengthen communications with BME groups.	Research has been undertaken which has led to the development of a draft Consultation and Communication Toolkit.	<p>This toolkit will facilitate the most effective means of actively communicating with identified (established and emerging) ethnic minority groups. It is intended to be shared widely and will promote real engagement.</p> <p>The toolkit will be regularly updated and monitored to ensure it will be a live and effective communication tool.</p>	SECD 1
Put in place a policy gateway regime and support mechanisms for all strategic policies.	<p>Used the `policy gateway` process to identify major strategic consultations that need to undergo a Race Equality Impact assessment; (RES commitment).</p> <p>Introduced policy compliance paragraph to Ministerial decision submissions to ensure</p>	<p>Policy Gateway is mandatory for all high-level strategic policies going out to public consultation. Guidance has been incorporated into the Policy Gateway website.</p> <p>Policy compliance paragraph is mandatory for all policy</p>	SECD 2

	Assembly's duties have been reflected in providing advice and that appropriate assessments have taken place; (RES commitment).	submissions. A policy compliance checklist has been introduced to enable officials to identify the need to complete a RES Impact Assessment.	
Implement effective policy training programme.	The need to consider the impact of policies on Equality as a part of the course.	126 people have been on the policy training course. The course content covers cross cutting themes such as Equality, Sustainable Development and the Welsh language. Participants are also instructed in the use of the policy integration tool which takes into account equality issues.	SECD 3
The objective to develop effective WAG competence in commissioning and using research and evaluation.	Office of the Chief Social Research Officer incorporated equality issues in all aspects of the commissioning and deployment of research projects. This included offering 'Best Practice' advice to other departments who are undertaking social research. OCSRO ensure that group Research and Evaluation Plans are focused on equality issues. There is a specific commitment in the Race Equality Scheme to reviewing Research & Evaluation Plans in relation to this.	Review of 2005/2006 Research and Evaluation plans has been completed, and findings have informed the further development of guidance and support to departments to improve their coverage of equality and diversity issues.	SECD 4

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Specific policy function or activity relating to equality of opportunity	How were the objectives of the policy or activity related to equality?	How successful were these policies or activities in achieving these objectives?	Equality strands covered? (See Key)	Ref
Strengthen communications with BME groups.	<p>To develop a Translation Standard and Consultation and Communication Toolkit for Welsh Assembly Government staff.</p> <p>This will lead to a better understanding of the diverse needs of the different ethnic and minority groups in Wales, and to the development and delivery of policies and services that are responsive to those needs.</p>	<p>The project was split into five stages. It is now at stage 5 where the first draft of the toolkit will be posted to the SEDU intranet site at the end of August 06. The website will be continually updated with case studies, statistics and contacts.</p> <p>Following on from this, there will be a meeting of the working group to approve a draft for the internet and to discuss external use. The workgroup includes minority ethnic representative groups e.g. All Wales Ethnic Minority Association; Welsh Refugee Council; 5 regional race equality councils and the NHS Centre for Equality.</p>	Race	SECD 5
The EcAD economic seminar on	Economic seminars aim to	Too early, however initial	Race	SECD 6

<p>social mobility (14 March 2006) included a specific item on mobility for ethnic minorities.</p>	<p>provide WAG officials (in particular policy officials) with the latest findings from economic research in order to help support the development of evidence-based policy.</p>	<p>feedback from attendees confirmed that the seminar had raised important issues that they had not previously been aware of / considered.</p>		
<p>Push for the adoption of the Minority Language paper at the Network of Regional Governments for Sustainable Development (nrg4SD).</p>	<p>Promote the sustainability of minority languages at the international level by establishing minority languages as a policy area for nrg4SD.</p>	<p>The paper was formally adopted by nrg4SD in April 2006.</p>	<p>Race</p>	<p>SECD 7</p>
<p>Civil Partnerships.</p>	<p>The provision of a new legal framework enabling recognition of same-sex relationships through the new status of civil partnership via the Civil Partnership Act.</p>	<p>The Civil Partnership Act came into force on the 5 December 2005.</p> <p>The Act enables civil partners to have legally binding rights and responsibilities in relation to each other in the eyes of third parties, including the State.</p> <p>The provision of three year core funding to Stonewall Cymru has been used, in part, towards a new website. This site provides a useful source of information and advice on civil partnerships in</p>	<p>Sexual Orientation</p>	<p>SECD 8</p>

		Wales and can be accessed via http://www.stonewallcymru.org.uk/cymru/english/default.asp		
Launch Phase 3 of the Close the Pay Gap Campaign.	The Assembly will work in partnership with the EOC and the Wales TUC to promote equal pay and address the continuing imbalance in pay levels between men and women.	<p>Phase 3 of the Campaign commenced in April 2005 and focuses primarily on the public sector.</p> <p>An Equal Pay Summit was held in October 2005 with key decision makers from the public sector reporting 4 common issues: risk, priority, capacity and funding.</p> <p>All public sector organisations have since been requested to sign up to equal pay commitments and to identify milestones to move the agenda forwards. Progress will be reviewed at the follow-up Summit in the Autumn 2006. A Close the Pay Gap Project Manager and a WTUC Equal Pay Champion have been seconded by the WAG to take this work forward.</p> <p>The Cross Party Working Group was re-established to support and</p>	Gender	SECD 9

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

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

	a service that goes beyond the minimum requirements set out in Part M of the building regulations.	Further work to encourage increased accessibility for disabled people will be explored by the Working Group in 2006/2007.		
Gender Budgeting.	<p>The Equality of Opportunity Committee report recommended the Assembly Government develop gender budgeting.</p> <p>Gender Budgeting ensures accountability and transparency requiring policies to spell out how the gendered needs of the population are being met. It also assists in deciding how policies need to be adjusted to achieve their maximum impact.</p> <p>MEWN Cymru were commissioned to take forward a series of events to raise awareness of gender budgeting in the Assembly Government.</p>	<p>During 2005/06, MEWN Cymru delivered a series of nine training workshops. They were delivered to senior civil servants across policy departments.</p> <p>Feedback to the sessions has been positive and awareness of gender budgeting has been raised.</p>	Gender	SECD 14
Social Model of Disability	The Disability Wales three year project on the implementation of	Successfully appointed the project officer to take forward the	Disability	SECD 15

	<p>the Social Model entitled 'Disability Equality in Action' commenced. The project will provide information, briefings and guidance on specific areas of Welsh Assembly Government (and the wider public sector) policy and practice which will demonstrate application of the Social Model of Disability to grant making criteria and effective consultation with disabled people and their organisations. The project is also designed to assist the Welsh Assembly Government in producing its Disability Equality Scheme and with the development of the equality impact assessment tool.</p>	<p>work of the project.</p> <p>Best practice research leading to the development of a website giving details of public sector organisations best practice examples.</p> <p>Drafting of information leaflet on SMD, raising awareness of the Project within WAG and Local Authorities.</p>		
BSL Futures.	<p>The Welsh Assembly Government has taken positive action toward ensuring public services will have both the resource and knowledge to deliver their services in British Sign Language.</p>	<p>There has been £1.6 million Assembly Government commitment for the BSL Futures Scheme. It is the first of its size in the UK. A 3 year Scheme to quadruple the number of BSL Interpreters in Wales (from 15 – 60).</p> <p>It is funded by both European and</p>	Disability	SECD 16

		<p>WAG monies and run by a partnership of organisations from the public and voluntary sector.</p> <p>It will create a long lasting legacy by investing in Wales' capacity to teach BSL. The first 10 apprentice interpreters start their apprenticeships 2nd May – with a further 10 will start 2nd October.</p>		
Launch of the Croeso Campaign.	<p>The Croeso Campaign was launched in November 2005 is an important vehicle for promoting good relations in Wales. The Welsh Assembly Government are providing funding of £100,000 per year to the CRE to help develop the initiative.</p>	<p>Through the campaign, the CRE is working with partners to support improvements in the race equality performance of the public sector and other organisations.</p> <p>It seeks to develop activities across Wales which will involve the widest possible range of organisations and individuals in practical activities, discussions or public expressions of support with regard to race equality.</p> <p>It will provide a basis for effective management discussions in a range of public bodies to work together towards race equality in Wales.</p>	Race	SECD 17

<p>Provision of secretariat to the Faith Communities Forum.</p>	<p>Membership of the Faith Communities Forum is comprised of two representatives from each of the of the Baha'i, Buddhist, Hindu, Jewish, Muslim and Sikh faith communities and a representative of the Church in Wales, the Roman Catholic Church in Wales, The Free Church Council, Churches Together in Wales (CYTUN) and the Evangelical Alliance Wales.</p> <p>The National Assembly is represented by the First Minister and leaders of the political parties in the Assembly. The Secretary of State for Wales is a member of the Forum. Meetings of the Forum are chaired by the First Minister.</p>	<p>It aims to facilitate dialogue between the National Assembly and Welsh Assembly Government and the major faith communities on any matters affecting the economic, social and cultural life in Wales.</p> <p>Any matters of concern to faith communities in Wales can be raised and similarly, any matters on which politicians might wish to consult faith communities can also be raised.</p> <p>It meets twice yearly, and aims to create opportunities for faith communities to speak for themselves in this dialogue.</p>	<p>Faith and Belief</p>	<p>SECD 18</p>
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CASE STUDY

Minority Ethnic Youth Forum

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

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

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

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

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

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

PART A

DEPARTMENT: OFFICE OF THE CHIEF MEDICAL OFFICER (OCMO)

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

	<p>The NPHS has been requested to pay particular attention to pregnant smokers and smokers from manual socio-economic groups to tackle inequalities in health and reduce social exclusion.</p> <p>The commitment to a comprehensive ban on smoking in enclosed public places and workplaces, including all pubs and clubs, was announced in July 2005. This will ensure that the health benefits of the ban reach areas of social deprivation.</p>	<p>social groups.</p> <p>The specification for the media/PR contract for public awareness campaign emphasised WAG Welsh language guidelines and the use of a wide range of media to ensure that information reaches all social groups.</p>	
Inequalities in Health Fund. (IiHF)	<p>Established in 2001, there are 62 live projects across Wales's most disadvantaged communities. Projects cover most communities first areas. The IiHF was recommended by the Townsend report 'Targeting Poor Health' in order to improve access to services and reduce inequalities. Projects are focusing on coronary heart disease (CHD) and are providing access to a range of services and activities for people with heart disease or considered to be at risk from it.</p> <p>The core principle of the Fund / projects is that they are helping to tackle inequalities in services and access to advice on</p>	<p>All projects are providing evidence that they are making a positive difference to individuals and helping to tackle inequalities e.g. access to services or advice previously not available. Examples include providing screening and assessment services in areas where they did not exist before; helping people to lose weight through advice on diet and exercise and improving people's health and well being. The BEM projects have succeeded in developing gender specific exercise classes and in tailoring</p>	OCMO 3

