

Background

The Equality, Race and Disability Evidence Units were established in January 2022 following a number of key reports highlighting the higher impact of COVID on disadvantaged groups. The Evidence Units consist of three teams:

- Equality Evidence Unit,
- Race Disparity Evidence Unit,
- Disability Disparity Evidence Unit.

Most of the work of the Evidence Units is deliberately cross-cutting and intersectional so the three Evidence Units work jointly on most projects.

In 2023-24 the Evidence Units' budget was £1.5m and remains around that level for 2024-25. Some of their projects are carried out in-house and other work is commissioned where expert resources are required.

The Evidence Units are made up of a mixture of analysts, which includes statisticians and social researchers that support policy-making across the Welsh Government. The Evidence Units sit alongside policy colleagues who work in the areas of equalities, human rights, and social justice and also work closely with other analysts across the Welsh Government.

Our Purpose

The purpose of the Evidence Units is to improve the availability, quality, granularity and accessibility of equalities evidence to enable decision-makers across Wales to develop better informed policies and measure their impact. A Welsh Government [Equalities Evidence Strategy](#) was published in Autumn 2022.

Many of the projects are therefore longer-term and aimed at fundamentally improving the equalities evidence base. Specific examples include:

- Looking at options to boost the sample for the National Survey for Wales so that National Well-being measures can be broken down by equality characteristics.
- Working with Administrative Data Research to secure data for more granular pay gap analysis on ethnicity, disability and gender.
- Providing insight into the equality characteristics of the board members of Public Sector Bodies in Wales.
- Development of frameworks which set out how to measure the impact of key strategic equality actions plans, including the Anti-racist Wales Action Plan.
- Setting out how information can be collected to measure the social model of disability.
- Coproducing evidence, for example, with members of the Disability Rights Taskforce to provide further evidence on the feasibility of the taskforce's recommendations.
- Considering the development of measures for sex and gender in Wales.

The Evidence Units play a key role in embedding considerations of equality throughout all evidence across Welsh Government.

Examples of impact on policy-making so far:

The Evidence Units have delivered evidence to support policy decisions, for example:

- An analysis of the impact of budget decisions on equality groups for Budget and Government Business.
- An additional analysis of the Census providing breakdown of all key Census data by ethnicity, which is central to measuring the impact of the Anti-racist Wales Action Plan (ArWAP).
- Led on measuring the Migrant Integration Framework ([Migrant Integration Framework | GOV.WALES](#)), including identifying Wales-level data sources to measure outcomes for migrants.
- An additional analysis of the Census providing breakdown of all key Census data by disability, which is central to measuring the impact of a future Disability Rights Action Plan.
- Provided evidence to shape and agree priorities for the LGBTQ+ Action Plan and Advancing Gender Equality Action Plan.
- An additional analysis of the Census providing breakdown of all key Census data by sexual orientation and gender identity, which is central to measuring the impact of the LGBTQ+ Action Plan.

Annex A provides a full list of the projects the Evidence Units have completed in the 2023-24 and are delivering and scoping in 2024-25 including information on impact. These have been informed by policy need as part of the evidence planning process across the three Evidence Units. A summary of our key priorities and their intended impact is provided below.

Our key priorities for 2023-25 and intended impact of our work

Evidence to inform budget setting

The Equality Evidence Unit are members of the Budget Improvement and Impact Advisory Group. Policy needs arising from this group and the review of the Strategic Integrated Impact Assessment process will be built into the Evidence Units evidence plan for 2024-25 and 2025-26. The Evidence Units are commissioned each year to undertake a macro summary of the evidence on equality to highlight who would be the most impacted by budget setting to inform decisions on budget allocations. This involves drawing out where people who belonged to equality groups/those with protected characteristics had multiple intersecting characteristics that meant they would be more susceptible to negative impacts from potential cuts to certain services compared to people without multiple intersecting equality characteristics. This evidence will be used in the Strategic Integrated Impact Assessment of the 2025-26 Draft Budget.

Feasibility of minorities sample boost for the National Survey for Wales

The National Survey for Wales (National Survey) is a key data source for the National Well-Being indicators which monitor progress and is a key source of information for policy decisions. In its current design state, the National Survey cannot provide sufficiently granular information for small populations such as protected characteristics. The Race Disparity Evidence Unit

commissioned a professor of Quantitative Social Science at the London School of Economics to assess the appropriateness of different sampling approaches to boost the survey. This was completed in 2023. Based on recommendations from this, the Evidence Units are seeking to explore the proposed option in more depth with a view to publish findings from both research projects in Summer 2024.

