Welsh Government

Consultation Document

Welsh Government Draft Equality Objectives for 2016-2020

Date of issue: 20/04/2015
Responses by: 10/07/2015
What we would like you to tell us

Consultation
Response Form

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Responses to consultations are likely to be made public, on the internet or in a report. If you would prefer your response to remain anonymous, please tick here: □
Current Strategic Equality Plan Objectives – 2012 - 2015

Section A

The current Equality Objectives are listed below with questions we would like you to consider. It is your opportunity to shape the Welsh Government’s Equality Objectives in the next four-year Strategic Equality Plan (2016-2020). We know many areas of inequality are deeply entrenched and will take many years to eradicate. For this reason, you may feel the priorities have not changed since 2012 and we therefore seek your views on whether the existing Equality Objectives should remain or change and/or whether we should include other priorities.

Objective 1

*Strengthen advice, information and advocacy services to help people with protected characteristics understand and exercise their rights and make informed choices.*

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?

The WLGA supports the continuation of Objective 1. Advice, information and advocacy for people with protected characteristics will help them understand their rights but also support them to help inform and shape public services and policies. This Objective is consistent with expectations as set out in the Social Services and Wellbeing (Wales) Act and Housing (Wales) Act. Collaborative work at both national and local levels, between statutory and third sector partners, would help achieve this objective.
Objective 2
Work with partners to identify and address the causes of the gender, ethnicity and disability pay and employment differences.

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?

The WLGA supports the continuation of Objective 2. Local authorities have made progress on job evaluations during recent years and the WLGA would support councils in attracting more under-represented groups into particular occupations and more senior grades. Local authorities will continue to promote good practice and work with partners to help them address the issue of employment and pay differences.

Objective 3
Reduce the numbers of young people not in education, employment or training (NEET).

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?

The WLGA supports the continuation of Objective 3.

The collective efforts of partners, notably local authorities, have seen the percentage of young people NEET 16 – 18 and 19 – 24 reduce over the last few years and there have been lots of initiatives aimed at tackling the issue. It is important to maintain the progress across NEETs generally, but there may be scope for more analysis and targeted action (where necessary) for NEETs from particular protected characteristic groups.

Objective 4
Reduce the incidence of all forms of violence against women, domestic abuse, ‘honour’ based violence, hate crime, bullying and elder abuse.

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?
Objective 5
*Tackle barriers and support disabled people so that they can live independently and exercise choice and control in their daily lives.*

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?

The WLGA supports Objective 5.

Whilst the overarching objective remains relevant, the focus of any supporting activity may need to be reviewed in light of the impact of the Independent Living Framework and the wider reforms of the Social Services and Wellbeing (Wales) Act 2014.

Objective 6
*Put the needs of service users at the heart of delivery in key public services, in particular health, housing and social services, so that they are responsive to the needs of people with protected characteristics.*

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?
Objective 7

Improve the engagement and participation of under represented groups in public appointments.

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?

The WLGA endorses this objective and is leading work around Diversity in Democracy ahead of the 2017 local elections and is supporting wider campaigns such as Women in Public Life.

Objective 8

This objective looks at equality barriers internally for Welsh government staff.

Create a more inclusive workplace that promotes equality of opportunity for staff with protected characteristics through improved employee engagement and increase awareness of learning and development opportunities that are accessible to all staff.

1. Do you think this issue should continue to be prioritised in an equality objective for the Welsh Government in 2016-20?
2. If yes, do you think it needs to be updated and if so, how?
3. If you think it is no longer a priority as an equality objective, why is this?
Do you think there should be any other Equality Objectives, either instead of or in addition to the ones in our current Strategic Equality Plan? If so, what should those objectives be?

The Welsh Government may wish to consider whether the Equality Objectives should be refocused or added to in light of the aspirations and goals as set out in the Wellbeing of Future Generations (Wales) Act 2015.

We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to record them.

Please enter here:

Section B

We also want your views on the main issues and difficulties faced by individuals in Wales today, in relation to those with the protected characteristics set out in the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation). Your views will help the Welsh Government identify where action needs to be focused and feed into the development of the Equality Objectives which will make a difference to people’s lives.

The WLGA has not answered the questions in Section B, as the views of service users, the public and the specific experiences of people from protected characteristic groups would be more relevant to inform policy. The WLGA would therefore welcome the Welsh Government sharing a summary analysis of the consultation responses in due course.
Some commonly reported areas of concern are outlined below. Please feel free to give additional examples of issues / difficulties people may experience in the comments section provided.