	<p>healthy lifestyles. Some projects are delivering improvements by health screening delivered in primary care or community settings for hard to reach groups. Others are engaging in setting up disease registers and others in referrals for lifestyle advice.</p> <p>There are four BEM projects, one project which focuses on gypsy travellers; the other projects include activities geared towards children and/or adults considered at risk of CHD.</p>	<p>advice about health and well-being in a culturally sensitive way.</p> <p>Individual projects collect data on outcomes and independent evaluation is on-going. A position report 'Inequalities in Health Fund – Making a Difference' published February 06 provides examples of some outcomes to date. We have added a question to our quarterly monitoring returns to find out if any uptake by people with a disability.</p>	
Health Challenge Wales.	<p>Health Challenge Wales (HCW) was announced by the First Minister in February 2004 as a focus for action to improve health and well-being across the board. No specific equality considerations built into HCW, but it is intended as a banner under which action that addresses the social, economic and environmental determinants of health can go forward.</p>	<p>Numerous organisations have responded positively to Health Challenge Wales, and interest from individuals has been encouraging. There is considerable scope for targeting Health Challenge Wales messages at specific sectors of the population, perhaps to address inequalities in health status. Health Challenge Wales public information materials are available in a variety of formats, including Braille and the spoken word for those people with visual impairment.</p>	OCMO 4

		<p>An information booklet has been produced in association with Bro Morgannwg Trust for those with learning difficulties.</p> <p>Information leaflets are to be translated into BEM languages – although the equality toolkit indicates that this is not necessarily the best course of action.</p> <p>PHSD is working with SEDU and will attend BEM events in Swansea, Cardiff and Newport over the summer months to engage local communities with HCW messages.</p> <p>A photo competition is being developed with ffotogallery. It is aimed at people with mental health issues (planned for completion Spring 2007).</p>	
Sponsorship of the Wales Centre for Health - a new ASPB established on 1 st April 2005.	The Wales Centre for Health (WCfH) was established on 1 April 2005 under the Health (Wales) Act 2003. It is an independent body but is sponsored by the National Assembly for Wales. It has	The core function of the Wales Centre for Health is to communicate with the public, and thus equality issues feature very high on the agenda.	OCMO 5

	<p>responsibility for providing and disseminating information on the protection and improvement of public health in Wales via the following functions conferred upon it by the Health (Wales) Act:</p> <ul style="list-style-type: none"> • to develop and maintain arrangements for making information about matters related to the protection and improvement of health in Wales available to the public in Wales; • to undertake and commission research into such matters; • to contribute to the provision and development of training in such matters. <p>The WCfH aims to fulfil its functions by:</p> <ul style="list-style-type: none"> • acting as an advocate on public health issues; • engaging with the public and their communities and advising on public health concerns; • speaking independently on health, free 	<p>As a new ASPB from April 2005, the Wales Centre for Health needs to satisfy the Assembly Government that it will continually take full account of all equality matters. During the first year of its establishment the ASPB has produced and implemented an Equality Policy/Race Equality Scheme, along with a supporting Race Equality Action Plan. In the process of producing these documents, the WCfH liaised closely with the Commission for Racial Equality and also (via its sponsor division) the Assembly Government's Strategic Equality and Diversity Unit. Representatives from the ASPB also attended (February 2006) an Assembly Government organised seminar on "Mainstreaming Equality", with further follow-on events to take place in the next financial year.</p>	
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	<p>from corporate or economic interest;</p> <ul style="list-style-type: none"> operating in an open and transparent manner. 		
<p>To ensure that childhood and adult vaccination programmes are delivered and that take-up rates remain high.</p>	<p>PHPD provides the policy lead on matters relating to immunisation and vaccination in Wales. This includes regular programmes, new and revised programmes and responses to disease outbreaks. Equality issues are always considered in relation to immunisation programmes, particularly when the programme relates specifically to a particular group e.g. Hajj pilgrims.</p>	<p>During 2005/06 immunisation information materials were prepared in Braille as well as 21 minority languages. All hard copy materials include Welsh translated text. For 06/07 audio tapes will also be made available.</p>	<p>OCMO 6</p>

PART B

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

		<p>MEWN Cymru has been able to get across important health messages.</p> <p>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 Institute is working with disadvantaged young people teaching them how to cook inexpensive healthy meals. This course has proved successful and requests are being received to extend the course to older clients. The Terrence Higgins Trust receive support for the Wales HIV Network project.</p>		
Producing a paper on Men's Health & Gender Health Inequality for discussion by the Health & Social Services Committee.	<p>The paper highlighted the specific health issues faced by men and explored some of the reasons why they are less likely to do anything about them.</p> <p>The paper also identified the</p>	The paper was discussed on March 8 th .	Gender	OCMO 8

	forthcoming Gender Duty that will place a duty on all public sector bodies to deliver services in such a way to promote equality between men and women.			
Health ASERT Wales research programme.	This is a research programme investigating public health improvement issues among Minority Ethnic Groups, Refugees/Asylum seekers and Gypsy travellers. The objective is to use the evidence gathered in developing policies and programmes.	To date a summary of findings and recommendations has been published, alongside two literature reviews (Gypsy travellers and Minority Ethnic Groups). The reports will be used to inform public health improvement policy on an ongoing basis.	Race Faith / Belief	OCMO 9
Disability research programme.	The initial work has focused on a literature review of public health improvement and disability issues in Wales, the UK and beyond, and a scoping exercise to identify current or planned practice in Wales. Further primary research will follow involving members of the community.	The review and scoping exercise will be used in developing future policies and programmes.	Disability	OCMO 10
Healthy Ageing Action Plan.	The Healthy Ageing Action Plan is one of the programmes developed from the Assembly Government's overarching	Moving More Often, a physical activity programme for frail older people in care settings has been rolled out to 14 counties, and the	Age	OCMO 11

	<p>Strategy for Older People in Wales. One of the 5 main aims of the Strategy is 'Reflecting the United Nations principles for older people, to tackle discrimination against older people wherever it occurs, promote positive images of ageing and give older people a stronger voice in society'.</p> <p>This aim is reflected in the ethos of the Healthy Ageing Action Plan, which is aimed at people aged 50 and over, and includes plans for action aimed both at those at the younger end of the spectrum (e.g. action on pre-retirement planning) and those who are frail and living in care settings.</p>	<p>remaining 8 invited to apply for the scheme this year.</p> <p>Age Concern Cymru has been supported to further develop the Ageing Well scheme across Wales. At the core of this scheme is the involvement and empowerment of older people through training to become senior health mentors to their peers. The number of schemes has increased from the original 6 to 13, with an increased geographical spread. Another 8 schemes are in development.</p> <p>Literature reviews on older people and sexual health, and older people and alcohol have been completed and will be published following peer review. Both literature reviews highlight existing age discrimination in respect of services available to older people. The sexual health review also draws attention to the inadequacy of provision for older gay, lesbian, bisexual and transgender people. Following</p>	<p>Sexual orientation</p>	
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		the peer review, these issues will be discussed with relevant internal and external partners.		
Keep Well This Winter.	The 2005-06 Campaign ran a number of events, initiatives and measures to target the most vulnerable older people.	The Campaign evaluation showed increased awareness among the target audience of the key messages to keep warm, keep well and keep safe during the winter months.	Age	OCMO 12
Equity Training and Advocacy Grants.	A total of 25 projects were funded to address inequalities in access to health care and to develop advocacy for better health within different organisations. There are a number of actions specific to the target group, examples include: multi-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.	Race	OCMO 13
Supporting equity of access to Health Promotion Library and	All library customers have equitable access to services	The annual customer satisfaction survey demonstrates that the	Library customers	OCMO 14

<p>Information Services.</p>	<p>wherever they are located in Wales. To achieve this we promote remote access via the web, email, fax, minicom, telephone and post as well as visiting us in person.</p> <p>All information provided in print is also available for downloading on the library pages of the OCMO web site.</p> <p>The availability of the FREEPOST address ensures that customers who cannot visit us to return resources do not suffer financially over those who live more locally. A free postal loans service is also provided to encourage equitable access for remote customers.</p> <p>Library publications conform to the requirements of the Disability Act, and customers can also notify us if they have additional requirements. Library News is published in English, Welsh, electronically, and in Braille.</p>	<p>service is making a difference, and that remote access is particularly useful to those who cannot visit. Research bulletins are beginning to show that evidence is used in health promotion practice.</p> <p>Positive response was received from BME organisations about the availability of services following the marketing of the library flier in ethnic languages. Deaf awareness training contributed to the participants overall understanding of deaf awareness issues.</p>	<p>are anyone working or living in Wales so would potentially cover all equality strands. Specific measures noted target customers with disabilities, and people from minority ethnic communities.</p>	
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	<p>The library flier has been published to make information easily available, and is published in English, Welsh, Arabic, Bengali, Chinese, Gujarati, Hindi, Punjabi, Somali and Urdu.</p> <p>The library organised a Deaf Awareness Training session in January 2006 – it was attended by colleagues from the Group.</p>			
To support the statutory professional advisory committees.	Part of this function is to provide two conferences each year on specific health topics. Equality issues are a key feature in choosing the location and topic of the event (e.g. the venue must cater for disabled access and have facilities for the hard of hearing etc).	A large-scale conference was held in June 2005 which catered for disabled access and had facilities for hard of hearing.	Disability	OCMO 15
Heatwave policy/Heat-Health Watch.	Signing up to the Met Office's heat-health watch provides an alert system to selected organisations about the potential for extreme hot weather and is targeted particularly at bodies/organisations caring for	The System was not tested during 2005-6 as there was no heat period.	Age (Older people. Children under 4)	OCMO 16

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

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

development of a Wales Equality and Diversity Health and Social Care Network.	field	2006.	Race	21
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CASE STUDY

Health Challenge Wales Voluntary Sector Grant Scheme

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

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

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

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

Science and Innovation Symposium

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

What are the areas for improvement in relation to equality outcomes in your policy or activity?	What action will be taken to strengthen your policy or activity?
Keep Well This Winter – vulnerable and hard to reach older people and those in BME groups do not always receive the same degree of information as other groups.	Vulnerable, hard to reach older people and those in BME groups have been identified as the prime targets for the 2006-2007 campaign by the Steering Group.
Equity Training and Advocacy Grants – Equality Impact Assessment is not routinely carried out by projects bidding for funds under this scheme.	Improved guidance will be sent out with the call for applications for the 2007-2008 funding round.
Health Challenge Wales in itself will not result in outcomes in equality activity as it is essentially branding of better health activities that contribute the Assembly Government response to better health and well-being as set out in Wales: A Better Country. However, Public Health Strategy Division will be working with BME communities to establish how best information about health improvement can be disseminated.	Public Health Strategy Division will be taking part in three outreach sessions - planned for Swansea, Cardiff and Newport by SEDU to inform future marketing activity designed to overcome cultural barriers to better health messages.
Library - Increased take up of membership.	Marketing.
The Inequalities in Health Fund targets any and all people at risk of or already having CHD. BEM projects are already in place as are projects addressing people with mental health and learning disabilities. LGBT are treated as individuals within the wider at-risk groups and not as a specific at-risk group for CHD. The area we seek to improve for ensuring the delivery of equality outcomes is in monitoring the quantity of service delivery to those with disabilities.	The issue is now being built into the templates for future progress monitoring reports, both quarterly and annual, from the individual projects. Projects will be asked to highlight the extent to which they have delivered services to people with disabilities.

