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Cymru

**Future  
Generations**  
Commissioner  
for Wales

# The Future Generations Report 2020



**Let's create the future together**



Chapter 3  
**Progress against the  
well-being goals**

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# Future Generations Report 2020

## Progress against the well-being goals: A more Equal Wales

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# A More Equal Wales

Equality is everyone's issue. Despite progress in some areas, such as increases in employment, a narrowing of educational attainment gaps for some, and an increase in levels of political participation, we still see levels of inequality that are frankly unacceptable in the 21st century. There is a lot still to do in Wales to ensure everyone is free from discrimination and can enjoy their basic human rights.

This chapter focuses on how key challenges affect certain groups (those listed in the Equality Act 2010) but also recognises intersectionality which is understanding the way in which characteristics such as gender, race or disability can interact and increase disadvantage in specific situations.

This chapter also aims to reinforce the importance of an equity model, which is explained in Chwarae Teg's report '[Deeds not Words](#)' as "the quality of being fair, which can require treatment that is not the same in order to ensure a fair outcome for all. This approach recognises that there are structural inequalities that could prevent people from participating in the first place and therefore action may be required to tackle these inequalities so that people are able to compete equally".



**“A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic circumstances).”**

The Well-being of Future Generations Act (2015)

**“I speak not for myself but for those without voice... those who have fought for their rights... their right to live in peace, their right to be treated with dignity, their right to equality of opportunity, their right to be educated.”**

Malala Yousafzai

**“The rich are getting richer, the poor are struggling to make ends meet and we have a huge social divide... There are decent, hardworking people who deserve better than this. We need more equality: gender, colour, ethnicity. All are to be treated with equality, and that's right.”**

People's Platform



## Vision for a more equal Wales in 2050

**“Diversity is a resource, not a drain”**

Rocio Cifuentes, Ethnic Minorities and Youth Support Team

**“Together we can help create a world where all individuals, regardless of who they are or what challenges they face, have a fair and just opportunity to be as healthy and free as possible.”**

People’s Platform

My vision of a more equal Wales is that everyone in Wales will have a fair chance in life to prosper and thrive, regardless of their background or circumstances.

People will enjoy flexible and fair work that is future-proofed for the global economy, lifting people out of poverty and enabling them to reach their potential. Intergenerational poverty will be a thing of the past and our salaries will no longer be seen as a measure of our value. ([A Prosperous Wales](#))

Schools will teach us skills for life, and we will spend more time being creative and learning transferrable skills. Schools will have also addressed entrenched inequalities through prevention programmes and addressing existing attainment gaps. Technology will be accessed by all and will free up more time for us to do the things we enjoy. People will be empowered by a sense of purpose to do the things that matter to them, employers will value life-long learning and there will be equality of access to all careers. ([A Prosperous Wales](#) and [A Wales of Cohesive Communities](#))

According to the Global Gender Gap Report, [Iceland](#) is the most gender-equal country in the world for the 11th time in a row, having closed almost 88% of its overall gender gap.

[Rwanda](#) is [one of the world leaders in gender equality](#). At 86% it has one of the highest rates of female labour force participation in the world and women earn 88 cents for every dollar that men do (which is high in comparison to other countries).

British rapper Stormzy set up two scholarships to support Black British students to study at [Cambridge University](#); and funded the tuition fees and living expenses of a further two students. Since this started, the University have stated that they have “seen an increase in the number of Black students engage in its outreach activities and enquire about courses” thus leading to an increase in the number of applications. For the first time, Cambridge’s total number of Black students entering as undergraduates is over 200.

Karlie Kloss is a female role model who encourages young women to pursue careers in technology fields through her Kode with Klossy programme, and Professor Sue Black OBE founded #techmums which equips women with the digital skills they need to navigate the workplace of the future.

[Denmark](#) have pioneered the Forest School movement, where staff and children spend their time outdoors, usually in woodland, and the emphasis is on playing with found objects rather than commercial toys. Supporters of the movement say it improves physical coordination, mental well-being and encourages children to be self-reliant.