Pay Gap reporting for Wales

The Evidence Units are working with Knowledge and Analytical Services to explore a number of different techniques to allow more granular analysis of pay gaps for protected and associated characteristics including data pooling and data linking.

Discussions to secure access to administrative data held by other government departments on pay are well developed and moving towards a data sharing agreement. If successful, the Welsh Government will be able to link pay data to other sources such as Census 2021, to be able to publish more granular analysis than is currently possible.

Anti-Racist Wales Action Plan Evaluation Framework

The Race Disparity Evidence Unit are developing an overarching impact evaluation framework for the Anti-Racist Wales Action Plan. This sets out how RDEU expect change to occur from the actions that are being carried out and whether those actions are delivering a change and by how much. As well as using numbers to measure change, RDEU will gather people's stories or lived experiences to help describe the value or experience of any change that is taking place. RDEU are also commissioning several small-scale lived experience evidence projects to provide further evidence to evaluate the impact of the Anti-racist Wales Action Plan. These projects focus on the key common themes emerging from the delivery of the Plan e.g. bullying and harassment, and several have an intersectional focus.

Disability Rights Taskforce

DDEU and EEU are working with the Disability Rights Taskforce (DRT) and the Internal Research Programme within Knowledge and Analytical Services to co-produce evidence that will test and strengthen the feasibility of some of the DRT priorities. Chairs of the Working Groups have been invited to co-design and deliver the research alongside Welsh Government analysts and policy officers. The Evidence Units aim to use learning from this project to facilitate future evidence co-production work across the Welsh Government. The aim is to publish in Autumn/Winter 2024.

Social Model of Disability

Existing evidence is all based on the medical model of disability which focusses on impairments instead of the social model of disability which asserts that environmental and societal barriers disadvantage individuals not their health conditions. The Disability Disparity Evidence Unit has commissioned research to develop and test questions that can be used to collect data to identify people with health conditions who experience societal barriers that disable them. This will support Welsh Government to understand the impact of policies on disabled people and how policies can reduce or remove barriers for people with health conditions. The specification was developed in partnership with internal and external stakeholders and topic experts. The

research has been awarded to the National Centre for Social Research, and the contract will commence in March 2024.

LGBTQ+ Action Plan Evaluability Assessment

The Equality Evidence Unit has commissioned Alma Economics to deliver an Evaluability Assessment of the LGBTQ+ Action Plan, which will recommend how to evaluate the impact of the plan. This will ensure the plan is delivering for people. The Equality Evidence Unit worked closely with policy colleagues across the organisation to ensure that policy needs are met and engagement with external partners and LGBTQ+ communities was undertaken sensitively. The fieldwork has been completed and the report is being quality assured, with a view to being published by Summer 2024.

Sex and gender data collection standards

Current Welsh Government data collections are guided by the Government Statistical Service harmonised standards on sex and gender. This is a contentious and complex area and extensive work is underway to understand the legal, ethical and consultative approaches required to deliver the research appropriately. The Equality Evidence Unit has commissioned the first phase of this work which will involve a desk review of questions designed for data collection on sex and gender identity and an informal consultation with stakeholder organisations to understand if there are separate needs in Wales in this area. The contract has been awarded to Laurel Research and commenced in March 2024.

How the Evidence Units work with others

In our strategy the Evidence Units have committed to co-production, wherever possible and appropriate, in developing equalities evidence. The Evidence Units work with people with lived experience and those who use equality evidence to understand their needs for analysis and evidence in order to help shape the way that information is prioritised and disseminated. The Evidence Units encourage people and organisations to get involved in shaping and delivering our programmes of evidence and research projects.

The Evidence Units provide six monthly updates about our work to the Minister for Social Justice and Chief Whip which is shared with all Ministers, Special Advisers, and external stakeholders.

The Evidence Units are part of key equality stakeholder groups (including Anti-racist Wales Action Plan External Accountability Group, Disability Right Taskforce, LGBTQ+ External Accountability Group, Gender Equality Forum and Budget Improvement and Impact Advisory Group). Where the Evidence Units provide evidence support and build their needs into the Evidence Units evidence plan.