<p>Extending range of health promotion publications in ethnic minority languages.</p>	<p>Essential elements of Pregnancy Book and Birth to Five to be made available in a further 4 languages.</p>
<p>Public Health Protection Division always takes into account equality issues when formulating and implementing policy and when carrying out tasks in relation to other activities.</p>	<p>Together with their partners in the NPHS, FSA & WCfH, they will monitor and review the effectiveness of policies, strategies and activities on an on-going basis at regular review meetings.</p>

PART A

LEGAL SERVICES (LS) DEPARTMENT

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

		Parliament.	
Provide the legislation to merge WDA, WTB, ELWa, and ACCAC into the Assembly to abolish Health Professions Wales.	Not relevant		DLS 5

PART B

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

CASE STUDY

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

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

PART A

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

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

	Opportunities Adviser.	<p>disability and accessibility.</p> <p>Involvement of c.140 people as trainers and delegates over the 4 days.</p> <p>Awareness of equalities issues, and capacity to address them, raised across all 3 domains (museums, archives and libraries) and from all geographical areas in Wales.</p>	
<p>Cadw Maintaining, conserving and presenting monuments in the care of the Welsh Assembly Government includes improving public access to monuments.</p>	<p>By improving access, all groups are given greater opportunity to enjoy monuments and buildings, but particularly people with disabilities.</p>	<p>A number of access audits were completed which have led to physical improvements to access at a number of sites across the estate including Chepstow, Beaumaris, Caerwent, Hafoty, Oxwich, Dyfi Furnace and St David's Bishops Palace.</p> <p>Portable induction loops have been maintained at all visitor centres and shops while visitors with disabilities and their companions are offered free admission to sites.</p>	<p>CWLS CC 3</p>

<p>Sport Launch of the Climbing Higher Action Point.</p>	<p>Document still at draft stage but equality will be built into the plan.</p>	<p>A fully inclusive plan which will provide opportunities for all age, gender and social groups.</p>	<p>CWLS CC 4</p>
<p>Culture – Arts, National Museum and National Library Strengthening and promoting Wales' cultural identity.</p>	<p>Ensuring that all sectors of society have physical and intellectual access to culture and have the opportunity to experience and enjoy culture in the widest sense.</p>	<p>Physical access audits have been carried out at Museums, arts centres and theatres.</p> <p>Improved access for people with disabilities have been introduced in some theatres.</p> <p>Amgueddfa Cymru – National Museum Wales (NMW) has set up an Access Working Party and a Diversity Working Party to make the collections as accessible as possible to the widest of audiences - the latter will work on and communicate the Museum's Race Equality Action Plan to all staff and will address other diversity issues such as Gender, Sexual Orientation and Religious Belief in line with the new Equalities Bill in 2007.</p>	<p>CWLS CC 5</p>

		National Library of Wales (NLW) has established an Equal Opportunities Working Group and an Ethnicity Working Group.	
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PART B

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

		<ul style="list-style-type: none"> • Almost 19,000 of the Board's Welcome Packs distributed and some 2,000 hits per month to the project's associated website providing information on the language to those who move into areas where Welsh is widely spoken. • Further investment in Twf (groundbreaking linguistic transmission project). Over 35,000 information packs distributed to new parents ; over 6,400 contacts made with parents and over 2,400 presentations given. • An estimated 8,401 children attending the Mudiad Ysgolion (Welsh medium parent and toddler groups). This is an increase of 9% compared to April 2005. Compared to last year, there are now an extra 44 "Cylch Ti a Fi" and an extra 10 Cylch Meithrin (Nursery Groups). • 		
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<p>Welsh Language Liaison with UK Government departments on Welsh language matters.</p>	<p>To secure equal treatment of the English and Welsh languages.</p>	<p>Rollout commenced in April 2006 of the new UK Biometric passports, all of which now include the Welsh language.</p> <p>Office of Criminal Justice Reform issued Consultation on the use of Bilingual Juries for certain criminal trials in Wales.</p> <p>DCMS has been consulting on the production of Welsh language versions of Licensing application forms (under the 2005 Licensing Act).</p> <p>An order being prepared by the Home Office to specify the wording of Welsh versions of the Oaths and Affirmations to be taken at Citizenship Ceremonies.◇</p>	<p>Language</p>	<p>CWLSC C 8</p>
<p>Welsh Language Review of the Welsh Assembly Government Welsh Language Scheme (Target is to get the revised Scheme approved by end</p>	<p>SEDU represented on review working group.</p> <p>Equalities covered in newcomers induction courses on Language</p>	<p>Useful input from SEDU especially for links with other equalities Schemes.</p> <p>SEDU to provide fresh</p>	<p>Language</p>	<p>CWLSC C 9</p>

of 2006).	Scheme. Draft MoU between WLU and SEDU.	commitments in Scheme on equalities issues.		
Welsh Language Taro 10 Reading Campaign aimed at Year 7/8/9 pupils.	To encourage reluctant readers, mainly boys, to read and buy Welsh-language books.	46 theatre performances in 43 secondary schools reaching around 7,800 pupils.	Gender Language	CWLSC C 10
Welsh Language Funding of Audio Books	To promote Welsh-language books in an audio format for children and adults.	Production of 5 audio books.	Disability Language	CWLSC C 11
CyMAL Disability Summer School in September 2005 : A series of 3 days, held in Bangor, Aberystwyth and Swansea. Each day offered a different programme of speakers and elective workshops on different aspects of making museums, archives and libraries accessible to people with disabilities.	The provision of equality was the Summer School's <i>raison d'être</i> and its objectives were : <ul style="list-style-type: none"> • To formally launch (and raise awareness of) the Wales Edition of Disability Portfolio for museums, archives and libraries. • To provide a wide range of training sessions to help sector professionals make their services more accessible. • To provide a forum in which 	The Summer School was very successful in meeting these aims : <ul style="list-style-type: none"> • All those who attended heard a presentation on the Disability Portfolio, introducing them to this valuable resource. Feedback forms showed that many people had not been aware of it before the Summer School, underlining the importance of the objective as well as its success at the 	Disability	CWLSC C 12

	delegates could learn from the access expertise of the voluntary sector.	<p>Summer School.</p> <ul style="list-style-type: none"> • A very wide range of different training sessions were provided for delegates. These covered physical, sensory and intellectual access. Feedback forms expressed a high degree of satisfaction with all workshops. • Of the 130+ people who attended over the 3 days, around 90 were delegates from the sector and around 40 were drawn from access and disability groups (some of whom were workshop leaders or delegates) – this facilitated a valuable exchange of ideas and added enormously to the value of the event. 		
<p>CyMAL Disability Audit Workshop for delegates from museums, archives and libraries. Held in New Tredegar in November 2005.</p>	The objective was to give delegates the knowledge and encouragement to go away and arrange disability audits for their services.	All delegates went away with a clear understanding of the nature and value of an audit and the different options for arranging one.	Disability	CWLSC C 13

	<p>Undertaking a disability audit is often the most critical step in identifying, and then acting to remove or otherwise alleviate, the barriers which prevent people with disabilities from enjoying equal access to buildings and services.</p>	<p>Delegates were empowered to make informed decisions about the use of a professional consultant and/or a local access group.</p> <p>Delegates left with a clear understanding of the case for an audit and will have been able to present this to service managers.</p> <p>Feedback forms suggested a high degree of satisfaction with the workshop.</p>		
<p>Cadw Cadw has agreed with the Civic Trust for Wales to sponsor a new award as part of the Trust's design awards Scheme.</p>	<p>To recognise and celebrate good practice in adaptation to facilitate access for people with disabilities to historic buildings.</p>	<p>The award is being developed in association with the Trust and Disability Wales. Applications have been invited from civic societies, local disability groups and other interested organisations and judging will take place in Summer 2006.</p>	<p>Disability</p>	<p>CWLSC C 14</p>
<p>Sport The Sports Council for Wales have an equal opportunity policy in</p>	<p>The Sports Council for Wales promote equality through their range of services. Equality is also</p>	<p>A full outcome of these activities will be contained in the Record of Achievements report in June</p>	<p>Age Disability Faith/ Belief</p>	<p>CWLSC C 15</p>

place.	included in the Sports Council funding scheme requirements.	2006.	Gender Race Sexual Orientation	
<p>Culture - Arts In May 2005, we published (via ACW) a new 3-year Arts and Disability Strategy, "Moving Beyond", developed in conjunction with Arts Disability Arts Cymru (formerly Arts Disability Wales – ADW).</p>	<p>To improve access to all forms of art across Wales.</p>	<p>Disability Arts Cymru have received £78,375 in revenue support to continue to deliver the programme outlined in last year's report. There has been an increase in the number of projects run and there have been new initiatives such as the Unusual Stage School, a residential stage school for deaf or people with disabilities over 18.</p> <p>Disability Arts Cymru also began work on a review of audience development issues for people with disabilities.</p> <p>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.</p>	<p>Disability</p>	<p>CWLSC C 16</p>

<p>Culture - Arts Development of the Arts Council of Wales (ACW) Race Equality Scheme.</p>	<p>To set out arrangements for mainstreaming Race Equality.</p>	<p>The draft scheme is still awaiting a response from the Commission of Racial Equality (CRE). To move the agenda forward, ACW set up a 6-month project with Black Voluntary Sector Network Wales to establish a database of BME artists working in a 3-year development programme.</p> <p>The development programme will address the development needs of BME artists in Wales, increase opportunities for performing/ exhibiting BME arts created in</p>	<p>Race</p>	<p>CWLSC C 17</p>

		Wales, increase partnership working between arts funders and BME communities and raise the profile of the opportunities that exist for BME arts.		
<p>Culture - Arts Touch Trust is a resident of the Wales Millennium Centre (WMC). The Welsh Assembly Government is providing £100k in 2005/06 to develop its ground breaking work with profound physical and learning difficulties.</p>	<p>Touch Trust Therapy Programmes help young people to communicate, develop movement skills and relax.</p>	<p>The Touch Trust programme uses art, music and movement to develop communication.</p> <p>The Trust has enabled the WMC to welcome people with profound difficulties to the centre.</p> <p>The Trust uses performers with disabilities to develop and run sessions.</p> <p>The Trust is fully equipped to cope with profound physical difficulties and engages in a broad range of groups.</p> <p>The Arts Council of Wales undertook a review of the work of Touch Trust and will be reporting back at the end of May.</p>	Disability	CWLSC C 18

