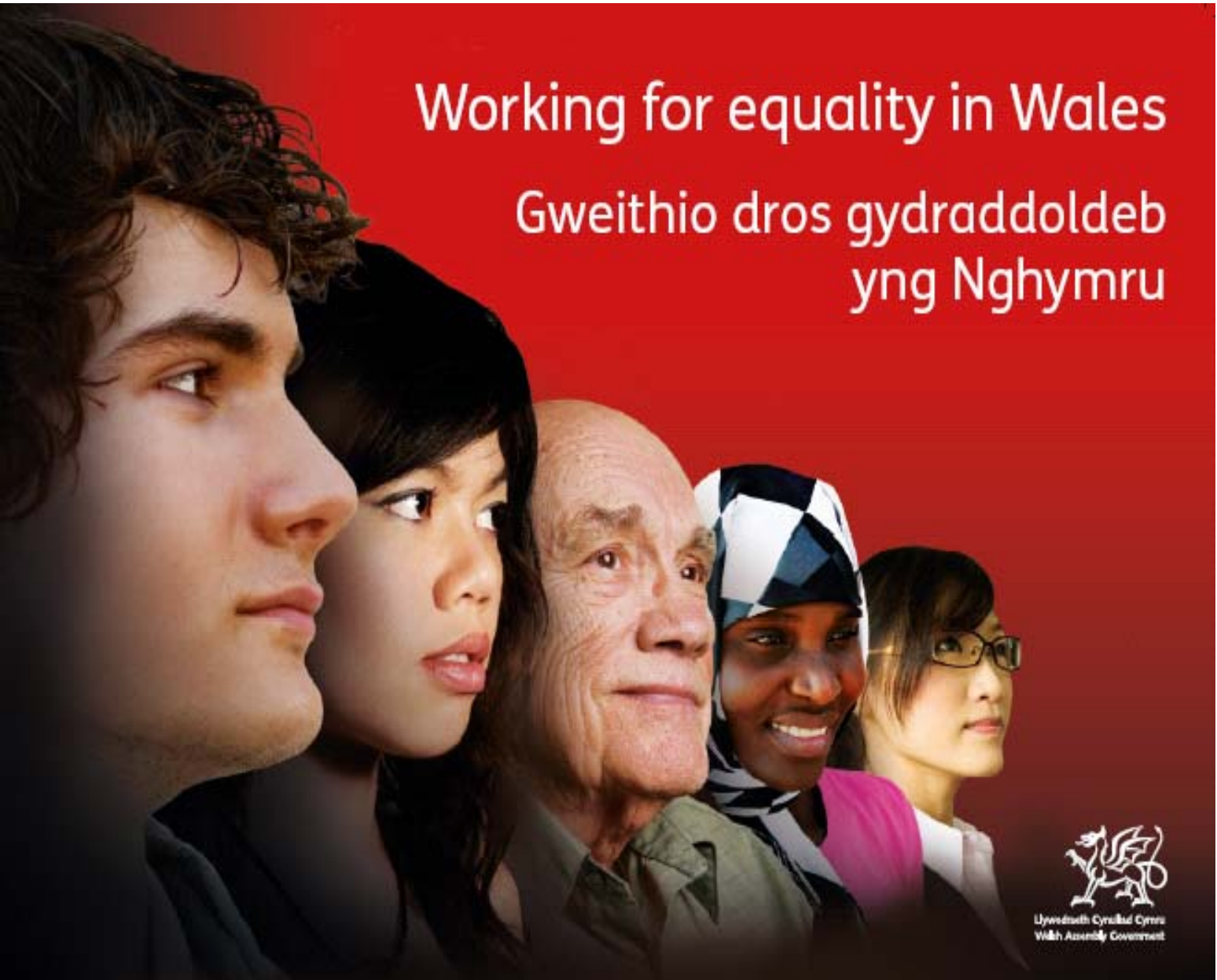


Welsh Assembly Government

DRAFT Single Equality Scheme 2008-2011

Working for equality in Wales

Gweithio dros gydraddoldeb
yng Nghymru



Consultation Document for a Single Equality Scheme

30 October 2008 – 23 January 2009

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How to respond to this consultation

We look forward to receiving your comments about this consultation document and action plans to help us ensure that equality of opportunity for all people in Wales becomes a reality rather than an aspiration.

When responding, please state whether you are responding as an individual or representing the views of an organisation.

If responding on behalf of an organisation, please make it clear whom the organisation represents and, where applicable, how the views of members were assembled.

Responses need to be received by 23 January 2009 and can also be submitted by letter, fax or email to:

Equality and Human Rights Division
Room 3.13
Cathays Park
Cardiff CF10 3NQ
ehrd@wales.gsi.gov.uk

Fax: 029 2080 1067

Tel: 029 2082 3575

Freedom of Information Act 2000 – Confidentiality of Consultations

The Welsh Assembly Government will publish a summary of responses following completion of the consultation process. Your response, and all other responses to the consultation, may be disclosed on request.

The Welsh Assembly Government can only refuse to disclose information in exceptional circumstances. **Before** you submit your response, please read the paragraphs below on the confidentiality of consultations and they will give you guidance on the legal position about any information given by you in response to this consultation.

The Freedom of Information Act gives the public a right of access to any information held by a public authority, namely, the Welsh Assembly Government in this case.

This right of access to information includes information provided in response to a consultation. The Welsh Assembly Government cannot automatically consider as confidential information supplied to it in response to a consultation.

However, it does have the responsibility to decide whether any information provided by you in response to this consultation, including information about your identity should be made public or be treated as confidential. Usually, the name and address (or part of the address) of its author are published along with the response, as this gives credibility to the consultation exercise.

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If you would prefer for your response not to be published, or to be published but not attributed, please include an explanation in your response.

You should also be aware that there may be circumstances in which the Welsh Assembly Government will be required to communicate information to third parties on request, in order to comply with its statutory obligations. This includes its obligations under the Data Protection Act 1998, the Freedom of Information Act 2000, and the Environmental Information Regulation 1992. For further information on the Assembly's Code of Practice in dealing with requests for access to information it holds please visit our website: www.information.wales.gov.uk

WELSH ASSEMBLY GOVERNMENT DRAFT SINGLE EQUALITY SCHEME AND ACTION PLANS 2008-2011

FOREWORD BY DR BRIAN GIBBONS AM, MINISTER FOR SOCIAL JUSTICE AND LOCAL GOVERNMENT

The introduction of this, our consultation document for our first Single Equality Scheme and action plans, is a landmark for the Welsh Assembly Government. To take this step has been described as “brave”, “progressive” and “highly aspirational”. It is all those things. We are challenging ourselves as a Welsh Assembly Government. We want to lead by example and sometimes doing that requires a leap of faith. Moving from a single strand to a multi-strand approach seems to us to be the way forward to improve the life chances of our population.



This consultation document builds on the consultation we undertook on a framework and priorities for a Single Equality Scheme during March-June 2008.

That process asked for your views on the high level priorities that we believe must be addressed if inequalities within society are to be removed. Many of you provided us with comments through various mechanisms. A strong message which came through is that you wanted to be consulted on the Scheme and action plans that emerged from our consultation process.

I believe that there is an appetite to deliver better services and better policies for the citizens of Wales. To do that, we need to understand and value the diverse people that make up Welsh communities. We need to look at people as individuals with differing needs who might face multiple disadvantages.

We recognise that we produce this Scheme at a time of change in equality law. We believe that we are embarking on a dynamic and exciting journey and the Scheme provides us with a solid foundation and building blocks for change.

It provides us with a focus upon which we can celebrate all of the hard work done to date. To acknowledge the investments made by our partners and staff in getting us to where we are, we are producing a Scheme which is a real vehicle for change.

Through its development it has put equality at the forefront of the minds of leaders, managers and staff and has provided a means of addressing a culture of inclusion through ownership at all levels of the organisation.

The Welsh Assembly Government is committed to providing leadership but we need the commitment and active involvement of all our partners to make our strategic approach a reality.

Our Scheme sets out how we will be promoting equality and how we will meet our statutory equality duties (disability, race and gender). We will apply the same broad

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principles to the new areas of equality – age, religion or belief or non-belief, sexual orientation and transgender. It looks at how we assess the impact of our work on different groups and the actions we will be taking to address that impact over the next three years. It will seek to ensure that our organisation has equalities and human right principles embedded into its work and culture.

We have listened to the views of a wide range of partners – interest groups, service providers, communities of interest and the wider general public. We have taken a decision to focus on a number of priorities which we believe will help us progress equality of opportunity and eliminate inequalities and discrimination. These priorities build firmly on our commitments in “One Wales”. They have been developed by Welsh Assembly Government Departments into departmental action plans which accompany this Scheme. In developing these, departments have considered cross strand issues and joint working opportunities.

I believe that this is a significant step forward in our work in mainstreaming equality and human rights into the work of the Welsh Assembly Government. It will lead to us making better policies aimed at delivering better services that meet the needs of all people of Wales on the basis of equity and equality of opportunity.

I invite you to let me have your comments about this consultation document and action plans to help us ensure that equality of opportunity for all citizens in Wales becomes a reality rather than an aspiration.

EXECUTIVE SUMMARY

This is the Welsh Assembly Government's first draft Single Equality Scheme and action plans. Working towards our Single Equality Scheme is a key way of helping us meet our commitment to the "One Wales" vision of a dynamic economy, better health, high quality lifestyles and sustainable communities in a diverse and bilingual Wales. It will help meet our commitment to a fairer and just society.

This consultation document builds on the consultation we undertook on a framework and priorities for a Single Equality Scheme during March-June 2008.

That process asked for your views on the high level priorities that we believe must be addressed if inequalities within society are to be removed.

The views and comments we received during the consultation have helped to inform the development of this draft Single Equality Scheme and accompanying departmental action plans.

Some of the activities that appear in these action plans are commitments identified from earlier schemes and work programmes.

Others have been developed as a result of consideration of equality issues and feedback from the consultation.

The Welsh Assembly Government is committed to ensuring that people can access services in ways which make sense to citizens and meet their needs. We are committed to working across organisational and sectoral boundaries and will be focusing on achieving better services and better outcomes for service users.