The Evidence Units collaborate regularly with colleagues in academia and evidence centres to make connections and develop areas of research interest. For example, the Centre on the dynamics of ethnicity and the Migration, Ethnicity, Race and Diversity Research Group at Cardiff University. The Evidence Units meet regularly with SPARK at Cardiff University to share learning across various equality projects, including developing approaches to co-produce

research and remunerate partners with lived experience. The Evidence Units work closely with the Wales Centre for Public Policy on research relevant to equality, such as the increasing diversity across the "One Wales Public Service" and review of gender affirming approaches to inform guidance in schools.

The Evidence Units also meet regularly to share learning and identify opportunities to join up on overlapping priorities with other government departments and public sector organisations such as Public Health Wales, Cabinet Office, and Scottish Government. For example, the Evidence Units have learnt from UK Race Disparity Unit's Ethnicity Facts and Figures which has been fed into the scoping for the Welsh Government's one-stop-shop for equalities evidence. The Evidence Units worked with the Office for National Statistics (ONS) on ensuring Welsh perspectives around Gypsy Roma and Travellers were reflected in a project ONS led. They have also worked closely with the ONS and Office for Statistics Regulation to inform the review of sex and gender identity use in data collection in Official Statistics. The Evidence Units are also currently participating in a joint ONS/Cabinet Office working group to develop a survey of disabled people.

Annex A

Projects completed in 2023-24

Project	Aim	Publication	Impact
Well-being of Wales report: More Equal Wales chapter	To collate the published equality statistics for the More Equal Wales chapter in the annual Well-Being of Wales report which helps us to assess whether we are making progress across the National Indicators	The Well-Being of Wales 2023 report was published on 28 September 2023 An ethnicity sub-report was published alongside the main report.	The Well-being report is a key source used by Welsh Government stakeholders, including citizens and the media to understand the key trends and challenges facing Wales. It is used by Senedd Cymru, the Commissioners and Wales Audit Office, to provide scrutiny against Wales' performance against the goals. The ethnicity sub-report will be one of the baselines to measure the success of the Anti-Racist Wales Action Plan.
Macro-level inequality rapid evidence assessment	To provide evidence for the Budget's Strategic Integrated Impact Assessment on inequalities across Wales, focusing on who is most disadvantaged.	Internal review: was shared with Cabinet for discussion 18th Sept. 2024 on 23/24 budget cuts, informed the Strategic Integrated Impact Assessment for the Draft Budget 24/25.	Welsh Government's budget allocation has considered within its prioritisation resources to support people who are at most risk of being disadvantaged.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

<p>Covid Inquiry – assessment of evidence for the Covid-19 inquiry.</p>	<p>To provide peer review of reviews commissioned by England Covid-19 inquiry to assess whether the Wales evidence base was sufficiently covered.</p>	<p>Pre-existing inequalities experienced by LGBTQ+ groups</p> <p>Inequality, later life and ageism</p>	<p>Welsh perspective and evidence was fully reflected in evidence presented as part of the Covid-19 Inquiry.</p>
<p>Development of the alignment framework to support Strategic Equality Plan 2024-2028</p>	<p>An internal mapping tool to be used by colleagues across the Equality and Human Rights division to track alignment between equality policy areas.</p>	<p>An internal tool for use by equality policy officials</p>	<p>The alignment framework has aided development of the draft Strategic Equality Plan to identify interactions between the equality action plans and draw out opportunities for greater consideration of intersectionality across all the equality action plans.</p>
<p>Anti-Racist Wales Action Plan Impact Evaluation and Monitoring Framework</p>	<p>To evaluate the success of the Anti-Racist Wales Action Plan.</p>	<p>Draft of high-level summary of the framework will be shared with wider External Accountability Group by end of February 2024.</p> <p>Publication is expected by Spring 2024.</p>	<p>The impact of the evaluation framework is to influence and embed anti-racist approaches through our approach to measurement of ARWAP and track whether it is achieving its aim of making Wales an anti-racist country by 2030.</p>
<p>Census analysis on ethnicity</p>	<p>To undertake further analysis of Census 2021 on ethnicity by life outcomes.</p>	<p>Ethnicity bulletin was published 5th July 2023.</p>	<p>Informed policy decision making that has sought to address socio-economic inequalities in society for ethnic minority communities in Wales.</p>

Equality, Race and Disability Evidence Units Work Plan (March 2024)