<p>Culture – National Museum Wales Making the collections of Amgueddfa Cymru – National Museum Wales (NMW) as accessible as possible to the widest of audiences.</p>	<p>NMW has appointed an Access and Diversity Officer and has also set up two working parties to address this objective ; the Access Working Party and the Diversity Working Party.</p>	<p>Work carried out during the last year by the Access Working Party :</p> <ul style="list-style-type: none"> • Physical Access Audits been carried out at 2 Sites. • Tactile maps and improved signage at St Fagans : National History Museum. • Staff training on “How to deal with the Disabled Customer”. • Large print labels available in some Galleries. • New National Waterfront Museum in Swansea has many interactive exhibitions with sign language interpretation, etc. • 	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>CWLSC C 19</p>
<p>Culture – National Museum Wales Celf Cymru – ArtShare Wales, National Museum Wales’ Visual Arts Partnership Scheme. Set up to work with 5 art galleries around Wales, utilising objects from the national collection.</p>	<p>ArtShare Wales aims to increase access to the national collection by making its art collections available across a broad geographical reach.</p>	<p>55,000 people visited ArtShare projects between September 2005 and April 2006.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>CWLSC C 20</p>

<p>Culture – National Museum Wales Diversity of Amgueddfa Cymru – National Museum Wales’ (NMW) Vision Consultation.</p>	<p>A significant element of NMW’s public “Vision Consultation” focused on obtaining the opinions of people from all sectors of society who are potential users of National Museum services.</p>	<p>The public “Vision Consultation” was completed in May 2005, resulting in almost 1,000 responses that outlined the opinions of a wide range of stakeholder groups regarding the future plans of the National Museum.</p> <p>This process will be continued throughout 2006 with all members of the consultation database being invited to attend a number of “Vision Open Days” where the National Museum will continue to encourage new audience groups to become involved with the future work of the organisation.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>CWLSC C 21</p>
<p>Culture – National Museum Wales On Common Ground 2 involves working with young people (14-24 years old) in five communities in Objective One areas in Wales. The programme builds on the success of the original OCG</p>	<p>On Common Ground is an exercise in youth consultation, gathering the views of younger people on museums and heritage. It looks at ways of making this area more attractive to young people from disadvantaged areas. On</p>	<p>The project runs from January 2005 to January 2007, so will report next year.</p>	<p>Age</p>	<p>CWLSC C 22</p>

scheme.	Common Ground 2 will run for 2 years with Objective One and HLF Funding.			
Culture – National Library Wales “Aber in Summer” : A project to create a collection of artwork by people who attend the Plas Lluest Day Services Centre in Aberystwyth.	The project involved the active participation of individuals with learning difficulties, a professional artist and funding from PROSPECTS and MENCAP.	A public exhibition was arranged which drew much publicity and the evident appreciation of those involved.	Disability	CWLSC C 23

CASE STUDIES

1. CyMAL

Disability Groups Forum at CyMAL's Disability Summer School

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

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

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

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

2. Arts

Theatr Ffynnon

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

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

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

What are the areas for improvement in relation to equality outcomes in your policy or activity?	What action will be taken to strengthen your policy or activity?
<p>A. CyMAL As a new policy division, one of the difficulties faced by CyMAL is a lack of information relating to equalities issues in the museums, archives and libraries sector. We need to obtain that information so that we can tailor our policies accordingly.</p> <p>B. Sport Points agreed following the recent equality audit will be implemented into the preparation of the Climbing Higher Action Plan.</p> <p>C. Culture – National Museum Wales and National Library Wales Increase the numbers of visits to Amgueddfa Cymru – National Museum Wales (NMW) by Black Minority and Ethnic Groups. Continue to improve both the physical and intellectual access to NMW’s sites and collections.</p>	<p>A.a CyMAL CyMAL is about to commission a research project called Quantifying Diversity : Mesur Amrywiaeth. The research will capture data relating to 3 areas : users/visitor services and monitoring practices, employees/volunteers and collections. It will cover disability, race and gender across all 3 areas and age, language, religion/belief and sexual orientation as appropriate. This research project will be completed during 2006-2007 and inform our future work.</p> <p>B.b Sport See answer to first part of question.</p> <p>C.c Culture – National Museum Wales and National Library Wales NMW is hosting events, exhibitions and taking part in many activities to celebrate the Festival of Muslim Culture 2006. NMW’s Access and the Diversity Working Parties are made up of employees from a cross-section of departments and sites and their role is to promote access, diversity and equality into the work of their</p>

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

department/site.

The Access Working Party is looking at producing its Disability Equalities Scheme in line with current legislation.

NMW's Vision process continues throughout 2006 with all members of the consultation database being invited to attend a number of "Vision Open Days" where NMW will encourage new audience groups to become involved with future work of the organisation.

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

Planning has commenced for exhibition in 2007 to mark the 200th anniversary of the end of the Atlantic slave trade.

Planning has commenced to ensure that ethnic groups will be specifically targeted as part of NLW's 2007 centenary programme of inviting groups to the Library. NLW's Ethnicity Working Group has met to consider the subject areas of collecting, access and education and has formulated a number of ideas for further consideration.

The programmes and displays are linked to the Cwricylm Cymreig, and include such themes as "sacred books", with the opportunity for pupils to examine the scriptures of several different religions.

The Library adopted a new access policy indicating its

	<p>fully inclusive approach to provision of services. A multi-fait prayer room was opened in the National Library building. Further improvements have been made to the car park to enhance access for disabled people. A Welsh language scheme is awaiting the Welsh Language Board's approval which confirms the bilingual service which the Library provides. NLW has been prominent in planning for the "@ Your Library" initiative which will enhance access by the public to materials of interest. A policy on the use of guide dogs was adopted.</p>
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PART A

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

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

strategy and further develop a balanced scorecard performance system for monitoring new departmental structure by end of March 2006.			
To achieve compliance with the BS7799 Information Security standard for key business systems by April 2006 and certification for those systems by April 2007.	See IMD below.	See IMD below.	CIS 5
To establish sustainable mechanisms for managing, monitoring and advising on access to information requests.	See IMD below.	See IMD below.	CIS 6

PART B

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

<p>Ensuring good practice in the storage and retrieval of records to meet statutory requirements.</p>	<p>The Assembly Government seeks to comply with best practice in public records management. This includes maintaining records allowing for the different needs of users.</p>	<p>In addition to commitments under the Code of Practice on Public Access to Information, records are made available via The National Archives in line with the time-scales set out in public records legislation.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>CIS 10</p>
<p>Development of management information.</p>	<p>The need for management information on equality aspects associated with running the business is a recognised aspect of the strategy.</p>	<p>Regular reports on the staffing profile, and on the demand for and supply of Welsh-English / English-Welsh translation, are provided to senior management to ensure that decision making is evidence-based.</p>	<p>Language Gender</p>	<p>CIS 11</p>
<p>Provision of Welsh-English / English-Welsh translation services.</p>	<p>The Assembly Government's Welsh Language Scheme is built on the principle of the equal treatment of the Welsh and English languages.</p>	<p>The translation services support the delivery of the Scheme.</p>	<p>Language</p>	<p>CIS 12</p>
<p>Implementing the information security standard</p>	<p>The standard is built around three components: the integrity, confidentiality and availability of information.</p>	<p>Assembly Government systems are managed to ensure that personal information about individuals is secure and used for</p>	<p>Age Disability Faith/ Belief Gender Race</p>	<p>CIS 13</p>

		relevant purposes only.	Sexual Orientation	
Social Inclusion and Equality statistics branch.	To provide a focussed statistical support to Equality Policy Unit and the wider Assembly Government on equality issues.	<p>The publication of a statistical focus on diversity in Wales in August 2005, covering (as far as data availability allowed) all equality strands.</p> <p>Publication of the Welsh Index of Multiple Deprivation (WIMD) in September 2005. This classifies areas in terms of relative level of deprivation and allows population groups to be examined in terms of the areas they live in. This is particularly valuable when direct measures of deprivation are not possible, for example when samples sizes are not large enough.</p> <p>Produced a draft social audit report for the Muslim Council of Wales in February 2006.</p> <p>Produced baselines for the main Welsh Assembly Government offices in terms of the local</p>	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 14

		<p>minority ethnic populations for staff monitoring purposes (taking into account student populations and local travel to work patterns).</p> <p>Active participation in the Mainstreaming Equality Task and Finish Group, including the production of the first in a series of equality snap shots covering key issues in the labour market.</p>		
Census of Population, 2011.	To ensure the needs of the Welsh Assembly Government and wider user base in Wales would be met by the 2011 and any future Census of Population.	<p>The Statistical Directorate responded to the User Consultation on 2011 Census topics, on behalf of the Welsh Assembly Government, on the need for data on languages spoken other than Welsh or English as well as British Sign Language.</p> <p>Contributions were provided to the Welsh Assembly Government response to the Census consultation on the topic of sexual orientation.</p> <p>The Welsh advisory group on the Census met twice in 2005-06 and</p>	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 15

		<p>equality issues were the main item of discussion (membership includes the equality commissions and Stonewall).</p> <p>The Statistical Directorate attended the first of an ongoing series of meeting between the UK statistical offices and the representatives of CRE from the three countries of GB to discuss the ethnicity classifications for the 2011 Census.</p> <p>The Statistical Directorate attended a meeting between the UK statistical offices and the representatives of Stonewall from the three countries of GB to discuss research into the collection of data on sexual orientation.</p> <p>The Statistical Directorate held bilateral meetings with both CRE and Stonewall in Wales to help reach a common understanding.</p>		
Development of a Data Asset	To develop an electronic	The project reached the proof of	Age Disability	CIS 16

Register for statistical sources.	catalogue of statistical data sources, both those held by the Statistical Directorate and other Departments data used by the Directorate, including the level of analysis possible.	concept stage in 2005-06 and information for major data sets was been entered, including the availability of data for each of the equality strands.	Faith/ Belief Gender Race Sexual Orientation	
Statistics web site.	Making a wide range of statistical information available to everyone.	During 2005-06 there were a number of developments aimed at improving the accessibility of the statistics web site, particularly in respect of the impacts on screen readers (e.g. introduction of tagging of html pages, especially tables, and the tagging of PDFs).	Age Disability Faith/ Belief Gender Race Sexual Orientation	CIS 17

CASE STUDY

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

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

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

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

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

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

PART A

DEPARTMENT: ENVIRONMENT, PLANNING AND COUNTRYSIDE (EPC)

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

	<p>assess progress in implementation.</p> <p>Organisations representing disabled people and ethnic minorities provided written responses to the consultation or attended the consultation workshops on the Environment Strategy, including Disability Wales, Black Environment Network and WELCOME. Specific workshop events were 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.</p> <p>REIA screenings were undertaken as part of the development of the consultation document, the final Strategy and Action Plan.</p> <p>The Strategy specifically identifies the environmental issues where there is a significant equality impact.</p>	<ul style="list-style-type: none"> • 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. 	
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<p>3. Change the way that Wales manages its waste to more sustainable practice by implementing the Wales Waste Strategy with its key recycling and composting target of 25% by 2006-07.</p>	<p>The implementation of the Wales waste strategy seeks to extend benefits as widely as possible across communities in Wales. Early in the process a discussion was held, facilitated by the Wales Council for Voluntary action, with representatives of ethnic minorities and groups representing disabled people. Responsibility for managing waste rests with local authorities and guidance issued jointly with the WLGA to local authorities on the production of municipal waste management strategies emphasises the importance of full consultation and in particular those socially excluded.</p>	<p>By ensuring that each local authority has targets for recycling and composting these improvements in waste management are taken forward across Wales including in more rural areas where such action may be more difficult to deliver. For example local authorities are expected to ensure that there is appropriate access at civic amenity sites for disabled people. The Wales waste strategy has strongly supported the role of the community sector in delivering local services and organisations like Newport Wastesavers, Frame in Pembrokeshire and Cae Post in Powys provide training and employment opportunities for people from disadvantaged groups, people on probation, people with mental health difficulties and people with learning difficulties.</p>	<p>EPC 3</p>
<p>4. Contribute to the economic sustainability of rural communities and to the Health Challenge Wales agenda by opening up public access to the</p>	<p>Along with the Countryside Council for Wales and other partners we have recently successfully delivered a programme of new public access to some 20% of the land</p>	<p>CROW Act 2000 actually places a duty on local highway authorities to have regard to needs of those with mobility problems in making</p>	<p>EPC 4</p>