The Scheme will help us demonstrate how we fulfil our obligations under current equality law. It sets out how we will promote equality of opportunity for all, and how we recognise and value diversity. We want to go further than meeting our legal responsibilities to promote equality of opportunity and eliminate unlawful discrimination in respect of disability, gender and race. The needs of Welsh speakers are also important to Welsh Assembly Government and this matter is dealt with through the Welsh Language Scheme.

The departmental action plans accompanying this document provide details of the priorities we want to take forward over the next three years. Six monthly reviews have been programmed into the implementation of the Scheme to ensure we have the opportunity to reflect and revise our plans and take into consideration changing legislative requirements.

In producing a Single Equality Scheme, the Welsh Assembly Government acknowledges that while there are common elements for each equality duty, there are also different, specific elements exclusive to each of the three duties. These make each duty unique and of special relevance to its particular equality strand.

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We will build on the accomplishments of our work in respect of race, disability and gender. We will need to work effectively with all of our partners to make progress in delivering on this progressive agenda.

The building blocks of our work on equality, diversity and human rights are:

- Building a solid evidence base about inequalities.
- Embedding equality and diversity into our policy and strategy development through using Inclusive Policy Making (Equality Impact Assessments).
- Working with our stakeholders and partners to progress our work.
- Ensuring that the citizens of Wales have a voice in policy development and implementation.
- Considering and promoting cross strand and joint working opportunities.
- Regularly monitoring and reflecting on our work to ensure it meets the needs of those we serve.

CHAPTER 1

INTRODUCTION

“I don’t discriminate – I treat everyone the same.”

1.1 Equality and human rights matter to us all. Wales is developing into an increasingly diverse nation. Our demographical profile is changing. This together with shifts in patterns of migration; raised awareness about different identities, faiths and cultures; the increase in numbers of people with long term illness and disability. Also there is a changing relationship between men and women and family make-up. Changes in life circumstances and preferred working practices also mean that we have to look again at the barriers that cause disadvantage and ways to deal with the differences between us.

1.2 We need to develop and embrace the benefits that a more diverse and integrated population afford us and produce responsive and flexible policies and services to meet the identified needs of communities. This draft Scheme provides the opportunities to do this. It will be a major driver for the changes that are necessary to achieve them.

1.3 Treating everyone the same may sound like a fair and reasonable thing to do. But we don’t have to dig very deeply to root out examples where “treating people the same” can undermine our ability to deliver equal and equitable services. For example, holding a meeting at a particular time may cause difficulties for members of some faiths who practice ritual prayer at set times. It is not equality of inputs but equality of outcomes that is important.

1.4 Our consultation process highlighted the fact that sometimes the way a building is constructed can prevent certain groups from using services contained within them. For example some buildings don’t have ramps or lifts, preventing wheelchair users from accessing services.

1.5 Sometimes, what on the surface can seem fair can lead to inequality of opportunity and inequity of outcome. An organisation, where the majority of staff on a pay scale were women, claimed not to be discriminating against women. This was because men who were on the same pay scale were being paid exactly the same. The organisation was, however, using a higher paying salary scale for staff wearing a uniform and the majority of uniform wearers in the organisation were men. The work being done by staff on both pay scales was similar and the organisation was found to be discriminating against women because inappropriate job evaluation and grading procedures were in place.

1.6 Direct discrimination occurs when, on the grounds of their gender, race, disability etc, a person is treated less favourably in certain areas of activity, than someone else is, has been or would be treated in a comparable situation. For example, assuming that a woman with a child will be an unreliable employee, and deciding not to employ her because of that, is direct discrimination.

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1.7 Indirect discrimination occurs if conditions of requirements are laid down which some groups find particularly difficult to comply with: for example, if a job advert specifies that all job applicants must be over 1.8m (6ft) tall then there is potential to discriminate indirectly against women.

1.8 The Living in Wales survey asks a sample of people questions including several about attitudes, discrimination, harassment and victimisation. The 2007 citizen survey showed that 12% of respondents said they experienced discrimination, victimisation or harassment in the last five years with race being the most common reason identified. So for many people, discrimination is something they continue to face. It will not be eliminated by treating everyone the same, but by a consistent commitment to changing public and institutional attitudes.

1.9 Belonging to a particular group may have a significant effect on life chances. Our challenge as the Welsh Assembly Government is:

- To develop policy which benefits and meets the diverse needs of Wales;
- To value the richness diversity brings;
- To ensure equality of opportunity.

About The Scheme

1.10 Many people will be in one or more of the strands that are covered by statutory duties. Others, who are not included in the strands, can find themselves victims of discrimination and prejudice. This is why the Welsh Assembly Government has taken the decision to develop a Single Equality Scheme based on the principles of fairness, respect, equality and dignity for all. This will help us meet our commitment to creating a fairer and just society in our progressive agenda for the government of Wales, "One Wales" published in June 2007.

1.11 This Scheme has been developed in consultation with many individuals and organisations and our staff. We have listened to what people have told us and what we have learned has helped us to develop our departmental action plans.

1.12 Specific quotes taken from the consultation feedback appear at the start of each Chapter and details of who we consulted with appear at Annex 2. A summary of the written responses can be found on the Equality and Human Rights website at <http://new.wales.gov.uk/topics/equality/?lang=en>.

1.13 The Scheme will help us demonstrate how we fulfil our obligations under current equality law. It sets out how we will promote equality of opportunity for all, and how we recognise and value diversity. We want to go further than meeting our legal responsibilities to promote equality of opportunity and eliminate unlawful discrimination in respect of disability, gender and race.

1.15 Influencing and changing attitudes, behaviours and actions can be a long process. The Scheme covers the six strands of age, disability, gender and transgender, race, religion and belief and sexual orientation. It provides a framework for the Welsh Assembly Government to make progress on promoting equality. We

want it to be based on the human right principles of fairness, respect, equality and dignity, focusing on the needs of all the citizens of Wales.

1.16 Taking a single strand based approach to our equality duties can put barriers in the way of our commitment to promoting equality of opportunity. We must consider the needs of those most at risk – the vulnerable and disadvantaged. We must address our statutory duties – our “must dos” to ensure we adhere to the requirements of specific legislation. We also believe we should aim to apply the same high standards to everything we do. We have decided, wherever possible, to work towards “levelling up” our existing commitment in relation to the areas of age, religion or belief and sexual orientation and taking forward what we have learned from the project we jointly funded with the Equality and Human Rights Commission on working “cross or multi strand”.

1.17 This is not intended to be a document which is written and then left on the shelf. We want feedback on our action plans, which we will review and update. We will publish progress reports every six months.

Equality Champions

1.18 Every department has an Equality Champion. Equality Champions have played an important part in helping develop our Scheme and action plans. They play a vital role in ensuring that equality, diversity and human rights are promoted across the Welsh Assembly Government. The Champions act as advocates for equality, and as change agents. They challenge and raise awareness across their work areas on equality, diversity and human rights issues. There is an Equality Champions Network which meets to discuss issues and share notable practice. Equality Champions were key in supporting the development of high level priorities, outcomes and action plans which were approved by Senior Officials. As part of our commitment to mainstreaming equality, we will be reviewing the role of Champions across the Welsh Assembly Government, and developing further support for them as a commitment within our Scheme.

Welsh Language

1.19 Traditionally, Wales has been a bilingual nation. We are committed to expanding the use of the Welsh language in more communities across Wales.

1.20 The Welsh Assembly Government is committed to creating a bilingual Wales. As set out in “Iaith Pawb”, its action plan for the language. There is, of course, specific legislation for the language, namely the Welsh Language Act, 1993. The Government operates in accordance with its Welsh Language Scheme, which was prepared under the Act – and approved by the Welsh Language Board. The Scheme describes how the English and Welsh languages will be treated on a basis of equality as we deliver services to the public in Wales – and as we plan and develop new policies, services and initiatives. Section 78 of the Government of Wales Act 2006 also places a duty on Welsh Ministers to prepare a strategy setting out how they propose to promote and facilitate the use of the Welsh language as well as a duty to adopt a Welsh Language Scheme.

1.22 In addition to our obligations under our Welsh Language Scheme we intend to fully consider Welsh Language issues insofar as they are relevant to our equality and human rights obligations..

CHAPTER 2

“I would like to know more about what the Welsh Assembly Government does.”

ROLE OF THE WELSH ASSEMBLY GOVERNMENT

2.1 The Welsh Assembly Government exercises powers over a wide range of devolved matters which affect almost every aspect of life in Wales. It also proposes Assembly Measures on matters which the National Assembly for Wales has the power to legislate about.

2.2 Elections to the 60 seats of the National Assembly for Wales are held every four years in early May. Each of the politicians elected becomes a member of the National Assembly for Wales, known as an Assembly Member or AM. The Ministers who make up the Welsh Assembly Government are drawn from this membership.

2.3 The two organisations – the National Assembly for Wales and the Welsh Assembly Government – are legally completely separate. The Welsh Assembly Government is the executive and performs governmental functions in Wales while the National Assembly is the legislature, making law for Wales, formally scrutinising the Government’s work and authorising its expenditure via Budget resolutions.

2.4 Departments deal with specific areas of work but they have a responsibility to ensure that policies and services are “joined up” and to work together where a policy cuts across areas of responsibility.

2.5 The Welsh Assembly Government consists of:

- The First Minister.
- Welsh Ministers.
- Counsel General.
- Deputy Welsh Ministers.

2.6 The provisions of the Government of Wales Act 2006 allows up to 12 Welsh Ministers and Deputy Ministers. This means that the maximum size of the Welsh Assembly government will be 14, including the First Minister and Counsel General.

2.7 The Welsh Assembly Government, in the financial year 2007-2008, has a budget of £14 billion and employs over 6,300 staff.

2.8 Most of the public services in Wales which are funded by money provided by the Welsh Assembly Government are delivered through bodies external to the Welsh Assembly Government such as local government, NHS bodies and the Third Sector.

CHAPTER 3

“The Scheme needs to be explicitly underpinned throughout by the principles of fairness, respect, equality, dignity and autonomy to support respect for human rights.”