			To be a baseline in measuring the impact of the ArWAP.
Anti-Racism and Further Education Qualitative Research on lived experiences of further education students	To provide advice and guidance on Anti-Racism and Further Education Research on lived experiences of post-16 learners and staff.	The Anti-Racism and Further Education final report was published on October 5 th , 2023.	Implement more anti-racist approaches throughout policy decisions in Further Education in Wales e.g., enhancing early career support provisions for ethnic minority staff.
Migration Integration Framework	To develop a Migration Integration Wales Indicator Framework.	The Migrant Integration Framework was published in December 2023.	Inform policy decisions in Wales e.g., service development that enable migrants to better integrate in Wales.
Census analysis on disabled people	To undertake further analysis of Census 2021 on disabled people by life outcomes.	Disabled people bulletin was published 6 th December 2023.	Improved understanding of the barriers to employment disabled people face to inform ongoing work of Disability Rights Taskforce / Disabled Peoples Employment Champions.
Census sexual orientation and gender identity analysis	To undertake further analysis of Census 2021 on sexual orientation and gender identity.	The bulletin is planned for publication in early March 2024.	Improved evidence base on sexual identity and gender identity in relation to inequality of outcomes.

Projects being delivered in 2024/25

Project	Aim	Progress	Expected Publication	Intended Impact
Wales Equalities Data Audit	To examine what equality data and evidence on those with protected and associated characteristics is currently collected and analysed in Wales. To identify available statistical data, gaps in data and recommend improvements to sources and outputs.	<p>Conducted an initial assessment of the data sources and outputs that contain equality information that are used and produced by Statistical Services.</p> <p>Currently working with each policy area in turn within KAS to update the audit working with colleagues to build our understanding of the challenges regarding data gaps while identifying opportunities for immediate fixes.</p>	Summer-2024	To be able to influence and hold producers of data within and beyond Welsh Government to account about the quality and availability of their data for use informing policy decisions.
Well-being of Wales report: More Equal Wales chapter	To collate the published equality statistics for the More Equal Wales chapter in the annual Well-Being of Wales report which helps us to assess whether we are making progress across the National Indicators.	Initial thinking has started for the annual Wellbeing of Wales - More Equal Wales chapter has commenced.	September 2024	The Well-being report has impact in a variety of ways , and is a key source used by Welsh Government stakeholders, citizens and the media to understand the key trends and challenges facing Wales. It is used by Senedd Cymru and other fora to provide scrutiny against

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
				Wales' performance against the goals.
A review of the National Survey: equality pooled analysis	To analyse National Survey for Wales data and explore the feasibility of using pooled data to produce robust estimates by equality characteristics.	A report summarising findings and outlining recommendations to improve the collection of protected and associated characteristics in the National Survey for Wales, will be published in Spring 2024.	Spring 2024	To shape the future of the National Survey for Wales to aid policy areas Welsh Government wide in being better able to understand trends/impacts of their decision making on a range of equality groups in priority areas captured on the survey.
Feasibility study of minorities sample boost for the National Survey for Wales	To examine feasibility to boost National Survey sample for minority groups and cognitive testing work.	Currently undertaking single tender procurement exercise to commission independent expert review and recommendations.	Summer 2024	<p>Greater data granularity for different protected characteristics across National Survey topics improving the equality evidence base overall, including greater granularity for the National Wellbeing of Wales indicators.</p> <p>This will in turn enable better decision making across a range of portfolio areas covered in the National Survey. In addition, improved measurement to assess the success of the various equality action plans e.g., ArWAP.</p>

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
<p>Feasibility assessment of equalities pay gaps including ethnicity and disability</p>	<p>To examine how and whether data on pay gaps can be collected and published for different protected and associated characteristics at a more granular level than currently published.</p>	<p>Currently exploring access to HMRC PAYE data and developing a legal basis for Welsh Government to acquire the data. If we are successful, we can link PAYE data to other admin sources (e.g., Census 2021) that have data on protected characteristics. Utilised learning from a similar feasibility project the Office for National Statistics undertook where they combined multiple admin data sets for 2018.</p>	<p>On going – unable to estimate publication until data has been secured within SAIL</p>	<p>Policy makers can be more confident in using findings on ethnicity and disability pay gaps to inform their policy decisions. This work could overcome some of the limitations of the Annual Population Survey pay gap analysis, for example, there would be less volatility around the data which would enable monitoring of trends overtime.</p> <p>Inform decision making on addressing economic inequalities in society and provide data to allow Welsh Government to publish an ethnicity pay gap (ArWAP goal) and disability pay gap (National Milestone).</p>