<p>countryside and coast.</p>	<p>area of Wales. In the preparations for that we sought to take account of equality issues in a range of ways (for example, ensuring that guidance on the establishment of local access forums emphasised the need for membership to be representative of the population of local areas; encouraging CCW to produce the new Countryside Code in 22 different languages; and ensuring that the Minister's Countryside Opportunities Steering Group had 'countryside access and disadvantaged groups' in its work plan).</p> <p>The Assembly Government has also commissioned advice from CCW on how we can best take account of the disabled in the design of stiles, gates and other right of way 'furniture'.</p>	<p>improvements to rights of way.</p> <p>New Rights of Way Improvement Plans being drawn up now by local highway authorities will set out how they plan to cater for those with mobility problems.</p> <p>National Park Authorities are looking at ways to improve access to their parks for those with disabilities.</p>	
<p>5. Co-ordinate Wales' contribution to reducing greenhouse gas emissions and Assembly policy act action on adapting to climate change impacts.</p>	<p>Co-ordination work so far focused on the Environment Strategy (see details above.)</p> <p>Next major action will be the development of an Adaptation Action Plan for Wales and research work on greenhouse gas emissions / savings from different policies and then applying the results to inform decision-making.</p>	<p>Main outputs focused on the Environment Strategy (see 2 above). Further outputs and outcomes will emerge as work progresses.</p>	<p>EPC 5</p>

	Equality will be built into these activities through an inclusive consultation process, a REIA screening of the Adaptation Action Plan and an assessment of its relevance to other equality strands.		
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PART B

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

		<p>representatives from minority ethnic groups) in September 2005. The draft included a generic approach to community engagement.</p> <p>LDP Regulations in place which require consultation with “bodies which represent the interests of different racial, ethnic or national groups”.</p> <p>LDP Wales in place which requires Local Planning Authorities (Lpas) to take account of the Race Relations Act in preparing a plan. This includes RIA as part of Sustainability Appraisal.</p>		
Proposal for Access Statements to accompany planning applications in Wales.	Applicants applying for planning permission will need to state how their proposals meet the needs of those with disabilities.	Going to consultation with various access groups including Disability Rights Commission and Disability Wales. It is proposed to be introduced in the Autumn through secondary legislation.	Disability	EPC 8
Delivery of advice to existing, start up and pre-start food companies in	The service is designed to be as accessible as possible to all	The client base is still dominated by clients not from under-	Disability Language	EPC 9

<p>Mid Wales via Mid Region Agri Food team and Food Business Development Advisers.</p>	<p>under represented groups. For instance a bilingual (Welsh & English) service is provided where requested and meetings with advisers can be advised at client's homes and at flexible times of day. Referrals are also encouraged via partner organisations such as Disability Wales & Potentia.</p>	<p>represented groups but this is a reflection of the Mid Wales population. The team is actively trying to encourage participation from under represented groups by following up leads and giving encouragement where clients may lack confidence.</p>		
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CASE STUDY

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

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

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

PART A

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

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

<p>and learning in the 21st century.</p> <ul style="list-style-type: none"> Featuring classes of 30 pupils or less in primary schools. 			
<p>Better Standards To promote high expectations, high standards of attainment, and sound transitions for every child in primary and secondary schools. To more widely, through effective regulation, inspection and support, gain a secure reputation for Wales as a Learning Country.</p>	<p>Development and implementation of the National Pupil database. The database provides the opportunity for analysis of pupil and performance data at school, LEA and national level by gender, age, and ethnic group. The database will inform local and national trend analysis and provides a rich evidence base for policy development .</p>	<p>The system was successfully launched in July 2005. Initial feedback confirms that it has been welcomed with wide usage at both LEA and national level. Usage is good and constantly improving and that 20% of usage is on standard report which include comparisons by gender and ethnicity.</p>	<p>DfTE 3</p>
<p>Better Support for Learners with Additional Needs To promote inclusion, reduce disadvantage and tackle poverty of educational opportunity – To deliver more adaptable inclusive and relevant provision for learners with additional needs and for disadvantaged groups.</p>	<p>By developing an inclusion policy and performance framework for Wales - all learners individual needs are considered. This policy area covers disabled pupils, ethnic minority groups and others with additional learning needs.</p>	<p>Increasing engagement and retention amongst the most disaffected, working in partnership with schools, LEAs and other partners to improve behaviour and attendance and address bullying. Removing barriers to learning for pupils with additional learning needs and promoting inclusive practices in schools. Promoting high quality personal and social education, through providing guidance on elements such as substance misuse and sex and relationships education and</p>	<p>DfTE 4</p>

		revising the PSE framework to greater reflect the Assembly's objectives on equality.	
<p>Better Higher Level Learning No top up fees within the period of this Assembly.</p>	<p>Flexible tuition fees will be introduced from AY 2007 but HEIs will have to justify the higher fees they will be charging via the preparation of 5-year fee plans. These will contain institutional proposals on promoting equal opportunities. In AY 2006, HEIs will receive £33.5m supplementary income stream (SIS) from the Assembly and the intended use of this will, again, have to be set out in a one-year plan. WAG has issued guidance to HEFCW, who are responsible for approval of the 2 sets of plans.</p>	<p>Institutional investment in measures to promote equality of opportunity beginning with plans for harnessing supplementary income stream 2006-07. WAG's expectation is that HEIs should spend at least 1/3 of their additional fee income on Assembly priorities; in particular, those HEIs with furthest to travel in terms of widening access initiatives are expected to demonstrate that they are doing so. The outcome will be progress towards the <i>Reaching Higher</i> targets for making HE available to all those who are capable of benefiting from it. The Minister for ELLS has set out to the sector an expectation that pay modernisation issues will also be a call on additional income and the SIS. The outcome of implementation of the national pay framework will be a single pay and grading structure for HE, overcoming present inequalities in</p>	DfTE 5

		pay where these exist.	
<p>Better Skills for Employment Achieve better skills for employment.</p> <p>The all age careers advice and guidance service</p>	<p>Delivery of the objective has been structured around the Assembly Government's <i>Skills and Employment Action Plan 2005</i>, supported by other policy documents such as the new basic skills strategy, <i>Words Talk, Numbers Count</i>. These take a comprehensive approach and seek to address overall priorities (such as basic skills) and the needs of specific groups including those at risk of social exclusion.</p> <p>The National Assembly's contract with the six Careers Wales companies requires them to comply with all statutory duties in respect of equal opportunities. The companies are required to have an equal opportunities policy, an implementation plan and processes for evaluating achievement.</p>	<p>Examples include:</p> <ul style="list-style-type: none"> • Report from Chwarae Teg identifying good practice to achieve gender equality in Modern Apprenticeships; • As part of the Basic Skills Strategy, action under way to establish National Support Projects for Speakers of Other Languages and groups at risk of social exclusion; • New work-life balance website, supported through Chwarae Teg; • working with Jobcentre Plus to complete and evaluate a project in Pill, Newport, which aims to help black and ethnic minority people access employment opportunities <p>The companies are involved in a variety of activities at the local level to ensure equality in service delivery. Careers Advisors work closely with schools to develop</p>	DfTE 6

		<p>classroom materials for Careers Education and Guidance which pay particular attention to equal opportunities issues. There is also collaboration with organisations such as WISE that seeks to encourage girls to consider careers in the Science and Engineering fields. Careers fairs are arranged specifically targeted at girls. Companies also provide support and materials to clients in the language of their choice as far as this is appropriate in the circumstances and reasonably practical.</p> <p>All companies employ careers advisors with specialist training to provide support for clients with special needs, including learning difficulties and disabilities. This includes advocacy support in placing young people with disabilities into specialist learning provision. There is no upper age limit for support to clients with disabilities – they receive support, including advocacy until they are settled in their career intention.</p>	
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	<p>Race equality had been built into ELWa's work in 2005-06 through the ongoing implementation of the Race Equality Scheme.</p>	<p>Careers Wales produces Learning and Skills plans to assist young people with Statements of Educational Need making the transition from compulsory education to further learning</p> <p>All the companies undertake an annual destination of school leavers survey which includes details of destinations by gender and by ethnicity.</p> <ul style="list-style-type: none"> • Joint ELWa and Dysg race equality event held with learning providers, • equality and diversity performance measures developed and incorporated in the Provider Performance Review Process, • Requirement introduced for FEIs to include information on their race equality policies within the FEI strategic planning process, • research commissioned into the learning experience and needs of black and ethnic minority 	
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	<p>Learning Community Accounts Pilot Programme (2005-2008). Five pilot projects reflect the diversity and complexities of Community Learning. The projects address the needs of both urban and rural social exclusion. The LCA framework consists of identified “Learning Champions” who undertake Learning Needs Analysis and draw up learning plans for the benefit of their communities.</p> <p>Managed the Common Investment Fund to promote collaborative working to bring about improvements in the learning infrastructure, the quality of the learning experience and environment.</p>	<p>learners</p> <p>Senior Learning Policy Manager a member of the RAMOD Steering Group - a project for setting up networks for education practitioners working with ethnic minority learners</p> <p>Pilots include the Caia Park Partnership that supports learners with mental health needs. The project involves intensive mentoring to support learners by helping them to solve problems, get advice, and focus on their learning and development.</p> <p>Two projects were funded that supported equality & diversity ESOL in the Workplace - design and develop ESOL programmes and resources relevant to the need of employers within the Hospitality and Catering Sector and migrant worker employees.</p> <p>WBL Pilot Scheme - a pilot</p>	
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		scheme for the provision of work based learning for faith based learners via the engagement of private training providers.	
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PART B

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

Case Study (Minimum of one)

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

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

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

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

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

PART A

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

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

		<p>PSMW is working together with the Equalities organisations to do more than monitor numbers of minorities in employment systems and raise the issues as integral to good strategic management and planning. This is being pursued through the work of the Wales Public Sector Workforce Forum, membership of the EOC's Equality Exchange and Gender Budgeting Group as well as through projects to support outreach to communities that public services have failed to connect with. PSMW is also a member of EOC's Gender Duty Advisory Group for the Public Sector and an active part of the Wales equal pay initiative.</p> <p>In securing membership of the Welsh public service to PSMW, a number of equality organisations were successfully invited to join PSMW. These include Disability Rights Commission, Commission for Racial Equalities and the Equal Opportunities Commission.</p>	
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PART B