HUMAN RIGHTS – PUTTING THE CITIZEN AT THE HEART OF OUR WORK

3.1 This is a Scheme which includes the equality strands of age, disability, gender and transgender, race, religion and belief and non belief or and sexual orientation. But, as mentioned above, an important part of this Scheme is to ensure that we promote fairness, respect equality and dignity in the work of the Welsh Assembly Government, and that should extend beyond to and beyond those equality strands.

3.2 Article 14 of the European Convention on Human Rights which has been incorporated into domestic law by the Human Rights Act 1998, states that:

“The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any grounds such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status”.

3.3 What this document does is set out the Welsh Assembly Government's commitment to not only acting in accordance with the law, but taking steps to eliminate unlawful discrimination and ensure equality and considerations of fairness, respect, equality and dignity is at the heart of its decision taking, policy making and service delivery.

3.4 Our approach is to move beyond treating human rights as a compliance or risk management issue, to one which embraces the values of dignity, equality, fairness respect and autonomy which support respect for human rights and give effect to the dignity and worth of every individual. To this end, we intend to integrate consideration of how we ensure that in the exercise of our functions and the development of our policies we comply with human rights. We intend to promote awareness of human rights amongst policy makers and service deliverers... It is our intention to incorporate this into the Inclusive Policy Making process. See Chapter 6 for information on that process.

3.5 It is fair to say that whilst there has been considerable work done in respect of promoting race, gender and disability legislation there has been less in terms of promoting human rights and the remaining equality strands. This is an area we are determined to improve on.

3.6 We have been working with a range of partners to raise the profile of human rights in Wales. Our projects have included a promotion and celebration of the European Year of Equal Opportunity in 2007 and hosting a Human Rights Summit in Cardiff in March 2008 in partnership with the British Institute for Human Rights, the Equality and Human Rights Commission and the Welsh Local Government Association.

3.7 In terms of priorities and commitments to the principles of human rights we will:

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- Support and enable training to raise awareness of human rights and its relationship to the functions, processes, policy making and service delivery for staff in the Welsh Assembly Government;
- With partners, develop and deliver an annual seminar for public authorities in Wales on human rights;
- As part of the 2009 Year of Human Rights Learning, work with partners to develop further opportunities to raise awareness of Human Rights;
- Integrate Human Rights principles into the Inclusive Policy Making process working with stakeholders such as the British Institute of Human Rights and the Equality and Human Rights Commission, and reviewing that process regularly;
- Ensure that all of our Equality Impact Assessments consider the potential impact of policies in respect of the seven areas of equality under our remit and human rights;
- Have due regard to the international obligations of the United Kingdom;
- In particular, we will have due regard to the United Kingdom's commitments under the United Nations Convention on the Rights of the Child. These have been summarised into 'Seven Core Aims' which form the basis of all of the Welsh Assembly Government's policies and programmes for children and young people. Wales was the first of the countries of the United Kingdom to appoint an independent Children's Commissioner, a key human rights institution for children.
- Consider the findings of the Equality and Human Rights Commission's human rights enquiry and use it to inform our future work.

CHAPTER 4

“We are helping to shape the contents of the action plans – when they are drafted it is crucial that we are consulted on these.”

Our Priorities

4.1 The consultation on the framework and priorities for a Single Equality Scheme contained High Level Statements and outcomes which had been developed by departments from across the Welsh Assembly Government.

4.2 Feedback received on these has helped identify priorities for, and shape the development of, the departmental action plans which accompany this scheme and which will give it practical effect.

4.3 An overview of what each department does and their departmental priorities as identified in the final action plans is provided below:

4.4 Constitutional Affairs, Equality and Communication Department (CAEC)

4.4.1 CAEC works in support of Welsh Ministers to help them deliver and communicate their policies and programmes and internally with staff to inform them about relevant developments within the Welsh Assembly Government.

4.4.2 The Department also helps the Welsh Assembly Government to ensure that its equality and diversity commitments are understood and executed and that the statutory commitment to promote equality of opportunity for all people effectively underpins and informs Welsh Assembly Government policies and programmes.

4.4.3 Action plan priorities:

- Policies will recognise and take account of the diverse population of Wales and will be communicated in a way that meets the needs of our audiences.
- Applications and nominations for Honours and Public Appointments that broadly reflect the diversity of Welsh life

4.5 Department for Children, Education, Lifelong Learning and Skills (DCELLS)

4.5.1 DCELLS aims to drive forward improvements in services for children and young people, and in education and training provision that support the people of Wales in fulfilling their academic, social and economic potential and deliver better outcomes for children, learners, communities, business and employers.

4.5.2 Action plan priorities:

- To promote the well-being of all children and young people, providing: support to reach their full potential; the benefits of formal education,

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informal learning and non-formal learning and children and young people's rights and entitlements.

- To improve learner outcomes and well-being through: A skills based curriculum and associated assessment arrangements; all age qualification reform and credit framework developments; a focus on school effectiveness and the professional development of practitioners.
- To lead the contribution that the post-16 education and training system makes towards enabling all learners including those from underrepresented and disadvantaged groups, for achievement of a highly educated, highly skilled Wales with high employment opportunities, by:
- Identifying and prioritising the knowledge and skills needs of employers, learners, communities and Welsh Assembly Government and by driving education and training institutions to be flexible, of high quality and responsive to national and local needs.
- To promote inclusion, reduce disadvantage and tackle poverty of educational opportunity by developing programmes, policies and products to address the needs of learners of all ages including those with additional learning needs and inclusion issues, and to successfully deliver financial support to students and other learners in partnership with key stakeholders.

4.6 Department for the Economy and Transport

4.6.1 The vision of the Department for Economy and Transport (DE&T) is for Wales to create a vibrant Welsh economy, delivering strong and sustainable growth by providing opportunities for all. DE&T's areas of work include promoting industry and investment, transport policy, and the Wales European Funding Office (WEFO).

4.6.2 Action plan priorities:

- To deliver a truly accessible business support service across Wales that takes account of the needs of all equalities groups.
- To provide an efficient and accessible transport system that assists in tackling causes of inequality.
- To improve the integration of social, economic and environmental considerations into regeneration.

4.7 Department for the Environment, Sustainability and Housing

4.7.1 The Department for Environment, Sustainability and Housing (DESH) is committed to creating a sustainable environment for the people of Wales and for future generations. They are encouraging sustainable development through the environment strategy, planning system and the sustainable management of our

landscapes. They are taking steps to reduce Wales' contribution to climate change and acting to mitigate its impact e.g. through flood defense.

4.7.2 Action plan priorities:

- Access to decent homes – ensuring that all households in all communities and irrespective of their means can afford a decent home.
- Physical planning of land use to reflect needs.
- Improvement of the physical environment.
- Access to the natural environment.

4.8 Department for Health and Social Services the Department for Public Health and Health Professions and CAF/CASS

4.8.1 The Department for Health and Social Services (DHSS), the Department for Public Health and Health Professions (DPHHP) and CAF/CASS all have supporting roles in delivering a first class health system and promoting health and well being in Wales. Together DHSS, DPHHP and CAF/CASS are responsible for funding, setting health care policy and public health policy, reviewing, inspecting and regulating social services cover, adult and child care and providing support and advice, grants and community voluntary care.

4.8.2 Action plan priorities:

- To enable and influence improvements in equality of access and provision of health and social care in Wales by ensuring equality, diversity and human rights are mainstreamed in strategic planning and workforce development.
- To improve the health and wellbeing of the people of Wales.
- To improve outcomes for children and their families involved in family proceedings for the next three years.

4.9 Department for Public Services and Performance

4.9.1 The Department for Public Services and Performance (DPSP) supports the Welsh Assembly Government's major agenda for change, integration, and performance development across the Public Services in Wales.

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

4.9.3 Action plan priorities:

- To develop a citizen centred model for public service delivery which has at its core a set of governance principles and public service values which enshrine equality and Human Rights.
- To apply the associated citizen focused governance framework for public bodies in Wales, identifying opportunities to improve their approach to equality and diversity in relation to service delivery.
- Engage 3000 people per year from across the Welsh public sectors in national and international development programmes, introducing a range of interventions that promote equality and justice.
- Make it easier for small businesses in Wales to win public contracts by ensuring individuals and organisations have equal access to contract opportunities.
- Ensure that citizens are progressively engaged to improve service design and delivery through both participative practices and methods that take account of the principles of equality and diversity.

4.10 Department for Rural Affairs and Heritage

4.10.1 The Department for Rural Affairs is committed to helping farmers become more sustainable economically, socially and environmentally. It helps to promote animal health and wellbeing. The Department also advises on wider rural issues and undertakes rural proofing on policies across the Assembly.

4.10.2 Action plan priorities:

- Embedding inclusion to deliver a high quality, sustainable service to meet the diverse needs of all the people of rural Wales.

4.10.3 The Heritage Department aims to develop services which give everyone the opportunity to enjoy and benefit from the rich and diverse cultural and historical experiences that Wales has to offer. The Department also promotes tourism.

4.10.4 Action plan priorities:

- Encourage all groups to participate in and shape the nature of contemporary Welsh culture.
- Provide opportunities for greater access to cultural activities for all groups in society.
- Promote and protect a culture which celebrates the diversity of Wales and its many traditions.

4.11 Department for Social Justice and Local Government

4.11.1 The Department for Social Justice and Local Government is responsible for improving and delivering excellent public services in Wales, with a particular emphasis on safeguarding and supporting vulnerable people, combating social exclusion and reducing inequality. It also provides support and funding to local government to deliver these objectives.

4.11.2 Action plan priorities:

- Promoting Social Justice by reducing the effects of poverty on children in Wales.
- Support those marginalised from society by improving financial inclusion and ensuring everyone can be free from poverty.
- Promote a more cohesive community, one with shared values and with equal opportunities in all areas of Welsh society.
- Improve access to core services for vulnerable groups.

4.12 Department for Human Resources

4.12.1 The Human Resources [HR] Department provides a range of HR services to our staff including the delivery of training and development, internal and external recruitment, performance management, Health and Safety, occupational health, pay and pensions.