The role of natural resources in supporting a more equal Wales will be recognised across society, including the importance of equitable access to quality open space and environments to live in, and education that integrates eco and nature literacy. Our communities will have more access to green space and will feel more connected to the environment, with people feeling empowered to improve their own health and wellness and experiencing reduced pollution. (A Wales of Cohesive Communities and A Resilient Wales)

We will have replaced our traditional health service with a national wellness system, which will have supported people to stay well and will have significantly reduced health inequalities, including through ensuring equal access to services and finding ways to tackle barriers that particular groups face. Technology will help to keep people healthier for longer and advancement in genomics will help us predict and prevent illnesses before they occur. (A Healthier Wales)

Our transport system will be integrated, flexible and multi-modal. It will be fully accessible and affordable for all, whilst being zero-carbon. We will spend less of our time commuting to work and we will be able to spend more time with our families or doing the things we enjoy. Technologies will provide the opportunity for everyone to be connected, with a particular focus on people who experience disability. (A Wales of Cohesive Communities)

Wilderness on Wheels is an organisation in [Colorado](#) that helps children and adults with disabilities have experiences like everyone else does, including outdoor activities. It helps people of all abilities get access to nature and outdoor activities, including camping, hiking, and fishing.

[Black Thrive](#) is an organisation that aims to end the stigma associated with mental health and address mental health inequalities experienced by [Lambeth's](#) Black communities.

In [Chile](#), one in five mothers has postpartum depression and poorer mothers are three times more likely to experience health problems after giving birth. In response, a mental health screening programme has been developed, the first of its kind in South America, and now 96% of new mums receive screening.

In 2015, Prime Minister [Justin Trudeau](#) formed the first gender-balanced cabinet in [Canada's](#) history and put the country at fifth place in the world in terms of percentage of women in ministerial positions. When reporters asked Trudeau about why gender parity was important to him, he retorted: "Because it's 2015."

**"I know I'm visibly different. I don't have the privilege to hide my identity. I'm BLACK & my name is Magid. I don't intend to try fit in. Get used to it!"**

Magid Magid, a Somali-British activist who was elected as Sheffield's youngest Lord Mayor. Magid, a Somali refugee who left Somalia at the age of 5, discusses the barriers he faced to become Sheffield's mayor and a Green Party MEP.



Our decision makers will be like the people they represent. Leaders at all levels will be diverse in terms of gender, ethnicity, gender orientation, disability and age. This will have the knock-on effect of a greater interest and engagement in politics and will rebuild trust in leaders.

People will be valued and offered opportunities to fulfil themselves across their life course. Cultural diversity will be viewed and used as an asset, and cultural opportunities will be available to all, including as a means to keeping well and dealing with trauma. (Cohesive Communities) (Vibrant Culture and Thriving Welsh Language)

My contribution to this vision is outlined through my work on my areas of focus and set out in detail in Chapter 6.



Reykjavik, Iceland was judged to be the best place in the world to live for LGBT+ people, in a Well-being Index created by Fitbit, on the basis of its 'full legal equality as well as strong representation in parliament and the media.'

Cincinnati in the United States is showing citizens how government policies affect where they live. The CincyInsights portal allows users to track public spending, business activity, ambulance calls, and services relevant to their neighbourhood including rubbish collections. The platform has significantly increased the use of and demand for public data, as well as improved public services. Its heroin dashboard played a key role in helping medical officials combat the city's opioid crisis.

Tonic is a London-based organisation that supports theatre and the arts to achieve greater gender equality, diversity and inclusion.

In Canada, 'Blueprint for Life' uses the positive aspects of Hip Hop to work with at-risk young people to help connect and express themselves, and to deal with trauma.

Japan has a rapidly ageing population, with 28% of people over 65 (the highest in the world), many of whom are socially isolated. The town of Taketoyo has set up 'salons' around the community to provide opportunities for physical exercise and social activities such as poetry writing.

Atlanta in the United States has an aging population and is building a town to offer them a healthy home in old age. It is planned to include art spaces, regular public events, seasonal markets and a 25-acre organic farm.