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

		to PSMW values and principles when delivering activities. For example, events frequently included facilitated working groups, one of which works in Welsh, with both Welsh and English participants, using translation facilities. All programmes were held at venues that were accessible to people with restricted mobility.		
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Case Study (Minimum of one)

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

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

DEPARTMENT: SOCIAL JUSTICE AND REGENERATION (SJ&R)

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

		<p>until the end of March 2007, with revised arrangements (based on the outcome of the review) to be in place from April 2007.</p> <p>The RNIB was awarded a total of £752,401 under the Communities First Programme over six years (2001-07) to identify main barriers to social inclusion for people with severe sight loss, and to develop the priorities for action to overcome these barriers. The RNID is awarded funding under the Communities First Support Fund to help deaf and hard of hearing people participate fully in the Communities First process. The aim of the project is to increase confidence and skills through a range of practical activities such as training, workshops and interactive events.</p>	
All Wales Domestic Abuse Strategy.	Race equality issues are mainstreamed into the All Wales Domestic Abuse Strategy. Monitored alongside other members of the All Wales Working Group on Domestic Abuse including the Black Association of Women, Step Out, BAWSO,	The strategy by the All Wales Domestic Abuse Working Group is regularly reviewed with a view to ascertaining the extent to which race equality issues have been mainstreamed.	SJ&R 2

	<p>All Wales Ethnic Minority Association and All Wales Saheli.</p>	<p>Helplines for domestic abuse victims have been set up for both Welsh and English speakers. The helpline is currently exploring the practicality of extending the services to include services delivered via e-mail. The working group is currently trying to increase publicity of the helpline number by advertising within the mass media and on public transport.</p> <p>A Feedback Forum consisting of members drawn from Women's Aid Groups has been established to provide feedback on service delivery at each yearly meeting.</p> <p>The Refuge and Asylum Seekers leaflet provided to schools is currently available in Samalia, Urdu, Farsi, Arabic, French, Turkish, Portuguese, English and Welsh.</p> <p>The strategy makes a commitment to developing a statistical database for measurement of outcomes.</p>	
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		The database will be developed from data taken from the helpline, police, Crown Prosecution Service and reviewing British Crime Survey.	
Revised National Homelessness Strategy.	<p>The need to ensure that homelessness services “are designed in accordance with the equality and diversity needs of the community” is identified as one of the four fundamental themes of the strategy.</p> <p>Equality of access is one of the six sections of the strategy’s action plan defining activity to address the needs of; refugees, BME groups, Lesbian Gay and Bi-sexual people, people with disabilities, women, older people and Gypsies and Travellers.</p> <p>Homelessness is known to impact more highly on disadvantaged groups. Therefore in addition to specific actions to mainstream equality and diversity issues in the strategy and services following that strategy, there is also an overall positive impact on equality of opportunity through generic action to tackle homelessness.</p>	<p>The strategy is supported by a range of identified actions as well as grant schemes which funds front line services providing advice assistance and support.</p> <p>The Welsh Assembly Government has funded the Welsh Refugee Council to provide a Refugee Well Housing Project which provides housing advice and support to access accommodation.</p> <p>Through Supporting People we have funded a range of supported housing services including supported housing for the particular needs of BME women fleeing domestic abuse in the form of 6 projects operated by BAWSO.</p> <p>We have funded an All-Wales housing advice service for LGB</p>	SJ&R 3

		<p>people run by Tai Trothwy.</p> <p>We have funded a specialist housing advice service for people with disabilities in South East Wales.</p> <p>In addition we funded Tai Pawb the BME housing organisation for Wales which supports housing organisations to deliver the BME housing strategies which they developed in response to an Assembly Government requirement.</p>	
<p>Support for grassroots/social economy businesses.</p>	<p>Grassroots/social economy businesses are of their nature most likely to be operating in areas of disadvantage or deprivation. In areas where statutory services are not in place, or where there has been a market failure, social enterprises are likely to step in. All support to this sector will therefore help in some way to reduce this gap.</p>	<p>The social economy budget of £1m is used to support some individual projects, but mainly to lever in European Structural funds. Within the current programme Objective 1, priority 3, measure 4 alone has committed over £20m to 62 projects in the social economy. We have been working on some procurement issues to ensure that social enterprises are able to succeed at winning public sector contracts.</p>	<p>SJ&R 4</p>

		<p>In addition, 18 social economy projects were awarded grants totalling £2,528,955 for 2005/06 under the Community Facilities and Activities Programme.</p> <p>Approved projects range from £253,000 to Refurbs Flintshire for the refurbishment of furniture and while goods, £192,500 to Abergele Youth Action Café Ltd and £24,500 to Towyn, under 5s Playgroup.</p>	
<p>To provide effective and preventative treatment for those that misuse substances.</p>	<p>The Substance Misuse Strategy is aimed at ensuring that all those who need treatment are provided with it irrespective of race, disability, gender. One of the projects funded by the Assembly is:</p> <p>Turnaround, which aims to transform the lifestyle of all 14 to 19 year olds who have become engaged in significant substance misuse and as a result had become a challenge and burden to the community, as well as being a risk to themselves. Turnaround aims to transform their lifestyle and enable them to actively participate in mainstream education and employment.</p>	<p>The evaluation of the project shows that it has been extremely successful in helping young people to reduce their overall substance use, help improve their behaviour by increasing their ability to control their anger, deal with disappointment and express emotion.</p> <p>As at December 2005, 90% of clients did not offend whilst attending the project 80% of clients entered work, full time education, training or work experience.</p>	<p>SJ&R 5</p>

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

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

		<p>plan and improve our services to ensure we meet their needs. To improve the reliability of the statistics collected we have launched a pilot diversity monitoring procedure which is currently being actively promoted within the organisation.</p> <ul style="list-style-type: none"> • We have established a representative Diversity Steering Group, and this group's first task has been developing and implementing our Diversity Strategy. This group has also worked on the diversity monitoring procedure and form. • The Diversity Strategy outlines how we comply with the Assembly's Equality and Diversity policies and guidance, and relevant legislation. • The Welsh Language and Diversity Manager has been proactive in developing links with relevant units in the 		
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		<p>Assembly, and relevant bodies such as the CRE and EOC.</p> <ul style="list-style-type: none"> The CAFCASS CYMRU staff newsletter includes a monthly diversity feature. 		
Community Safety Strategies.	Continued implementation of Community Safety Strategies for each of the 22 Community Safety Partnerships (CSPs) to ensure full take-up by CSPs of the available Home Office and Assembly funding.	The Unit works closely with the 22 CSPs in Wales to promote the particular needs of minority ethnic groups within their triennial strategies to tackle crime and disorder. The 2005-08 Community Safety Strategies have now been published by each partnership. The Unit has encouraged efforts to engage with local groups to be actively involved in the strategy and this includes providing services to minority ethnic groups.	Race	SJ&R 9
Community Safety.	Contribute to the development of initiatives, projects, policy and legislation for England and Wales related to crime and disorder reduction, anti-social behaviour and fear of crime.	The Community Safety Division has contributed to a variety of policy documents across different departments within the Assembly, ensuring that the needs of minority groups are adequately reflected and that hate crime is	Faith / Belief Race	SJ&R 10

		highly placed on the Assembly's community safety agenda.		
Anti-social behaviour guidance.	The objective to address anti-social behaviour includes the impact of racial harassment.	The guidance ensures that social landlords are equipped to tackle anti-social behaviour including racial harassment through enforcement, prevention and rehabilitation measures.	Faith / Belief Race	SJ&R 11
Review of social landlords performance in promoting race equality.	The review was intended to identify how effective social landlords had been at developing and implementing BME housing strategies resulting from a requirement established by the Assembly Government.	A review report containing conclusions and recommendations was published in July 2005	Race	SJ&R 12
BME Housing Strategy.	The strategy is designed to improve the housing outcomes for BME individuals and households in housing need.	The strategy contained a range of interventions including research projects such as "The housing and socio-economic circumstances of BME people in Wales", broadening consultation to ensure BME issues were mainstreamed, for example in Supporting People guidance and the provision of training on racial harassment for social landlords.	Race	SJ&R 13

Refugee Housing Action Plan.	The action plan addresses the housing needs of refugees who are not a specific BME group and often face similar issues of language and cultural barriers.	The action plan has prompted a range of activity including the funding of front line services, and the publication of "Asylum seekers and refugees- Guidance for accommodation and related service providers in Wales".	Faith / Belief Race	SJ&R 14
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CASE STUDY

Gypsy and Travellers

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

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

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

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

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

PART A

DEPARTMENT: OFFICE OF THE CHIEF NURSING OFFICER (OCNO)

Top Five Departmental objectives	Identify how equality was built into the objective	Identify positive equality outcomes and outputs	Ref
Review of Roles and Responsibilities of Primary Care and Community Nursing.	Review undertaken by Swansea University on behalf of OCNO. Ensured Equality Policy Unit (WAG) was involved in the process.	The report recommends that there is the potential to develop specialist nursing roles focussed on patient groups/disease which span service boundaries and facilitate pathways across the full range of service interfaces including minority ethnic group patients. Appointing specialist nurses is the responsibility of Trusts and Commissioners. The Review Report was sent to the Chair of Nurse Executives in Wales and the LHB Nurse Directors. The issue of nursing roles in the community is part of the discussions of the nursing contribution to Designed for Life.	OCNO 1
Investing in a Better Start: promoting	Recommendations include the need to	Breastfeeding Awareness Week	OCNO

breastfeeding in Wales.	address health inequalities by focussing on those women least likely to breastfeed such as the youngest mothers who are the earliest school leavers. In addition, the Strategy recommends cultural sensitivity and availability of materials in appropriate languages.	activities were directed towards the target group of mothers. Mother support groups have been established across the country with particular focus on areas with the lowest breastfeeding rates. Links on the breastfeeding website to leaflets in 10 different languages.	2
Nurturing the Future: Strategic Framework for Children's Nurses in Wales.	An audit was undertaken of compliance with the 33 recommendations of "Nurturing the Future, Briefing paper 7. Realising the Potential of Children's Nursing in Wales (Welsh Assembly Government, 2004). An action plan for 2006-07 was produced.	Reflecting the culture, social, physical, emotional, psychological and spiritual needs and language of choice of children/young people and their families/carers is included in the core values of Briefing Paper 7.	OCNO 3
Nutrition Assessment.	<p>In December 2005 NHS Trusts in Wales participated in a Nutritional Audit. The purpose of the audit was to determine which Nutritional Assessment tool Trusts were using. All Trusts in Wales use a Nutritional Assessment Tool in all areas.</p> <p>55.5% of Trusts in Wales use the MUST Nutritional Assessment Tool.</p>	<p>As a consequence of the findings of the audit a meeting with the head nursing professions has taken place to discuss the issues concerning Nutritional needs of all patients in hospital, and in particular issues around feeding.</p> <p>Protected meal times are in operation within some Trusts in Wales and there are a number of other initiatives implemented</p>	OCNO 4