4.12.2 Action plan priorities:

- The Welsh Assembly Government strives to be an organisation where people want to work.
- The Welsh Assembly Government strives to be an organisation where staff are free from any form of discrimination and where diversity is valued

CHAPTER 5

“Access to the right information is vital to ensuring we start from the right place and are able to measure progress. Further work on the equalities evidence-base is absolutely essential to allow this to happen.”

GATHERING AND ANALYSING THE EVIDENCE

5.1 Gathering and analysing evidence is vital to creating a meaningful equality scheme. Existing equalities research and data have been used to inform evidence plans, while equality evidence, both qualitative and quantitative, has been used in the development of the scheme.

5.2 We will, where appropriate and possible, collect and analyse data by age, disability, gender and transgender, race, religion and belief and non-belief or sexual orientation. We will work with the Welsh Language Board on issues relating to questions about language use/preference. This is intended to meet our legal requirements under the general equality duties and to provide evidence to support our commitment to covering equality strands which are not currently covered by these duties.

5.3 We have information on some equality strands but we know that there are gaps, particularly around “newer strands”. A project which reviews all of the equality evidence currently available on key policy themes is taking place. Each department identified areas for the review based on their priorities from a number of work programmes, including “One Wales”, strategy development and Equality Impact Assessments. This review will help us produce guides which will give us detailed advice on the availability of equalities evidence and how to use it to develop and review policies.

5.4 Guides will be published on our website giving information on the growing equalities evidence. The aim is to give policy makers a source of information for developing and reviewing policy, carrying out Equality Impact Assessments and developing their equality research programmes.

5.5 The Welsh Assembly Government is fully involved in the cross government activities following the Equalities Data Review carried out by the Office for National Statistics in 2007. The Statistical Directorate is acting on the recommendations concerning the dissemination of data on equalities:

- An equalities theme page, providing links to all currently published data and analysis with an equalities dimension, is available on the statistics web pages.
- A programme of statistical reports and data published on the Welsh Assembly Government website is being developed to increase the availability of analysis of currently available sources.
- A Statistical Focus on Age was published in September 2008.

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- An analysis of the disability question in the Labour Force Survey has been carried out with the results published in September 2008.
- Work is planned on analysing major sample surveys to determine the extent to which averaging over a number of survey years will increase the range of analysis possible for ethnicity and religion.
- An Index of Deprivation specific to children was published in September 2008.

5.6 We have been working closely with the Office for National Statistics in the development of the questions for the 2011 Census, including carrying out specific testing within Wales. The Census is a major source for equality data and the next Census will include a question on national identity, as well as ethnicity and religion. A question on main language spoken has also been tested.

5.7 Following the publication of the UNICEF Report "An Overview of Child Wellbeing in Rich Countries" in 2007, the Welsh Assembly Government decided to bring together a range of published data and research evidence about Children and Young People's Wellbeing, with a view to providing a holistic picture and to help monitor trends. A similar report on the Well-being of Older People will be produced by November 2009.

5.8 Detailed analysis by equality group from the Annual Staff Survey is undertaken to ensure the Welsh Assembly Government has access to evidence for its staff by each equality group.

5.9 To develop our commitment to providing robust equality evidence to inform policy making and implementation, and to progress the equality and human rights agenda, we will:

- Commission papers on emerging issues around equality and human rights.
- Develop and deliver seminars to discuss and debate those issues.
- Continue to analyse the Annual Staff Survey. This year this will also include a review of the demographic questions for the next Staff Survey to ensure they meet best practice; and the provision of evidence from the findings of the 2008 Staff Survey for discussion groups with disabled staff within the Assembly Government.
- Build a robust equality evidence base which will inform policy making and implementation and the Inclusive Policy Making process.
- Publish our findings on the internet in a way that will be accessible to all.

CHAPTER 6

“Considering equality and diversity issues in all that we do will help people understand and celebrate the diversity of Wales and promote community cohesion.”

INCLUSIVE POLICY MAKING (EQUALITY IMPACT ASSESSMENT)

Introduction

6.1 One of the key reasons for developing a Single Equality Scheme is that it will help us to develop policies and take decisions that better meet the needs of those who will be affected by those policies and decisions. Our model for equality impact assessment, which is called “Inclusive Policy Making” (IPM) will help us to do this.

6.2 In this Chapter we have set out:

- how we currently apply that model;
- how, in the light of the Reddenhill Consulting review of the model and the results of the public consultation on our Single Equality Scheme, we intend to improve it so that it forms a central part of our new Scheme;
- how, pending the launch of our new Scheme we intend to make transitional improvements to the current model.

How IPM currently operates

6.3 The purpose of IPM is to mainstream consideration of the equality duties throughout all of our policies. This is done by helping Welsh Assembly Government departments to consider how a new or revised policy could affect people in different ways on grounds of race, gender, disability, age, sexual orientation or religious belief (or other belief or non-belief). These effects, whether intentional or unintentional, are referred to as “differential impacts”. If differential impacts are revealed, measures can be taken to remove or reduce negative impacts and maximise opportunities to promote equality.

6.4 Guidance on how to conduct IPM is made available to all staff within the Welsh Assembly Government and it is published on the internet.

6.5 The Assembly Government’s Policy Gateway is the trigger for the first stage of the IPM Equality Impact Assessment to be undertaken. The Policy Gateway is a tool which provides guidance to Welsh Assembly Government staff on the development of policy.

6.6 During the assessment process, we consider the availability and quality of the evidence available to decide the level of likely differential impact the policy may have on any of the equality groups. The quality of the evidence is measured as strong; satisfactory; unsatisfactory or no evidence. The level of likely differential impact is

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measured as low; medium; high or unknown. Should it become apparent that there is a lack of evidence on an issue at any stage, further research can be commissioned.

6.7 It is not always necessary to undertake a Full Impact Assessment. In cases where the evidence indicates that there is no actual or potential differential impact, the decision not to proceed to a Full Impact Assessment is made with the agreement of the Equality and Human Rights Division.

6.8 If the assessment suggests that there is actual or potential significant differential impact on an equality group, or there is an opportunity to promote equality, a Full Impact Assessment is required to identify in greater detail all the implications on each of the equality groups. In addition, all of the Welsh Assembly Government's strategic policies are required to undergo a Full Impact Assessment. This requires the identification of what actions can be taken to remove or minimise any unjustifiable negative differential impacts. Full Impact Assessments and the action plans flowing from them are only signed off with the agreement of the Equality and Human Rights Division. The results of the assessment and the action plans will be published.

6.9 Further information about our IPM process can be found by visiting <http://new.wales.gov.uk/topics/equality/publications/inclusivepolicy/?lang=en>

Application of IPM to this Scheme

6.10 To ensure that we meet our obligations, our Scheme has been reviewed by external consultants who have also supported the development of the departmental action plans. The policies and practices included in the departmental action plans will be subject to the IPM process (see further below on transitional changes to the process) as they are developed and progress through the normal policy making and delivery procedures of the Welsh Assembly Government.

6.11 The result of these assessments will be published on our website. In this way, we will ensure that the activities underpinning our Single Equality Scheme deliver real improvements to eliminate unlawful discrimination and promote equality of opportunity, and are transparent and open to scrutiny by all.

Transitional changes to our IPM process

6.12 As part of our commitment to continuous improvement, we have piloted our IPM process with officials of the Welsh Assembly Government and with partners in the statutory and third sector. An independent review has also provided us with a rich source of information and has helped inform our thinking and our commitment to enhance our model.

6.13 The review report may be found at <http://new.wales.gov.uk/topics/equality/inclusivepolicy/?lang=en>. The key recommendations arising from that review were:

6.13.1 The high level strategic nature of some of the policies in the Welsh Assembly Government should be reflected in the IPM process.

We think it is appropriate that the IPM process should require officials who are working up a policy to identify the linkage (if any) between that policy and the Welsh Assembly Government's Single Equality Scheme high level statements and action plans. Even if there is no such linkage to the IPM process should, in our view, require that the policy undergoes an initial screening for relevance to the general and specific duties (as we intend to apply them across all equality strands) and to identify human rights implications.

All Strategic Welsh Assembly Government policies and practices going through the Policy Gateway will be required to undertake an initial screening for relevance to the general and specific duties and to identify human rights implications. It is likely that most, if not all of these policies will be required to undertake a Full Impact Assessment. We aim to ensure that proportionality is built into the IPM process so that we can ensure that the process will more effectively help us to identify which policies could deliver the best results in terms of meeting the general and specific duties as we intend to apply them across all equality groups. We also aim to ensure that the process will better enable us to identify the human rights implications of the policies we develop and the functions we exercise.

6.13.2 Variation in the way the assessments were completed should be addressed – clarification of the tool and the guidance notes is needed which should include an explanation of the legal requirements.

6.13.3 A more robust fit to meet the statutory equality duties.

The transitional IPM process will require policy makers to follow a structured path which will be published. The process and guidance notes will also emphasise the importance of meeting our statutory, equality and human rights obligations, explain what those are and the initial screening for relevance will be intrinsically linked to our statutory equality duties (as we intend to apply them across all equality groups).

6.13.4 The process would benefit from the addition of a section that directs assessors to identify outcomes that demonstrate how the changes to inclusion may be measured.

A review period will be included following implementation of a policy and/or practice. This will provide an opportunity to identify and address any resulting unintended differential impacts.

6.13.5 Action plans must flow from the evidence in the assessment.

More emphasis will be placed on outcomes. IPM action plans will set out how the findings of assessments, which will emerge from the evidence provided for the purposes of assessments, can be addressed, resolved or mitigated. The revised

IPM will make it clear that it is a living and evolving process that will be subject to review.

6.13.6 A more consistent sequencing of the indicators and criteria for analysis of evidence.

6.13.7 The process would also benefit from:

6.13.7.1 A clearer recognition that the screening stage is about ascertaining relevance supported by evidence that is not a full impact assessment at that point.

The initial stage will focus on screening for relevance to the general and specific statutory equality duties (as we intend to apply them across all equality groups) and human rights implications.

Our guidance will be reviewed to help officials consider more fully how to assess the evidence being considered. For example, research commissioned and published by a government department using a recognised and robust methodology will be awarded a higher rating of confidence than perhaps smaller scale research findings published by a well less known source. We are in the process of developing revised indicators and criteria as part of this process.