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
Public Sector Bodies Wales data collection 2022-23	<p>To aid delivery of future data collection on diversity data on workforces in public sector bodies.</p> <p>To begin to understand the diversity of board members across Public Bodies regulated by the Commissioner for Public Appointments in Wales.</p>	<p>Two pilot Surveys gathering information on Board and workforce diversity were issued to Public Sector Bodies regulated by the Commissioner for Public Appointments.</p> <p>The surveys have now closed, and responses are being collated and findings summarised.</p>	Spring/summer 2024	Inform policy decisions on how to improve the diversity and inclusion within public bodies, particularly at leadership level.
Public Sector Bodies Literature Review	To understand the value of diversity in Public Bodies' workforces and identify appropriate Public Sector strategies to increase diversity in unrepresented groups in workforces and senior management.	A literature review is being undertaken internally. The project is currently in the review phase with the writeup scheduled to be completed by the end of February.	Spring/summer 2024	Inform policy decisions on how to improve the diversity and inclusion within public bodies, particularly at leadership level.
Prototyping an approach to co-producing evidence in Government	To test and develop an approach to co-producing evidence for analysts in Government using the Disabled Peoples' Action	An initial approach has been developed for co-producing Social Research. with the Disability Rights Taskforce to support the evidence needs of	Autumn/Winter 2024	To ensure lived experience is embedded throughout the evidence cycle in social research across all Welsh Government portfolio areas.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
	Plan recommendations as feasibility studies.	the upcoming Disability Rights Action Plan. The Evidence Units have partnered with the Welsh Government's Internal Research Programme deliver this.		To inform policy decisions on how to ensure 4 key disability rights action plan recommendations are actionable and, in turn, increasing the impact of the plan for disabled people in Wales.
Barriers and enablers to collecting and using equality data	To research and collect evidence on the barriers and enablers to collecting and using equality data.	An in-house proposal for the research has been developed which involves a survey with government analysts, small scale qualitative research and accompanying literature review. The literature review search has been undertaken and documents are in the process of being reviewed. The questionnaire is being developed alongside the literature review.	Spring 2025	Can identify the solutions to barriers in collecting equality evidence in Welsh Government and increase evidence quality, granularity, availability and accessibility.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
Guidance for Welsh Government officials collecting equality data	To provide guidance to analysts on how to collect data on protected and associated characteristics, including general considerations and suggested questions and response options for each characteristic that reflect Welsh Government policy.	Draft interim guidance on recommendations for equality survey questions has been drafted. Draft is being refined prior to sharing with colleagues beyond the evidence units for feedback.	Document for publication on internal intranet by late Spring 2024.	To give Welsh Government analysts and appointed contractors clear advice in collecting data on protected and associated characteristics, and ultimately improve the availability, quality and consistency of data on protected and associated characteristics across all Welsh Government outputs in turn improving policy decisions across all portfolio areas.
Anti-Racist Wales Action Plan Impact Evaluation and Monitoring Framework	To evaluate the success of the Anti-Racist Wales Action Plan.	The Race Disparity Evidence Unit has developed a framework for measuring the overall impact of the plan and is assessing the feasibility of using this framework with members of the External Accountability Group through an evidence sub-group. This group has been shaping the development of measurement indicators and how to incorporate lived experience research.	The high-level summary of the framework will be published by Spring 2024. The full framework including what will be measured will be published	The intended impact of the evaluation framework is to influence, embed anti-racist approaches through our approach to measurement of ARWAP and track whether it is achieving its aim of making Wales an anti-racist country by 2030.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