		<p>across Wales e.g. red tray initiative.</p> <p>As a result of the meeting the Chief Medical Officer and Chief Nursing Officer have agreed that a Welsh Health Circular will be drafted and sent out to the service.</p> <p>A workshop is being arranged for September where Nurse Directors, Ward Sisters and Staff Nurses will come together to share best practice and discuss and agree a way forward for nursing in Wales.</p>	
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PART B

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

Case Study (Minimum of one)

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

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

PART A

DEPARTMENT: FINANCE DEPARTMENT

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

<p>6. Deliver Value Wales, a broader approach to capital procurement and a more professional approach to asset management in the Assembly.</p>			FIN 4
<p>5. Construction and fit out of New Assembly Building on time and to budget .</p>	<p>One of principle requirements of the brief was to ensure that the building was exemplar in terms of accessibility. Access Advisory Group (AAG) was established which was drawn from a wide variety of groups from across Wales with an interest in accessibility issues.</p> <p>The Group was involved throughout the design development process for the building.</p> <p>Officials visited many other public building to learn lessons from in terms of accessibility and to provide a benchmark of provision.</p> <p>Assembly appointed its own independent Access auditor to review what had been delivered.</p>	<p>The building is designed to be open and inclusive.</p> <p>Many of the suggestions put forward by the AAG were incorporated into the design of the building including-:</p> <ul style="list-style-type: none"> • Additional lift installed at front of the building to increase lift access from the street level to the public entrance level; • Enlarged lift within the building which can accommodate a motorised scooter; • Installation of a “mega-loo” including a fixed hoist and adult changing facilities; • Provision of a Parent and Child room; • Hearing induction lops installed throughout the building; • Fully accessible reception desk 	FIN 5

		<p>in terms of both staff and visitors;</p> <ul style="list-style-type: none"> • Provision for 3 dedicated wheelchair spaces in the committee room galleries with provision for an extra 2 spaces if required; • Provision for 12 dedicated wheelchair spaces in the debating chamber public gallery; • 12 Disabled parking bays provided alongside the building; • Covered walkway from the disabled parking bays to the lifts at the front of the building; • Sections of “moving floor” installed in the chamber to allow access to all levels of the chamber; • Bi-Lingual Braille incorporated into the signage. <p>An independent report has been commissioned from the Independent Access Auditor. This has been received and a formal response is in –hand.</p>	
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PART B

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

Case Study (Minimum of one)

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

PART A

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

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

		on 1 April 2007.	
2. Policy and Implementation for tackling cancer.	The Assembly Government's policy aims and objectives for tackling cancer, National Cancer Standards and waiting times targets are all set in a context of equality. In addressing the implications of an ageing population, we must take full account of equality of opportunity for all. Where certain cancers affect men and women differently, we need to respond accordingly.	In the light of very clear evidence and recommendations from the National Screening Committee, we have established national screening programmes for women for breast and cervical cancer. In 2005-06, the age range for the breast screening programme was extended from 50 to 64 to women aged 50 to 70.	HSC 2
3. Implement Strategy for Older People.	The aims and objectives of the Strategy for Older People are set in a context of equality. The Strategy makes clear that in addressing the implications of an ageing population we must take full account of equality of opportunity for all.	As part of Strategy for Older People in Wales, the Assembly Government commissioned a Research Project looking at the specific needs of Black and Minority Ethnic elders. The research project was undertaken by Salford University following a competitive tendering exercise. A total of 677 older people (aged 50 and over) from a broad range of the BME communities across Wales were interviewed. Following this 5 focus groups with a selection of the interviewees considered the issues	HSC 3

		<p>that arose from the interviews in more depth. A total of 43 older people were involved in the group discussions. Participants were from a range of BME communities.</p> <p>It identified the needs of BME elders and made recommendations for service provision and policy. The work was completed in March 2006.</p> <p>The report is currently being considered and advice will be put to Ministers regarding recommendations.</p> <p>Under the Strategy, the Assembly Government has also undertaken a Literature Review/Scoping Study on researching the needs of Lesbian Gay, Bi-sexual and Trans-gender older people. This was completed in March 2006.</p> <p>Funding from the Strategy has also been utilised by Age Concern Cymru to establish networks for organisations concerned with the interests of BME and LGBT older</p>	
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		people in Wales. The first full schedule of meetings took place in 05/06. (See Case Study 1).	
4. Establishment of Children and Young People Specialist Services Standards.	The Children and Young People's Specialised Services Project was established following a review which found that children's specialised services were delivered in an ad hoc and fragmented manner with the levels of care the child could expect varying greatly across Wales. The remit of the project is to develop high quality, equitable and sustainable children's health services across Wales, with children and their carers at the centre of all planning and provision.	<p>June 2005- Consultation period for first 3 specialised service documents ended.</p> <p>September 2005- Consultation events to link in with parents of children accessing specialised services through Contact a Family Wales.</p>	HSC 4
5. £550m for modernising GP surgeries and hospitals.	<p>All planning for new buildings and upgrades of existing buildings are checked for compliance with Disability Discrimination Act (DDA) (via AEDET (Achieving Excellence Design Evaluation Toolkit) validation) to ensure access to disabled people is built into the planning process.</p> <p>There is increasing involvement of Local Access Groups on NHS planning forums/groups/planning meetings.</p>	<p>All NHS Trusts are developing their iterative processes of employing accredited consultants to conduct surveys of their estates and produce a prioritised programme of actions required to comply with the DDA. Many of these programmes have been shared with local Community Health Councils (CHCs).</p> <p>All independent contracting GPs have been issued with guidance on meeting DDA compliance. DDA</p>	HSC 5

		compliance is considered as part of the approval process for all bids for central capital funding. This is leading to improved access to premises and an on-going improvement to DDA aspects of the NHS Estate	
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PART B

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

<p>Community Health & Chronic Illness</p> <p>Development of 'Service Development & Commissioning Guidance for Selected Minority Groups'.</p>	<p>The guidance covers healthcare access for four selected minority groups:</p> <ul style="list-style-type: none"> • Gypsies & Travellers • Asylum Seekers & Refugees • Homeless • Minority Ethnic Community • to primary and secondary organisations 	<p>The guidance primarily relates to adults. Further dictats relating to children's issues have been identified in WAG – National Service Framework for Children, Young People and Maternity Services.</p> <p>The guidance contains key actions and examples of best practice. It contains a maturity matrix which has been developed to assist organisations to focus actions to address the following issues:</p> <ul style="list-style-type: none"> • Access to Primary Care (including issues regarding information) • Lack of involvement in planning and development of services • Culturally alien services • Discrimination <p>The Guidance has been produced and is to be disseminated at regional</p>	<p>Faith/belief Language Race</p>	<p>HSC 7</p>
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		workshops. It is currently too early to measure the impact of the Guidance. Monitoring arrangements to be agreed.		
Community Health & Chronic Illness Asylum seekers	To address the need to improve health and where possible eliminate inequalities in health.	A revised funding formula for the four LHBs from 2006 was agreed. Updated guidance has been produced.	Race Language	HSC 8
Community Health & Chronic Illness Building Strong Bridges (BSB)	The local and national BSB Facilitators have responsibility to ensure the involvement of disadvantaged groups in the local and national planning and strategic development processes.	An additional £3m funding has been granted extending the work until 2009. This will strengthen and build on the investment to date in supporting work with disadvantaged groups. The roles support good communication, engagement, and involvement of the voluntary sector, carers, users and families. Examples of work undertaken include: <ul style="list-style-type: none"> • Development of local directories of services to help in strategic planning & consultation • Mechanisms established to ensure involvement around 	Age Disability Faith/ Belief Gender Race Sexual Orientation	HSC 9

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

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

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

<p>Action 12a of the Revised Adult Mental Health National Service Framework).</p>	<p>mental health services (inpatient and community) for people from Black and Minority Ethnic backgrounds.</p>	<p>Board on 4th April 2006 and by the Minister for Health and Social Services on 15th May 2006.</p> <p>The Action Plan will be issued across Welsh NHS Trusts, LHBs and the relevant Local Authority departments (i.e. Community Mental Health Teams) in September 2006.</p>		
<p>Mental Health</p> <p>Welsh Language Scheme for the Mental Health Review Tribunal</p>	<p>The Welsh Language Scheme is to be put in place in order that Welsh speaking patients detained under the Mental Health Act 1983 can choose.</p>	<p>The draft Scheme was sent to the Welsh Language Board for comments, prior to consultation. Currently awaiting a response.</p>	<p>Language</p>	<p>HSC 17</p>

<p>Resources</p> <p>Tackling inequalities in health through the allocation of NHS resources to areas of greatest health need, by use of the Townsend direct needs formula, and through focused action locally and nationally</p>	<p>The primary aim of the direct needs resource allocation formula is to target health resources at those with the greatest health needs. There is strong evidence of links between deprivation and poor health.</p> <p>Professor Townsend's final report called for action nationally in terms of continued implementation of the direct need formula for funding local health boards, to ensure they target resources on the needs of particular categories of the population: the mentally ill and disabled, other disabled people and the elderly, but also in general those individuals who are materially and socially deprived.</p>	<p>Professor Townsend's final report ensures a continued emphasis for national health policy, and local implementation on addressing the health needs of disadvantaged communities.</p> <p>Designed for Life creates a focus across all health policies for the development of an integrated approach to tackling health inequalities. In addition, the development of a new commissioning framework will provide a focus for action to be taken at local level to address health inequalities. The direct needs formula itself allocates funding to local health boards with reference to the health needs of the area. It does not directly address issues such as race or gender, although it does indirectly address such issues where the health needs of the population were different from the 'norm'.</p> <p>For example: The formula would allocate additional funding to</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 18</p>
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		<p>areas with larger than average ethnic populations if the health needs of these populations (as captured mainly through the Welsh health Survey), were greater than average. By implication, as the formula allocates funding to areas with the greatest health need, areas which have a greater proportion of individuals with disabilities should receive higher levels of allocation. Progress towards implementation of the formula is through the differential distribution of growth funding, and so its impact on removing health inequalities will not be fully evident for several years.</p>		
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<p>Resources</p> <p>Training and Development plan for the collection of ethnic data throughout the NHS The Information Services Branch of the Directorate has commissioned a Training and Development plan for the collection of ethnic data throughout the NHS. This will include building capacity within NHS Staffing to collect and analyse ethnic information relating to the patient population. The funding has been provided to the NHS Centre for Equality and Human Rights, for staffing, materials and delivering the training programme over a 2 year period, commencing June 2005.</p>	<p>Consolidate current arrangements for the collection of data to ensure the promotion of the best practice across the NHS.</p>	<p>An extensive programme of training will commence including the development of training materials and around 50 training events. The training programmes will be managed through the NHS Centre for Equality and Human Rights which will recruit additional staff in order to meet this agenda</p> <p>This will be assessed during the period of the Training and Development Programme</p>	<p>Race</p>	<p>HSC 19</p>
<p>QSSID</p> <p>Expert Patients Programme (EPP) Wales</p>	<p>An NHS self-management course for people living with any long-term condition. Patients are led through a structured course by two trained lay tutors who themselves have experience of making life</p>	<p>Benefits include: Providing individuals with skills to take more responsibility for their own health and well-being thus supporting them to self-care To date:</p> <ul style="list-style-type: none"> • 91 EPP courses have been 	<p>Race Disability Language</p>	<p>HSC 20</p>