6.13.7.2 Input from staff who have a sound understanding of governance and risk management.

Staff with knowledge of governance and risk management are involved in the development and quality assurance process. The guidance will make reference to Welsh Assembly Government governance structures and how IPM can contribute towards risk management,

6.13.7.3 Improved clarity regarding indicators and criteria used in the evidence section.

Indicators and criteria will be amended to include a weighting that reflects the reliability and confidence of the evidence being considered.

6.14 Transitional changes, which will strengthen our Equality Impact Assessment process, will be made in light of the above. Further changes may also need to be made based on feedback we receive from the consultation process and we welcome comments on our proposals or any other comments you wish to make on the way in which the Welsh Assembly Government should carry out Equality Impact Assessments and assessments of human rights implications.

Next Steps

6.15 It is our intention to produce an integrated process that will address the points identified in the review, and we will address all the points identified in 6.13, which will help Welsh Assembly Government departments to consider how the exercise of

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its functions, the development and application of its policies or its practices could affect people in different ways on grounds of race, gender or transgender, disability, age, sexual orientation or religious belief (or other belief or non-belief).

6.16 Importantly we propose to integrate consideration of how we ensure that in the exercise of our functions and the development of our policies and practices we comply with human rights. Our model of equality impact assessment will address:

- Age, disability, race, gender and transgender, religion or belief or non belief and sexual orientation.
- It will also test policies and practices and the exercise of functions for compliance with human rights.
- Make strong links to the policy making process particularly through linking it to our policy gateway.
- Build in a clear feedback mechanism that will ensure that equality impact assessment is seen as a living process that will allow the Welsh Assembly Government to develop and deliver improved policies and practices – it is not a “tick box” exercise.

CHAPTER 7

“It is clear that Welsh Assembly Government is keen to encourage under represented groups to apply for posts within their organisation. However, it is also important to ensure that tokenism is avoided, and also that ‘encouraging better declaration across the equality strands’ does not make employees feel like they are being pigeonholed or tokenised.”

OUR ROLE AS EMPLOYER

7.1 We aim to be an organisation that people want to work for and are proud to be part of. As well as providing a workplace where staff are free from any form of discrimination, the Welsh Assembly Government wants to be able to demonstrate that diversity, in its very broadest sense, is valued.

7.2 Through benchmarking we can demonstrate year on year continuous improvement as an employer against all diversity strands. We continue to maintain a gold standard for gender; a silver standard for race and are just 2% short of silver standard for disability. We also improved from 51st in 2007 to 43rd place in 2008 as the UK top 100 best employer for Lesbian Gay Bisexual equality in the Stonewall Workplace Equality Index.

7.3 We keep expanding our focus and from 2008 will also participate in the age benchmarking and the Trans Workplace Index.

7.4 Progress has also been made in relation to promoting positive attitudes towards disabled people, which resulted in the Welsh Assembly Government being given a Diamond Award by the Employer’s Forum on Disability or organisations excelling in disability best practice in 2007, specifically for the work on recruiting disabled people.

7.5 The number of declared disabled employees more than doubled between 2004 – 2007 from 2.9% to 6.2%. The proportion of disabled staff in the senior civil service grades also rose from 1% to 4.2%. This is as a direct result of working alongside disabled staff to make changes that help to make the working environment an inclusive one.

7.6 We work closely with ‘Access to Work’ to ensure reasonable adjustments are made to assist placement and permanent staff. Disabled people are alerted to our employment opportunities by targeting specific publications, such as ‘Able’, ‘Disability Now’, ‘Remploy’ and ‘Radar’. The Welsh Assembly Government aims to include positive images of disabled people employed in our workforce in our marketing material and ensure that communications comply with the accessible information guidelines, which go beyond the current legal minimum and aim to set an example of best practice across Wales.

7.7 We operate the ‘Positive About Disability’ Scheme, which allows disabled applicants to access a guaranteed interview. Several schemes to help disabled people access employment have been run, including a partnership arrangement with

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Scope. The evaluation of the Scheme indicates that the Welsh Assembly Government has successfully raised awareness of the disabled-positive culture of the Welsh Assembly Government as well as breaking down stereotypes of disabled people among colleagues.

7.8 The number of women recruited externally below senior civil service bands remains higher than men at 58% of the total. The 2007-10 pay settlement provided a deliverable mechanism for addressing one of our key priorities - equal pay. The settlement maintained the momentum generated by the 2001 and 2004 pay awards and built on our commitment to mainstreaming equality and to tackling low pay by providing a system which:

- providing a target rate for each pay band;
- enabling effective performers to reach the target rate in 5 years or less; and allowing staff to accurately predict how their pay will change over time.

7.9 The settlement was also progressive in recognising that the Welsh Assembly Government is a different organisation following merger with Welsh Assembly Government Sponsored Bodies in 2006. The settlement was therefore designed to address pay differentials between staff from different merged organisations. We will continue to assess the impact of the settlement from an equal pay perspective annually.

7.10 Research was commissioned as early as 2005, which focused on both existing and potential employees from a broad range of under-represented groups. As a result of its findings we have been able to tailor our outreach activity and increase the number and range of placement opportunities we offer dramatically in the last 3 years. We offer 12 placement schemes to under-represented groups. Five new non-graduate schemes have been developed since April 2007. Also included are two Women Connect First placement schemes which are aimed at minority ethnic women, a Travellers programme, and Elite Supported Employment Programme for disabled people with learning difficulties, special needs and mental health issues. The increase in the number of minority ethnic applicants being appointed in 2007/8 is viewed as a positive outcome resulting from our outreach activities and placement schemes.

7.11 We offer a range of policies designed to support staff to balance work and home life and deal with personal responsibilities as well as some of life's major events. Our aims in promoting work life balance policies are to demonstrate the value we place on our employees, and to recognise the need for flexibility in the relationship between employer and employee within a context that supports our equality and diversity objectives. Examples of recent policy developments in this area include:

- Statutory Maternity and Adoptive Leave – the maternity and adoption policies were revised to include the new provision for employees to take up to 52 weeks maternity and adoption leave.

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- Mental Health in the Workplace – guidance for employees on managing mental health in the workplace has been developed.

7.12 Practical and regular steps are taken to make staff aware of their equality responsibilities. Equality awareness is included in induction training for all new staff and several specific equality courses are available internally. To raise awareness of the duties, legislation and best practice, specific ‘hot-shot’ sessions have been delivered across all our offices on race, age, disability, sexual orientation and religion and belief or non-belief. Managers are also given tailor-made advice and training as appropriate. Staff competences are contained within a skills framework making it clear that their equality and diversity responsibilities are an integral part of their role.

7.13 We have arrangements in place to monitor whether job applicants, existing employees, those who attained promotion, those who received training, those who undergo grievance or disciplinary procedures and those who leave the Assembly Government are disabled (and other equality strands). In recent years data has been collected manually about staff employed by the Welsh Assembly Government. Before the merger of a number of Assembly Government Sponsored Bodies into the Welsh Assembly Government in 2006, a 93% return on disability, race and gender monitoring, sexual orientation and religion and belief and non-belief was achieved. There is now an electronic system to capture this information alongside an individual’s personal record. This includes information around sexual orientation and religion and belief. This information is reported in our annual employer equality report.

7.14 We collect and maintain data about staff to assist us in development of new policies and services to ensure that we take account of the varying and diverse needs of our organisation and also because we are committed to ensuring that our workforce is reflective of the population of Wales.

7.15 We also monitor staff profile in terms of disability in staff surveys. An example of acting on gathered information is the way senior management consulted with disabled staff about their concerns which arose in the 2008 survey.

7.16 The Welsh Assembly Government and Trade Union Side are committed to working in partnership. Both parties agree that the aims and objectives of the Assembly can best be achieved by management and trade unions working together in a spirit of co-operation. We share the following common goals:

- A commitment to the success of the Welsh Assembly Government and the delivery of a high quality public service for the people of Wales;
- The creation of a working environment in which staff are valued as the Welsh Assembly Government’s most important asset;
- Promoting a workplace culture in which diversity is valued and equality of opportunity is a reality;

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- Establishing the Welsh Assembly Government as a model employer in Wales, for others to follow.

7.17 The Assembly Government will continue to contribute to the civil service wide agenda on mainstreaming equality by sharing and comparing best practice. We will participate in the Diversity Champions Network to monitor and evaluate our progress alongside other civil service organisations.

Our Future Work

7.18 The focus will be on 3 equality outcomes:

- To attract the broadest pool of talent. The key objective is to have a workforce that represents the diversity of the population of Wales. We are close to achieving this at a national level in terms of race and disability and will set targets in the future to reflect local populations as well.
- To ensure that managers at all levels continue to be aware of, and understand their corporate and statutory responsibilities in relation to equality, diversity and human rights. To build on this commitment, there will be requirements for individual staff and managers to demonstrate how they have fulfilled their equality and diversity objectives.
- Build the capability of staff through appropriate learning and development. Specific support will be provided for minority staff through positive action to achieve their full potential.

CHAPTER 8

“It is important to use role models who have the correct experience and are representative of all equality strands, broadly reflecting the diversity of Wales.”

PUBLIC APPOINTMENTS

8.1 Throughout Wales, at local and national level, committees are set up to offer independent advice and provide services in all areas of everyday life. Public appointees sit on these committees and share their experiences and knowledge for their local community or the country as a whole. Although some public appointments need specialist knowledge, many do not, but they all need commitment, time and passion for the subject. Experience of participating in meetings and a keen community spirit is also needed for people who are considering applying for public appointments.

8.2 It is important that the diversity of the people of Wales is reflected in public appointments. This can only be achieved if a wide range of candidates and potential role models are actively encouraged to participate in public life.

8.3 The Welsh Assembly Government takes positive steps to encourage the participation of women, disabled persons and minority ethnic groups in public life. For example disabled candidates can request to be considered for a guaranteed interview scheme, or have the application forms provided in their preferred format, such as large print or Braille.

8.4 Adverts for public appointments are also sent to over 70 organisations who engage with equality groups such as Disability Wales, Equality and Human Rights Commission, Race Equality Councils, Minority Ethnic Women’s Network and Women’s Voice.