			in the Summer 2024.	
Anti-racist Wales Action Plan (ArWAP) indicator mapping	To collect together all indicators that may be used to feed into the evaluation and monitoring framework and map them against policy area and concern, and provide an indication of their current status in terms of the availability and quality of the data. Key indicators across policy areas will then be identified.	Collected and mapped indicators from policy frameworks and other data sources across policy areas, assessed their status and included links to the data/analysis where available. Started the process of speaking to policy areas about identifying key indicators.	Ongoing	The impact of the evaluation framework is to influence, embed anti-racist approaches through our approach to measurement of ARWAP and track whether it is achieving its aim of making Wales an anti-racist country by 2030.
Anti-racist Wales Action Plan (ArWAP) lived experience research	To collect qualitative data on the lived experiences of people in Wales and their experiences of racism by commissioning small research projects focusing on different research areas. These areas will support evidence requirements for the key common	Scoping out the areas that the research will cover. Conducting initial meetings with potential partners/organisations.	Spring 2024	The impact of the evaluation framework is to influence, embed anti-racist approaches through our approach to measurement of ARWAP and track whether it is achieving its aim of making Wales an anti-racist country by 2030.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
	themes emerging as the implementation of the ArWAP develops.			
Anti-racist language guidance for statistics and research	To provide guidance to Welsh Government analysts on using anti-racist language in research and statistical reports, releases and documents.	Draft nearly ready for sharing for review outside of the immediate team	Document for publication on internal intranet by late Spring 2024	To give Welsh Government analysts and appointed contractors an understanding of anti-racism and how it applies to the language used in publications, and ensure all Welsh Government analytical outputs are anti-racist and role model best practice.
Research on how information can be collected to reflect the social model of disability	To develop a suite of questions, response options, and guidance that reflect the Social Model of Disability, to incorporate into future social research and enable a standardised, consistent approach.	The contract has been awarded to NatCen and will commence early March 2024.	Interim report. - August 2024 Final report - Winter 2025 -	To enable a standardised, consistent approach to collecting impairment and disability data for statistical and social research, that aligns to Welsh Government's commitment to the social model and to achieve better outcomes for disabled people across Wales.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Expected Publication	Intended Impact
The social model of disability language guidance for statistics and research	To provide guidance to analysts and researchers on using social model language in research and statistical reports, releases and documents, including recommendations on terms that should and should not be used.	Reviewing 2 nd draft	Document for publication on internal intranet by late Spring 2024	To give analysts and researchers a better understanding of the social model of disability and how to apply the language in publications to ensure analytical and research outputs are in line with this view of disability.
LGBTQ+ Action Plan for Wales evaluability assessment	To create theories of change to support the LGBTQ+ Action Plan for Wales and identify how to evaluate the Action Plan.	The Equality Evidence Unit has been working closely with an external contractor to deliver this project. A draft report has been delivered.	Summer 2024	To lay the foundation for a robust and effective evaluation of the LGBTQ+ Action Plan for Wales and identify opportunities for improved monitoring and evaluation in the LGBTQ+ policy area.
Developing harmonised standards for data collection on sex and gender identity by public sector organisations in Wales.	To develop evidence-based harmonised standards and guidance on the collection of data about sex and gender identity, including trans status, by public sector organisations in Wales.	A research contract has been awarded to Laurel Research Consulting The contract will commence in March 2024.	By end of 2024	Influencing development of standards and guidance by ONS and OSR and/or providing evidence to inform development of Wales-specific standards and guidance.