	<p>changes as a result of long-term health conditions.</p>	<p>delivered in Wales</p> <ul style="list-style-type: none"> • 964 people have attended an EPP course • 104 volunteer tutors have been trained • 12 local EPP Co-ordinators/Trainers have been employed to help support the volunteers and to manage and • arrange the courses locally <p>The course has enabled a number of patients with support and advice to be removed off the incapacity register and start working again. Capacity benefits have also been realised, as the comparison of before and after measures of patients involved, showed that 4-6 months after completing the course:</p> <ul style="list-style-type: none"> • GP consultations decreased 7% • Outpatient visits decreased by 10% • A&E attendences decreased 16% • Pharmacy visits increased by 		
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		<p>18%</p> <p>Course material is currently available in 10 languages, including Welsh and 8 ethnic languages, braille, audio and an on-line system is under development.</p> <p>In 06/07 it is planned to develop a programme for ethnic minorities and mental health patients.</p>		
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<p>QSSID</p> <p>Ethics Sub-Committee of Advisory Board for Healthcare Standards</p>	<p>The Ethics Committee is a sub-committee of the Advisory Board for Healthcare Standards in Wales. It has been established to provide advice to the Welsh Assembly Government Minister for Health and Social Services, through the Advisory Board, on ethical issues relating to policy and standards development.</p>	<p>The Sub-Committee was established with a wide ranging membership including NHS, private and voluntary healthcare organisations.</p> <p>Functions of the Ethics Sub-Committee</p> <p>To provide a forum for debating the ethical issues relating to health and social services, with a view to advising the Advisory Board for Healthcare Standards in Wales.</p> <p>To provide an ethical framework for the introduction and adoption / development / implementation of standards for the NHS in Wales.</p> <p>Meetings took place during 2005/06, looking at current good practice, NICE papers on Social Value Judgments and opportunity costs. Other discussion topics included Values-based Practice, Values-based Commissioning and Values-base Policymaking”, This helped ensure the Sub-</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 21</p>
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		Committee have the information and knowledge required to ensure their terms of reference can be met.		
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<p>QSSID</p> <p>Sponsorship of the National Institute for Clinical Excellence (NICE)</p>	<p>An independent organisation responsible for providing national guidance on the promotion of good health and the prevention and treatment of ill health.</p>	<p>A Direction was issued to the NHS in Wales placing a statutory obligation on LHBs to make funding available to enable the implementation of all NICE technology appraisal guidance within three months. Compliance with NICE technology appraisals, interventional procedure guidance and clinical guidelines is also a requirement of Standard 12 of Healthcare Standards for Wales.</p> <p>NICE issued 10 pieces of technology appraisal guidance in 2005-06.)</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 22</p>
<p>QSSID</p> <p>Development of Healthcare Standards for Wales, which promotes a framework</p>	<p>The 32 standards of care came into effect on 1/6/05 and are part of our sustained drive to remove inequalities in health across the breadth of Wales.</p>	<p>The Standards of Care help to ensure that quality services are provided equitably, robustly and ethically across the full range of services provided by or for the NHS in Wales, no matter what the setting. The assessment criteria, against which compliance with the Standards will be assessed by Healthcare Inspectorate Wales, is currently being developed, and will be the</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 23</p>

		subject of a consultation exercise later in 2006.		
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<p>Strategy Designed for Life – a new strategic framework for health and social care</p>	<p>The aim is to ensure that future services are sustainable across Wales and that everyone has access to high quality safe services as locally as possible.</p>	<p>As part of the framework there will be redesign of acute services across Wales, new guidance on commissioning, and improvement in information systems, all of which should strengthen the ability to meet the needs of different groups.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 24</p>
<p>Strategy Development of Wales-wide research infrastructure</p>	<p>Support of networks and areas important to ensure equality across minority groups and issues.</p>	<p>Cross cutting equality and diversity group has been supported as part of the infrastructure</p>	<p>Other (All - & opportunity)</p>	<p>HSC 25</p>
<p>Strategy Research Funding Scheme</p>	<p>Need to ensure equality of opportunity to researchers across health and social care in respect of assessment.</p>	<p>Development of assessment committee to cover all key research areas in health and social care. Terms of reference developed to cover gaps if any are identified.</p>	<p>Other (Opportunity)</p>	<p>HSC 26</p>
<p>Strategy Revision of NHS Trusts' R&D funding annual report template</p>	<p>Trusts are required to report on the measures they have take to ensure lay/participant involvement in their R&D processes and procedures.</p>	<p>Evidence of success will be captured when reports are submitted in Sep 2006.</p>	<p>Age Disability Faith/ Belief Gender Race Sexual Orientation</p>	<p>HSC 27</p>

<p>Strategy</p> <p>Patient Equality Monitoring Project</p>	<p>The objective is to consolidate current arrangements for the collection of patient equality data - initially ethnicity – to ensure the promotion of best practise across the NHS in Wales.</p>	<p>To achieve the objective, an extensive training programme is underway, to build the capacity of NHS staff to collect and analyse ethnic information relating to the patient population. This work is ongoing. A Steering Group has also been set up.</p>	<p>Race (to be expanded to cover other Equality Strands)</p>	<p>HSC 28</p>
<p>Strategy</p> <p>Public Appointments to NHS Bodies</p>	<p>An ongoing objective to increase representation from minority ethnic communities, disabled people and women on NHS public appointments, eg to NHS Trust Boards.</p>	<p>A working group was set up to consider how we could target under represented groups to become members of Community Health Councils. Advertisements and information was changed to make it more accessible and an advertising strategy was developed that would reach more members of the community.</p> <p>Data from 2005-2006 financial year: 97 appointments made, 12 disabled appointees, 1 ethnic minority, 51 females, 46 males. The results of the working group will not be shown until next years statistics.</p>	<p>Race Disability Gender</p>	<p>HSC 29</p>

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

CASE STUDIES

Building Stronger Bridges

The Building Stronger Bridges Health & Social Care Facilitator for Torfaen was involved in the planning with the multi agency working group to organise the following healthy living event for the minority ethnic community event held in March - Language can sometimes pose a barrier for older people from ethnic minorities who want to access health services but understand little English.

Organisers of a healthy living event at Cwmbran Stadium aimed to make things easier for them by providing an interpreter for anyone who needs one and lets them know in advance.

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

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

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

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

Written materials were available in any language on request.

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

Expert Patients Programme (EPP) - Wales

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

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

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

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

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

Older Peoples BME & LGBT Networks

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

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

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

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

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

PART A

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

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

promoting it across Welsh public sector	carried out through the Making the Connections Agenda. Specifically the Assembly Government is due to publish for consultation Customer Service Core Principles for Public services in Wales.	developed with a stakeholder working group which includes representatives from the Young People's Participation Consortium and the Disability Rights Commission.	5
PSMW - Developing the Public Sector Workforce	Comprehensive range of development activities designed to build management capacity and excellence across the Public and Voluntary Sector in Wales	Public Service Management Wales (PSMW) is committed to taking action to develop the capacity and competence of the Welsh public sector workforce. <i>This is about supporting people who are not only aware of change but actively desire it, being entirely comfortable with it as a continuum because they are confident they have the knowledge and ability to work that way and that their contribution is valued and trusted.</i>	LGPS 6

PART B

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

	measures, defined by the Assembly Government and common to all 22 agreements, and eight are local measures, which each local authority devise for itself and should reflect local needs and pressures.	included measures on, for instance, improving workforce diversity, increasing employment opportunities for people with disabilities, or tackling racist graffiti.		
Deciding statutory duties to be placed on Welsh Ministers, Assembly and Assembly Commission.	The current Assembly, as a corporate body, has certain statutory responsibilities regarding equality of opportunity. Decisions had to be taken as to how these should be carried forward in the Government of Wales Bill, which replaces the corporate body with two separate bodies.	A statutory equality duty will continue to apply as appropriate to the Welsh Ministers, Assembly Commission and Assembly, with the first two being required to report annually on how they have carried out that duty.	Age Disability Gender Race Religion	LGPS 10
Deciding statutory duties to be placed on Welsh Ministers, Assembly and Assembly Commission.	The current Assembly, as a corporate body, has certain statutory responsibilities regarding equality of opportunity. Decisions had to be taken as to how these should be carried forward in the Government of Wales Bill, which replaces the corporate body with the Welsh Ministers, Assembly and Assembly Commission.	A statutory equality duty will continue to apply as appropriate to the Welsh Ministers, Assembly Commission and Assembly, with the first two being required to report annually on how they have carried out that duty.	Age Disability Faith/ Belief Gender Race Sexual Orientation	LGPS 11

The Unit decided to participate in the summer placement scheme.	The summer placement scheme is targeted at people with disabilities (and ethnic minorities?) who are interested in joining the civil service as fast stream entrants.	This will happen in summer 2006.	Disability	LGPS 12
Raising awareness of public appointments among under represented groups.	Appointments are made on merit but publicity is designed to generate as diverse a field of candidates as possible.	For most appointment exercises a reasonably diverse field of candidates was generated.	Disability Gender Race	LGPS 13

Case Study (Minimum of one)

What are the areas for improvement in relation to equality outcomes in your policy or activity?	What action will be taken to strengthen your policy or activity?
Improve experience of diversity in the workplace.	Take part in summer placement scheme for disabled / minority ethnic students.
Need to further improve the diversity of candidates so that the appointments made reflect Welsh society.	A campaign of awareness raising targeted on under represented groups using a variety of media and role models. Working with organisations representing under represented

	groups including AWEMA.
The revenue support grant which funds local authorities.	The funding formula for local government, broken down into its constituent parts allocates resources across Wales in accordance with the need to spend on each service area for each authority.
Performance measurement of local authorities.	<p>The current round of policy agreements expires in March 2007. We will consider the possible inclusion of an equality-related measure as a prescribed component in any arrangements which replace policy agreements after that.</p> <p>We will ensure that Equality Issues including those relating to Disability are included on the agendas of the annual meetings between individual Local Authorities and the Local Government Minister.</p>
Deciding statutory duties to be placed on Welsh Ministers, Assembly and Assembly Commission.	The current Assembly, as a corporate body, has certain statutory responsibilities regarding equality of opportunity. Decisions had to be taken as to how these should be carried forward in the Government of Wales Bill.

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

Social Service Inspectorate for Wales (SSIW)

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

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

Care Standards Inspectorate for Wales (CSIW)

The role of CSIW is to make sure that care services in Wales meet the standards that people have a right to expect. CSIW are an operationally independent part of the National Assembly for Wales and regulates social care and early years services in Wales. CSIW safeguard vulnerable people and deliver regulation through eight regional and three local offices across Wales. Each year CSIW regulates in excess of 6,000 settings and agencies against Regulations and national minimum standards set by the National Assembly for Wales and the Welsh Assembly Government.

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

Healthcare Inspectorate for Wales (HIW)

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

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

The HIW inspection framework includes:

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

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

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