8.5 As part of an awareness raising campaign, meetings have been held with organisations to encourage under represented groups to apply for public appointments. This has been supplemented through an advertising campaign, started in February 2008, which features people from under represented groups with a public appointment as role models. Training courses are also available to help potential candidates with the appointment process.

8.6 We are encouraging greater involvement in the public appointment process for selecting key positions in Wales. Recently, public appointment campaigns were held to recruit a Children’s Commissioner and a Commissioner for Older People. A representative panel of children and young people for the Children’s Commissioner, and older people organisations for the Commissioner for Older People were invited to conduct the appointment process in parallel, and in partnership, with the Welsh Assembly Government panels.

“The development of the Welsh Assembly Government’s Single Equality Scheme is welcomed. It is a progressive step and is the best way forward to achieve *real* mainstreaming of equality and diversity issues.”

DEVELOPING AND IMPLEMENTING THE SINGLE EQUALITY SCHEME

Mainstreaming Equality and Human Rights

In developing this Scheme we have focused on integrating the principles of equality, fairness, respect and dignity into Welsh Assembly Government’s day to day work. We want to:

- Build on the commitments made in our previous equality schemes;
- Demonstrate how we are meeting the legal duties concerning equality for disability, gender and race;
- Fully integrate the Scheme with the vision and values of Welsh Assembly Government, that is valuing people, delivering results and achieving excellence;
- Empower different groups across society;
- Ensure we consult and engage with all sections of community to better understand their needs and ensure our policies reflect and address their feedback;
- Assess new policies “taking account of their impact in relation to age, disability, gender and transgender, race, religion and belief and non-belief, sexual orientation, and human rights as they are developed and implemented;
- Monitor and evaluate our progress on an on-going basis, to ensure we are delivering against our priorities, outcomes and actions;
- Share notable practice on equality and human rights.

Working Together

Giving people a stronger voice in public services is at the heart of “Making the Connections”. The Beecham Review “Beyond Boundaries” concluded that more needs to be done in Wales to make public services more citizen centred.

The Welsh Assembly Government is committed to involving the citizens of Wales in the development of the policies, strategies and programmes that we make. The principles of putting people first, working together to deliver improved public services, achieving better value for money and improving and engaging the workforce are key to helping us promote equality of opportunity for the people of Wales.

Engagement and Involvement

We acknowledge the differences in the equality duties requiring the involvement of disabled people in our work as it is being developed, and not just consultation at the end. We will try to extend this principle to all equality strands. We have engaged with our disabled staff group and worked with key organisations to ensure that we have involved disabled people in the development of this Scheme and accompanying action plans.

For the Scheme to reduce inequality and promote equality, it is vital that it is developed through meaningful engagement and genuine involvement with representatives of all of the strands. True consultation and involvement is not a one-off process and must be ongoing. To support this work, and to inform the Single Equality Scheme the people who needed to be involved were involved, in different ways and by using different mechanisms.

Various ways of consulting with people and organisations across the equality strands and the general public were designed. Methods used concentrated on involving the public - individuals and organisations – and staff within the Welsh Assembly Government.

Focus groups, questionnaires, workshops and a well attended stakeholder event are some of the ways that we engaged with people. This ensured that people were able to give some quality time to the equality debate. The engagement generated interest in equality and diversity issues, helped break down barriers, provided networking opportunities and made people seriously consider joint working opportunities both in terms of policy development and service provision.

This engagement generated a rich source of information and comments from across the equality strands. Some of these comments appear below:

“Equality means being able to get along while not letting colour, gender, and religion get between anyone and also to respect each other and celebrate our differences”.

“Keep us informed of progress and achievements; through local newspapers, leaflets/ posters/ brochures, internet/email and exhibitions in community venues”.

“Service providers in *all areas* including health, social services and education should be trained in and more aware of cultural, diversity and equality issues to ensure they meet the needs of the people they serve”.

“Equality and diversity training and awareness raising will help people understand and celebrate the diversity of Wales and promote community cohesion”.

“It is social and physical barriers and not disability that prevents inclusion”.

“The vision for a citizen centered approach to equality that focuses on individual needs on an equal platform is excellent”.

“There should be further work in schools to counter all forms of bullying but specifically homophobic and Islamophobic”.

“I welcome the commitment to link the Welsh language with all the other equality areas”.

“There is evidence of under employment and low pay for some BME groups, and lack of access to inclusive and accessible training and employment for women, older people and people with caring responsibilities”.

It is crucial that the feedback from the consultation process influences and informs Welsh Assembly Government policy decisions in all areas. We have reflected on the issues raised which have influenced the development of Departmental action plans.

Staff Engagement and Involvement

The Welsh Assembly Government values the views and opinions of its workforce and has set up a number of staff networks, with the aim of providing Welsh Assembly Government employees with a forum to raise issues and share their views. These act as a support mechanism for the individual and also as a resource for the organisation in supporting the decisions that we make about staff in the future. Building on the success we have already seen, we are in the process of setting up a Religion and Belief Network. We are also offering mentoring training to network members so that they can support and act as role models to others who join us.

We have already established notable practice and provide dedicated prayer rooms or our staff, a wide range of menu options in staff canteens and targeted employment schemes.

These networks and trade unions within the Welsh Assembly Government have been encouraged to participate in the development of the Scheme in a variety of ways.

An annual survey of staff opinion across the Welsh Assembly Government helps us to identify issues. The staff survey 2008 achieved an overall response rate of 70%, 9% higher than the previous year. Disabled staff had lower than average favourable attitudes to the question about being treated fairly. This has led to action which will include a staff research programme for 2008-09 that will look at key issues identified and put recommendations to the Welsh Assembly Government Management Board.

A staff workshop event was also arranged to provide staff with the chance to consider cross cutting issues, identify joint working opportunities and agree how they could take these forward in their action plans.

Governance

A Steering Group of senior officials from across the Welsh Assembly Government was set up as part of our governance and accountability arrangements for developing the Single Equality Scheme and actions plans.

This Steering Group met on a monthly basis for the period of the project and was responsible for:

- Monitoring and guiding the direction of the Single Equality Scheme;
- Sharing notable practice and advise on key issues as tabled at meetings.

The Steering Group provided updates to the Strategic Delivery and Performance Board to advise them of progress, issues and developments. The Board is chaired by the Permanent Secretary who has overall responsibility for the way the Welsh Assembly Government is run. Other members include Heads of Departments and Non Executive Directors.

The Board is responsible for providing visible and effective leadership to the organisation and sets its priorities and direction.

A group of people from the Third and public sectors, together with Welsh Assembly Government staff, also met to provide an external view as the Single Equality Scheme developed. Their terms of reference were to:

- Help inform development and implementation of the Scheme;
- Debate and challenge proposals for the Scheme;
- Share good practice; and
- Advise on translating stated objectives through into service delivery.

Monitoring Progress

We will monitor progress in line with equality duties and publish regular update reports.

Each Welsh Assembly Government department has responsibility for its action plan at Director level. It will report its progress, with Equality Champions playing a key role working with Equality Leads in the Equality and Human Rights Division. We will review the effectiveness of the action plans in preparing subsequent schemes.

Once published, the Scheme and action plans will be monitored and an update posted on the Welsh Assembly Government website every six months. The action plans contain measure of progress plus timelines.

An Equality Report is published annually. This outlines progress on integrating equality within all aspects of the Welsh Assembly Government's work.

In 2008, Welsh Ministers will publish the very first report on the implementation of the Disability duty across all public bodies in Wales. Developments will be reviewed and a report published every three years.

Publishing Results

We are required to set out arrangements for publishing the results of its assessments, consultations and monitoring. In the case of proposed new policies, this means setting out the arrangements for publishing the assessment and consultation results to determine the likely impact of policies on the promotion of race equality. The results of all assessments and monitoring of all policies for the impact on all equality strands through the Inclusive Policy Making process will be available from the Welsh Assembly Government website when completed.

The Welsh Assembly Government's website contains a wide range of information about the Welsh Assembly Government and what it does. The Publication Scheme explains how to find out what information is published by the Welsh Assembly Government, and how to access a copy of it. Further information about the Publication Scheme is available by emailing assembly-publications@wales.gsi.gov.uk or by phoning the publications centre on 029 2082 3683.

Making a Success of the Single Equality Scheme

Our aim is to be very good at what we do. However, we recognise that the goals we have set ourselves within this document are going to be hard to achieve and that a few will take longer than three years to complete. The Single Equality Scheme, whilst continuing our work on equality, is evolving the way we do business.

In practice, this means that our Inclusive Policy Making process will include age, disability, gender and transgender, race, religion and belief and non-belief and sexual orientation together with human rights.

Multi-strand working requires a move away from the legacy of single strand working. This can be challenging, given the relative inexperience of working across all strands by policy makers, service deliverers and equality bodies. There have been differences of approach to addressing inequality between the "strands", and there are differences in the data being gathered.

We appreciate the challenges that arise from implementing the Duties. We will support departments to share their thinking, values and actions with each other in the pursuit of tackling cross cutting issues and achieving shared outcomes.

As part of our ongoing development of the Single Equality Scheme we are committed to further developmental work on cross or multi strand working with our partners in the Third, statutory sector and the Equality and Human Rights Commission. .

The Welsh Assembly Government's vision is for:

- A world class Wales, where the richness of our culture is celebrated;
- A modern Wales, with a vibrant economy where every individual's unique contribution is enabled and valued;
- An inclusive Wales, where freedom, choice, dignity and respect are the cornerstone of the way we live;
- A sustainable Wales, where the natural environment is clean, healthy, biologically diverse and valued by the people of Wales, and where environmental inequalities have been addressed and overcome.

For the Scheme to be successful we will need the help of all our partners in the public and Third Sector. This is why our action plans show who we need to work with to deliver our actions effectively.

The Scheme's action plans show what we are going to do and how we are going to do it. They will be subject to the procedures and monitoring systems of the Welsh Assembly Government. We are exploring how best to involve stakeholders to hold the Welsh Assembly Government to account for the commitments made, and to increase involvement and ownership in the Single Equality Scheme.