Projects being scoped in 2024-25

Project	Aim	Progress	Intended Impact
Equalities in Student Health Research Network	Improving equalities data collection and reporting in Schools Health Research Network (SHRN).	Ongoing: Documentation on SHRN has been reviewed. Meeting is arranged with the Welsh Government analytical lead for SHRN to agree next steps to undertake the analysis.	To scope the potential use of the Student Health and Wellbeing Survey in understanding inequality of outcome for school aged children To improve the evidence base relating to equalities in relation to children and young people.
Debt data by equality characteristics	Explore feasibility of collating and publishing annual data on debt in Wales, broken down by protected characteristics.	Ongoing: Early scoping stages exploring potential data sources. The family resources survey will arrive from April, which will have a boost to the Wales sample so additional analysis could be performed. Additional data sources are being explored that may enable more granular analysis, this includes working with the Administrative Data Research teams to identify sources held by other government departments Welsh Government could seek to acquire.	Set out the feasibility of collating and publishing annual data on debt in Wales and publish new analysis by protected characteristics Increased understanding of how debt differentially impacts specific characteristic groups.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Intended Impact
Monitoring equality and socio-economic duty	Developing overall framework and performance indicators to monitor implementation of equality and socio-economic duty action plans and strategies.	Ongoing: A rapid literature review is being undertaken to understand what approaches to evaluating a series of equality actions plans or strategies have been adopted elsewhere. This includes understanding how the plans themselves: 1. bridge the implementation gap between having plans and actual impact; 2. build in intersectionality effectively.	Inform decisions across all Welsh Government portfolio areas that will aim to reduce inequality.
Financial Sustainability for the Evidence Units	To explore funding opportunities external to Welsh Government for the Units to increase their evidence budget and sustainability of the teams.	Ongoing: A strategy document outlining criteria for prioritising opportunities, potential funders and funding schemes, and assessing opportunities according to eligibility and suitability has been drafted. Advisory meetings with ADR Welsh Government colleagues have been organised to discuss collaboration opportunities.	Reduced reliance on Welsh Government budget as funding secured elsewhere.
Intersectional analysis of Census 2021 'life-outcomes' data	To identify what Census 2021 data can tell us about how outcomes can vary at the intersections between protected characteristics.	Initial consideration has been started.	To identify and inform decisions around who are the most at risk from experiencing disadvantage in society.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Intended Impact
Impacts of Cost of Living on equality groups	To understand the ongoing impact of the Cost-of-Living crisis on people according to protected and associated characteristics.	Initial scoping work has been undertaken and an options paper drafted. Further discussions are ongoing to determine how the evidence would be used by policy. The planned intersectional Census analysis may meet this policy need.	To identify who are the most at risk from experiencing disadvantage in society and inform decisions to better support those people in Wales.
National Survey for Wales: Socio-economic analysis using pooled survey data	To provide statistical analysis on a range of policy areas captured within the National Survey for Wales across various equality groups.	Initial analysis has been undertaken, awaiting resources for quality assurance and report drafting.	To identify who are the most at risk from experiencing disadvantage in society and inform decisions to better support those people in Wales.
Census and SAIL equality analysis	To undertake an initial analysis of Census and SAIL (Secure Anonymised Information Linkage) databank equality data with ADR Wales to examine what is available and what further research is required, for example Compare characteristics across 2011, 2021. Analysis of sexual orientation for first large scale survey including this data.	A programme of work to undertake further analysis of Census 2021 data by protected and associated characteristics is being developed which will consider opportunities to provide linked analysis via the sail databank.	To identify who are the most at risk from experiencing disadvantage in society and inform decisions to better support those people in Wales.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Intended Impact
Digital One Stop Shop of Wales equality and diversity data, readily available and accessible online	Centralised web page where evidence on equality can be collated to increase accessibility of evidence across WG and external stakeholders.	<p>Ongoing: Regular contact has been established with Digital, Data and Technology teams within Welsh Government and Office for National Statistics to assess opportunities to align with the new StatsWales platform.</p> <p>A programme of user research is being developed to assess the needs of an audience for the one stop shop.</p>	Public Sector, Third Sector and others can use Welsh Government equality evidence within their own planning and decision making for example, when developing services or targeting resources.
Official statistics relating to disabled people and employment	To develop a data pack of official statistics relating to disabled people in Wales.	Analysis of relevant Census 2021 datasets has been undertaken. Further analysis of Annual Population Survey data scheduled.	Improved understanding of the barriers to employment disabled people face to inform ongoing work of Disability Rights Taskforce / Disabled Peoples Employment Champions.
Barriers to employment for disabled people	To explore work and employment experiences for disabled people in Wales since the coronavirus (COVID-19).	<p>Ongoing: Several meetings with the Disability Rights Taskforce (DRT) about the scope of the project which is now focused on what life is like now for disabled people in terms of work and employment experiences since COVID-19.</p> <p>A specification has been developed and is out for review.</p>	To understand barriers to employment and reasons for different employment outcomes for disabled people in Wales, in turn informing decisions that will better support disabled people in gaining and sustaining employment.

Equality, Race and Disability Evidence Units Work Plan (March 2024)

Project	Aim	Progress	Intended Impact
Welsh Government lead on ONS Inclusive Data Taskforce	To monitor and report on the commitments to assess whether we are on track to sustainably deliver progress across all Inclusive Data Principles over the next three years, and beyond	Annual report published on 31st May 2023. Quarter 2 (June 2023) update for key commitments complete.	To ensure consistency and coherence to inclusive evidence developments across the Government Statistical Service.
Evidence Review on gender inequalities	To support an evidence-informed approach to gender equality action-planning.	Ongoing: Initial conversations held to shape light-touch rapid review on key priority areas.	Informing policy decisions on the implementation and development of the Advancing Gender Equality in Wales Plan.