1a In which of these areas do you think people in Wales face issues / difficulties because of their age?

<table>
<thead>
<tr>
<th>Area</th>
<th>Yes / No</th>
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<tbody>
<tr>
<td>Health</td>
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<tr>
<td>Education</td>
<td></td>
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<tr>
<td>Housing</td>
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<tr>
<td>Access to transport</td>
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<tr>
<td>Crime &amp; Criminal Justice</td>
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<tr>
<td>Ability to influence decisions which affect themselves</td>
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<tr>
<td>Social &amp; leisure</td>
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<tr>
<td>Access to Care &amp; Support</td>
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<tr>
<td>Employment</td>
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<tr>
<td>Other (please specify)</td>
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</tbody>
</table>

1b Please explain why you think this:


2a In which of these areas do you think people in Wales face issues / difficulties because they are disabled?

<table>
<thead>
<tr>
<th>Area</th>
<th>Yes / No</th>
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<tbody>
<tr>
<td>Health</td>
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<td>Employment</td>
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<tr>
<td>Other (please specify)</td>
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</tbody>
</table>

2b Please explain why you think this:


3a In which of these areas do you think people in Wales face issues / difficulties because of gender reassignment?
3b Please explain why you think this:


4a In which of these areas do you think people in Wales face issues / difficulties because of marriage and civil partnership?

Health yes / no
Education yes / no
Housing yes / no
Access to transport yes / no
Crime & Criminal Justice yes / no
Ability to influence decisions which affect themselves yes / no
Social & leisure yes / no
Access to Care & Support yes / no
Employment yes / no
Other (please specify): .................................................................

4b Please explain why you think this:


5a In which of these areas do you think people in Wales face issues / difficulties because of pregnancy and maternity?

Health yes / no
Education yes / no
Housing yes / no
Access to transport yes / no
Crime & Criminal Justice yes / no
Ability to influence decisions which affect themselves yes / no
Social & leisure yes / no
Access to Care & Support yes / no
Employment yes / no
Other (please specify): .................................................................
Access to transport  yes / no
Crime & Criminal Justice yes / no
Ability to influence decisions which affect themselves yes / no
Social & leisure yes / no
Access to Care & Support yes / no
Employment yes / no
Other (please specify): ..............................................................

5b Please explain why you think this:

6a In which of these areas do you think people in Wales face issues / difficulties because of their race?

Health yes / no
Education yes / no
Housing yes / no
Access to transport yes / no
Crime & Criminal Justice yes / no
Ability to influence decisions which affect themselves yes / no
Social & leisure yes / no
Access to Care & Support yes / no
Employment yes / no
Other (please specify): ..............................................................

6b Please explain why you think this:
7a In which of these areas do you think people in Wales face issues / difficulties because of their religion, belief and/or non-belief?

- Health: yes / no
- Education: yes / no
- Housing: yes / no
- Access to transport: yes / no
- Crime & Criminal Justice: yes / no
- Ability to influence decisions which affect themselves: yes / no
- Social & leisure: yes / no
- Access to Care & Support: yes / no
- Employment: yes / no
- Other (please specify): .................................................

7b Please explain why you think this:


8a In which of these areas do you think people in Wales face issues / difficulties because of their sex (gender)?

- Health: yes / no
- Education: yes / no
Housing  yes /
no
Access to transport  yes /
no
Crime & Criminal Justice  yes /
no
Ability to influence decisions which affect themselves  yes /
no
Social & leisure  yes /
no
Access to Care & Support  yes /
no
Employment  yes /
no
Other (please specify): ............................... 

8b Please explain why you think this:

9a In which of these areas do you think people in Wales face issues / difficulties because of their sexual orientation?

Health  yes /
no
Education  yes /
no
Housing  yes /
no
Access to transport  yes /
no
Crime & Criminal Justice  yes /
no
Ability to influence decisions which affect themselves  yes /
no
Social & leisure  yes /
no
Access to Care & Support  yes /
no
Employment  yes /
no
Other (please specify): ............................... 

9b Please explain why you think this:
10. **In relation to the issues / difficulties you have identified, what would be the one thing the Welsh Government could do which would make the biggest difference?**