CONSULTATION INFORMATION

A wide ranging consultation process was designed and implemented for consultation on the priorities for the Single Equality Scheme. The Scheme and its departmental action plans take account of issues/views which have been raised through the various communication channels that were available during the consultation.

We have actively engaged with disabled people and representative organisations as follows:

- We invited representatives of national organisations to join our External Advisory Forum Panel steering group which aimed to help inform the development of the draft Scheme.
- We set up meetings with representatives of national organisations such as Disability Wales, to ask them to help us consult with disabled people and encourage them to provide us with their comments.
- We consulted with disabled people through a range of ways – attendance at workshops, conferences and public events, working with a focus group of parents and carers of disabled children and young people from minority ethnic communities and one to one meetings.
- We presented the draft scheme to the Welsh Assembly Government Disabled Staff Network.

Below is a list of the key contacts/consultation events that were held during the consultation on the Single Equality Scheme. We also received 68 formal written responses from key stakeholders across Wales

Focus Groups

Council for Education in World Citizenship:	-	Young People
Torfaen Rainbow Group:	-	LGBT Young People
ABCD:	-	BME Parents/carers of Disabled Children
Race Equality First:	-	BME communities
Women Connect First:	-	BME mixed Gender
	-	Interfaith
	-	Gender
Penygarn Primary School	-	Children

Workshops

Swansea City Council Directors and Service Heads
Vale of Glamorgan Equalities Network
Stonewall Cymru Annual Conference

General Consultation with Groups

Health and Social Care Directorate Meeting
Cardiff Equalities Group
CEMVO Wales Single Equality Scheme Consultation Group

Displays at Conferences/Events

TUC Social Partnership Conference, Cardiff
Community Health Councils Wales Annual Conference
Stonewall Cymru Conference
Disability Pride
Welsh Assembly Government offices

Questionnaires

Cardiff Citizen Panel
Newport Citizen Panel
Swansea Citizen Panel
Vale of Glamorgan Citizen Panel
Torfaen Carers and Users Forum
Torfaen Health Social Care and Wellbeing Network
Sandowne Court Sheltered Housing Scheme

Networks/Events/Meetings Documents promoted at

Cardiff University
Newport University
BVSN Human Rights Event
Torfaen Health Social Care and Wellbeing Network
Torfaen Users and Carers Forum
Women's Staff Network, WAG
MESN Staff Network, WAG
RNID Events – Wrexham and Gwent
Older People Sheltered Housing Group - Cardiff
BVSN Gypsy/Traveller Young People in Bangor Gwynedd and Anglesey Gypsy Traveller Forum, Rhayader
Children and Young People Partnership Co-ordinators Network
Constituents of National Federation of Women's Institutes
Constituents of Women Making a Difference
BSL Futures Board Deganwy
WVCA Equalities Coalition Network
Ministerial meeting with the Swansea BME community
Cardiff Roundtable Event
SENSE
Welsh Assembly Government Disability Awareness and Support (DAAS) Group
North Wales Equal Opportunity and Diversity Group

Welsh Assembly Government

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Welsh Assembly Government Minority Ethnic Staff Network
Welsh Assembly Government Rainbow Group
Welsh Assembly Government Women's Group
Welsh Assembly Government Cardiff, Merthyr and Aberystwyth Reception areas

Stakeholder Event

3 June 66 participants

Meetings

Welsh Local Government Association
Partnership Unit, WLGA
Vale of Glamorgan County Borough Council
NHS Centre for Equality and Human Rights
University of Glamorgan
Equality and Human Rights Commission
Community Health Councils in Wales
Children's Commissioners Office
Children in Wales
LGBT Excellence Centre Wales
Chwarae Teg
Cytun
Interfaith Swansea
Wales Council for Voluntary Action
TUC
VALREC
Women Connect First
Welsh Refugee Council
Council of Ethnic Minority Voluntary Sector Organisations (CEMVO)
Black Voluntary Sector Network Wales
Carers Wales
Help the Aged
Age Concern
Ethnic Business Support Programme (EBSP)
Arfon Access Group, Carmarthen
Ceredigion Access Group
Torfen Access Group
Welsh Council for the Deaf
Welsh Council for the Blind
Disability Wales
Save the Children
Herbert Thompson Primary School, Cardiff
Penygarn Community School, Torfaen
Council for Education in World Citizenship
Gwent Disability Advice Project
African Communities Centre in Wales
Various Welsh Assembly Government Departments

CONSULTATION INFORMATION

**Attendance list for the Single Equality Scheme Consultation Stakeholder Event
– June 3rd 2008**

Age Concern Cymru
African Communities Centre in Wales/South Wales Policy
All Wales Ethnic Minority Association (AWEMA)
Barnardos Cymru
Black Voluntary Sector Network Wales
Carers Wales
Children in Wales
Chwarae Teg
Community Health Council
Cytun Churches Together in Wales
Deaf Association Wales
Disability Arts Cymru
Disability Wales
Equalities and Human Rights Commission
Equality and Diversity Consultancy
Ethnic Business Support Programme (ESBP)
Funky Dragon
Help the Aged
Melin Homes Ltd
MIND Cymru
Muslim Council Wales
NCH Cymru
Penygarn Community Primary School
Race Equality First
Reddenhill Consultancy
RNID Cymru
Save the Children
Somali Integration Society (SIS)
South East Wales Racial Equality Council (SEWREC)
South Wales Jewish Community
Stonewall Cymru
Swansea Bay REC
Tai Pawb
Velindre NHS Trust
Wales Council for the Deaf
Wales TUC
Welsh Assembly Government
Welsh Council for Voluntary Action
Welsh Local Government Association
Welsh Refugee Council
Women Connect First
Women's Voice
Women's Workshop

BACKGROUND TO DEPARTMENTAL ACTION PLANS

We have developed our action plans using the template adopted by the Equality and Human Rights Commission. We have aimed to produce SMART action plans, that is Specific, Measurable, Achievable, Realistic and Timely.

Our action plans are set out by department, but we intend to progress to a more thematic approach. To help us achieve that, departments have worked together to identify common priorities and outcomes and cross cutting themes where they can work together during the life of this Scheme. This is identified in the action plans themselves.

The action plans set out which equality strands are relevant to the outcome and in some cases, more than one strand will be relevant.

The Welsh Assembly Government has certain legal obligations under the three general duties to promote equality in the areas of disability, gender and race.

To make it clear how each of the actions in our plan are linked to one or more parts of the equality duties, we have numbered each part of each equality duty. These are listed below. Against each action in the plan there is a column showing which part of the general duties the action refers to.

The race equality duty requires that, in exercising our functions, we have due regard to the need to:

1. Eliminate unlawful racial discrimination.
2. Promote equality of opportunity between people of different racial groups.
3. Promote good relations between people of different racial groups.

The disability equality duty requires that, in exercising our functions, we have due regard to the need to:

4. Eliminate unlawful disability discrimination.
5. Eliminate harassment of disabled people that is related to their disabilities.
6. Promote equality of opportunity between disabled people and others.
7. Take steps to take account of disabled people's disabilities, even where that involves treating them more favourably than others.
8. Promote positive attitudes towards disabled people.
9. Encourage participation by disabled people in public life.

The gender equality duty requires that in exercising our functions, we have due regard to the need to:

10. Eliminate unlawful sex discrimination.
11. Eliminate harassment.
12. Promote equality of opportunity between men and women.

Departmental Action Plans

ANNEX 4

Departmental action plans have been prepared by the following departments:

Constitutional Affairs, Equality and Communications (CAEC)
Children, Education, Lifelong Learning and Skills (DCELLS)
Environment, Sustainability and Housing (DESH)
Economy and Transport (DE&T)
Health and Social Services and Public Health and Health Professionals (DHSS & DPHP)
Public Service and Performance (DPSP)
Heritage
Human Resources (HR)
Rural Affairs (RA)
Social Justice and Local Government (SJ&LG)

The action plans can be found on the Welsh Assembly Government's website at:

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

If you would like a hard copy of the action plans please contact:

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Welsh Assembly Government
Room 3.13
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ANNEX 5

THE LEGAL BACKGROUND

Promoting Equality – Our Statutory Duties

The Government of Wales Act 2006 (section 77) places a legal duty on the Welsh Assembly Government to make arrangements with a view to securing that its functions are exercised with due regard to the principle that there should be equality of opportunity for all people. To the extent that this scheme applies the principles of our statutory general gender, race and disability duties (see below for information about these duties) to equality in the areas of age, religion and belief or non-belief, sexual orientation and transgender, it is an arrangement under the section 77 duty.

The Human Rights Act 1998 brings the main rights and freedoms (“the Convention Rights”) set out in the European Convention on Human Rights (ECHR) into UK law and sets out the legal responsibilities of public authorities in relation to those. The Government of Wales Act 2006 provides that the Welsh Assembly Government has no power to act in a way which is incompatible with the Convention Rights. This means that the Welsh Assembly Government has to act in a way which accords with those Rights when exercising all of its functions, including the way in which public service policies are designed and delivered.

The Gender Equality Duty

From 6 April 2007, the Equality Act 2006 amended the Sex Discrimination Act 1975, creating a general gender equality duty which requires public authorities, when carrying out functions of a public nature, to have due regard to the need:

- to eliminate unlawful discrimination and harassment; and
- to promote equality of opportunity between men and women.

The Sex Discrimination Act 1975 (Public Authorities) (Statutory Duties) Order 2006 also introduces specific duties requiring a number of public bodies to develop a Gender Equality Scheme setting out, among other things, how they will fulfil their general gender equality duty.

The Welsh Assembly Government published a Gender Equality Scheme in 2007. This scheme has now been replaced by this Single Equality Scheme.

The Disability Equality Duty

The Disability Discrimination Act 1995 (as amended by the Disability Discrimination Act (2005) is intended to drive forward a culture of positive change across the public sector and in doing so remove many of the barriers disabled people encounter in their daily lives. The amended Act imposes a

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general duty on public authorities, when carrying out their public functions to have due regard to:

- The need to eliminate discrimination that is unlawful under the Disability Discrimination Act 1995;
- The need to eliminate harassment of disabled persons that is related to their disabilities;
- The need to promote equality of opportunity between disabled persons and other persons;
- The need to take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons;
- The need to promote positive attitudes towards disabled persons; and
- The need to encourage participation by disabled persons in public life.

In addition, the Welsh Assembly Government is also subject to specific duties under The Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005 which state that a public authority should:

- Publish a Disability Equality Scheme demonstrating how it intends to fulfil its general and specific duties.
- Involve disabled people in the development of the Scheme.

The scheme should include a statement of:

- The way in which disabled people have been involved in the development of the scheme;
- The authority's methods for impact assessing its policies and practices;
- Steps which the authority will take towards fulfilling its general duty (the 'action plan');
- The authority's arrangements for gathering information on the effect of its policies and practices on disabled persons, particularly in relation to recruitment and employment and where appropriate, its delivery of education and its services and other functions;
- The authority's arrangements for putting the information gathered to use, in particular in reviewing the effectiveness of its action plan and in preparing subsequent Disability Equality Schemes;
- A public authority must, within 3 years of the scheme being published, take steps set out in its action plan (unless it is unreasonable or impracticable to do so) and put into effect the arrangements for gathering and making use of information;
- A public authority must publish a report containing a summary of the steps taken under the action plan, the results of its information gathering and the use to which it has put the information.

The Welsh Assembly Government published a Disability Equality Scheme on 4 December 2006. This scheme has now been replaced by this Single Equality Scheme.

Race Equality Duty

The Race Relations (Amendment) Act 2000 amended the Race Relations Act 1976 to impose a general duty on specified public authorities.

The general duty requires that, in carrying out its functions, the Assembly Government shall have due regard to the need:

- To eliminate unlawful racial discrimination; and
- To promote equality of opportunity, and promote good relations between persons of different racial groups.

A series of specific duties has also been created which require public authorities to establish a proactive approach to race equality. This includes preparation of a Race Equality Scheme, which should set out those of the authority's functions, policies and proposed policies which the authority has assessed as relevant to the general duty.

The Scheme must also set out the authority's arrangements for:

- Assessing and consulting on the likely impact of proposed policies on the promotion of race equality;
- Monitoring policies for adverse impact on the promotion of race equality;
- Publishing the results of assessments, consultation and monitoring
- Ensuring that the public have access to information and services provided by the authority;
- Training staff in connection with the general and specific duties; and
- Reviewing the assessment of functions, policies and proposed policies every 3 years.

In addition, the Assembly Government has the following employment-related specific duties which include:

- Monitoring, by racial group, the numbers of applicants for employment, training and promotion;
- Monitoring, by racial group, the numbers of staff who: are in post; receive training; benefit from, or suffer detriment, as a result of the Assembly's performance assessment procedures; are involved in grievance or disciplinary procedures; or cease employment with the Assembly; and
- Publishing, each year, the results of employment monitoring.

The Welsh Assembly Government published a Race Equality Scheme in 2005. This Scheme has now been replaced by this Single Equality Scheme.

Equality Act 2006

The Equality Act received Royal Assent on 16 February 2006. Its main provision is the establishment of the Commission for Equality and Human Rights from October 2007. The Commission will take on the work of the existing three equality Commissions and promote an understanding of the importance of equality, human rights and good relations.

Future Equality Legislation

There is much legislation around equality, and there has been a commitment to harmonise and rationalise the different laws. A Single Equality Bill has been announced which will begin its passage through Parliament in the next session. The aim of the Equality Act will be to assist in making progress towards a fair and equal society. There will be a single Act to replace the different legislation for different equality “strands”. It is intended to make it easier for people to know their rights and obligations.

Glossary of terms and abbreviations used in this document and the action plans.

Belief – Includes non-religious worldviews such as humanism which are considered to be similar to a religion

Bisexual - A person who is sexually attracted to people of either sex (man or woman)

BME, Black and Minority Ethnic - People of an origin or country who may or may not be black but are statistically and visibly fewer in number than the majority white population either locally or nationally.

Community Cohesion - The agreed UK definition states that community cohesion is what must happen in all communities to enable different groups of people to get on well together. A key contributor is integration which must happen to enable new residents and existing residents to adjust to one another.

Diversity - The difference in values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientations, skills, knowledge and life experiences of each individual in any group of people.

Direct Discrimination – Treating a person less favourably unrelated to the merit, ability or potential of a person or group are used as explicit reasons for discriminating against them.

Disability – The Disability Discrimination Act 2005 defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

Disability Discrimination – The Disability Discrimination Act states that a person is disabled if they have a mental or physical impairment that has an adverse effect on the ability to carry out 'normal day-to-day' activities, and this adverse effect is substantial and long-term (12 months or more)

Discrimination - Occurs when an individual or group of people is treated less favourably than others because of factors unrelated to their merit, ability or potential.

Duty – A mandatory and legal obligation

EHRC – Equality and Human Rights Commission

Equal Opportunities – The principle of equal treatment of all employees or candidates for employment, trainees or students, irrespective of 'race', religion/belief or non-belief, gender, age, sexual orientation or disability

Equality – Is not about treating everyone the same. It is about making sure that no-one is disadvantaged in getting what they need. Equality is about a fairer society, with people being able to achieve their maximum potential.

Equality Act 2006 – The legislation which legally created the Commission for Equality and Human Rights and introduced the Gender Equality Duty

Equality Impact Assessment – A detailed and systematic analysis of the potential or actual effects of a policy or practice, provision or criterion to ascertain whether it has a different impact on identifiable groups of people. It is an anticipatory process that allows organisations to predict possible barriers faced by equality target groups. A judgement of adverse impact is made if the impact of a policy disadvantages one or more equality target group. Steps then have to be taken to mitigate this adverse or negative impact.

Ethnic group – A group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.

Gay man - A man with a sexual orientation towards other men.

Gender - A concept that refers to the social differences between women and men that have been learned are changeable over time and have wide variations both within and between cultures.

Gender Identity - A person's sense of identity is often defined in relation to the categories of male and female. It is important to note that not everybody identifies only with one gender, or may identify with the opposite identity to which they have been biologically born (male or female).

Gender Reassignment - A medical process whereby an individual undertakes medical treatment to enable transsexual people to alter their bodies to match their gender identity.

General Duty – The duty is an obligation given to public authorities and those providing public services, to pay due regard to eliminate sex discrimination and harassment and promote gender, race, age and disability within their policies, services and employment

Harassment – Unwanted conduct that humiliates, seeks to violate dignity, intimidates or creates an offensive working environment. It can take the form of bullying, unwanted sexual advances, offensive jokes/banter and derogatory remarks

Hate Crime – An offence committed against another person, with the specific intent to cause harm to that person due to their race, gender, sexual orientation, religion, age, disability or culture.

Human Rights - The Convention Rights that are set out in Section 1 of the Human Rights Act 1998. This includes the right to life, to be free from torture, inhuman or degrading treatment; to be free from slavery; to liberty; to a fair trial or fair hearing; to

respect for your private and family life and your home; and correspondence; to respect for freedom of thought, conscience and religion; freedom of expression; freedom of association and assembly; to marry and have a family; to peaceful enjoyment of possessions; not to be denied the right education; free elections and not to be discriminated against in the enjoyment of any of these rights.

Inclusive Policy Making – As Equality Impact Assessment.

Indirect Discrimination – Applying a criterion, provision or practice that disadvantages people of a particular ‘racial group’, gender, disability, sexual orientation, age or religion/belief or non-belief.

Lesbian - A woman with a sexual orientation towards another woman.

LGBT - Acceptable acronym for lesbian, gay, bisexual and transgender.

Mainstreaming – The Standing Committee on Equality of Opportunity defined Mainstreaming Equality as “the integration of equality of opportunity principles, strategies and practices into the every day work of the Assembly and other public bodies.

Monitoring - This means both collecting numbers and assessing statistics and also more widely, regular consultation with those affected by a policy to see how well it is working.

Outcome – The changes, benefits or learning which results from what an organisation or project offers or provides.

Policy Gateway – This is a process designed to help ensure that Welsh Assembly Government makes sustainable, made in Wales policies that take into account and deliver against all of the Government’s statutory duties.

Policies and Practices – This is the term sometimes used in legislation to describe the activities that are undertaken by the Welsh Assembly Government. In this context we mean the policies and action plans we develop and the programmes, initiatives and strategies that we deliver as part of our day to day work.

Positive Action – The lawful means by which an organisation can take steps that actively encourage particular groups of people into work, education or training. Such encouragement can exclude other groups but this is entirely lawful if the action taken is designed to counteract the historic legacy of discrimination against the encouraged group in question.

Prejudice - Many people have prejudices or a faint dislike of people or groups. However, being prejudiced against a person or persons becomes very serious if that prejudice has an effect on the way that person is treated. Once a prejudicial thought is translated into a deed it becomes an act of discrimination.

Race Relations Act – The Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000.

Racism - Racism is when a person holds beliefs or attitudes that people from a different race, ethnic group or skin colour from themselves is either biologically, intellectually, or physically inferior to themselves.

Religion – Includes majority and minority religions such as Islam, Christianity, Sikhism, Judaism and Zoroastrianism. In order to be protected under the Equality Act 2006, a religion must be recognised as being cogent, serious, cohesive and compatible with human dignity.

Sexual Orientation - The term that indicates sexual attraction to person's of the the same, opposite or same and opposite sex.

Specific Duties – A set of duties that contribute to meeting the General duty; i.e., those relating to the race, disability and gender duties.

Statutory – Something that has been approved by Parliament or the Welsh Assembly Government and that legally has to be done.

Transgender - An all encompassing term to cover transsexuals, transvestites and cross-dressers. More specifically it can refer to someone who experiences 'gender disphoria' between their sexed body and society's construction of gender role. Can also refer to someone who consciously 'plays with' gender/sex role norms. A transgender person may or may not choose to alter their bodies with hormone therapy or surgery.

Transsexual - Term for a person who feels a consistent and overwhelming desire to fulfill their life as a member of the opposite sex.

Victimisation – Treating someone less favourably because they have brought or are bringing proceedings for discriminatory behaviour or given information or assisted the victim of discrimination in connection with such proceedings.

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The Scheme and supporting documents are also available alternative formats, in large font, Braille and audio. If you would like any information in an alternative format please let us know using the contacts above.