**"Joining the Future Leadership Academy is a honour and I feel so humble to have this opportunity. I want to develop leadership skills and learn from others. I am Severely Sight Impaired and this often affects my confidence in Employment. I feel I am breaking down my own barriers and taking ownership of what my needs are. I recently attended a Learning Event in Berlin with the Welsh and German Government. This was one of my biggest career opportunities and I am so grateful to the Future Generations Team for all the support they have provided."**

Kirsty James, Future Generations Leadership Academy

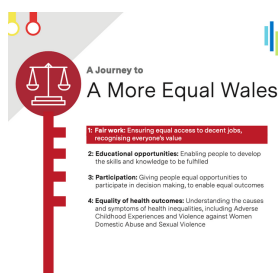




## People's perception of progress towards this goal

### I would like to say thank you to the following for their contribution to my work on this goal

I would like to thank the [Equality and Human Rights Commission](#) in particular for working with my team on the 'Journey to a more equal Wales' (the structure closely relates to their report '[Is Wales Fairer? 2018](#)' and for supporting the draft of this section. I would also like to thank [Race Alliance Wales](#) for the meetings they have had with my team, and the ideas and comments they have fed into the drafting process, and thanks also to the other organisations and stakeholders who have provided comments and ideas.



Helen Green, Goal Convenor for a more equal Wales from the Centre for Equality and Human Rights at Public Health Wales

Listening to what people think and believe is an important part of involvement. That is why, in this section, I want to give a flavour of what people have told me, since the beginning of my term and in relation to this report.

Equality issues were a consistent thread through much of the feedback I've received in drafting this report. It is clear to me that people think that the levels of inequality they see in their communities are not acceptable and they are worried about the impact these will have on future generations. Since seeking feedback, these concerns have increased in the context of the impact of the COVID-19 pandemic.

Feedback included:

- There are widespread concerns about inequality and the impact of austerity on services across Wales
- Not everyone feels represented by the organisations that serve them, and the change that is needed should start at the top of organisations
- A more open and transparent culture in organisations would help people gain employment opportunities
- Services in urban and rural areas are perceived to not be equal, and people living in rural areas often feel they're being left behind
- There are concerns that Brexit has escalated discrimination and racism
- People feel inequality in education is growing
- Education and awareness raising of equality issues can help reduce discrimination
- People feel public transport should be more affordable, so that people have equal opportunities to travel for work and leisure



## Challenges and opportunities for change

Whilst there has been significant progress in some areas of life over recent decades, the fact remains that our society in the 21st century is far less equal than it should be.

**“Deepening poverty in Wales is leading to an even starker gap in the experiences and opportunities of people born into different socio-economic backgrounds. Our findings show that this gap has widened in particular for women, disabled people, and some ethnic minority groups. Men born in the most deprived areas of Wales have over eight years less life expectancy than those born in the least deprived areas; disabled people face an education attainment gap, and high levels of racism and violence against women are a reality for many. Unless these inequalities are addressed now, the disadvantage that too many people in Wales face could become entrenched for generations to come.”**

June Milligan, Equality and Human Rights Commission  
Wales Commissioner

### There is more work needed for public bodies to apply an equality lens to their well-being objectives and to align them with their equality objectives

Inequality in terms of socio-economic status as well as race, gender, disability, age, sexual orientation, religion and belief (often described as those with protected characteristics) intersects across every one of our national well-being goals. The links between poverty and a prosperous Wales, and people with protected characteristics are clear, with the relationship between work and poverty outlined below.

According to the Joseph Rowntree Foundation, the biggest driver of poverty is the educational attainment of children when they leave full time education, as this has a major impact on their chances of being employed in a job and earning enough to avoid poverty as adults. It is therefore positive that many well-being objectives relate to equality in terms educational opportunities regarding skills and reducing gaps in educational attainment. For example, “Reduce the impact of poverty on attainment for both vocational and non-vocational qualifications to provide equality of opportunity’.

Our education system has been fairly successful in reducing the gap in attainment between children from richer and poorer backgrounds, but children receiving free school meals are still substantially less likely to gain five or more good GCSEs than those who do not. Other sections in in this report (Skills and Adverse Childhood Experiences) also outline how our education system needs to develop to take into account the skills that are most likely to be needed in the future, and how public bodies should be making the connections between childhood adversities and poverty.



## Tackling poverty and socio-economic disadvantage

### What future generations need

**“As long as poverty, injustice and gross inequality exist in the world, none of us can truly exist.”**

Nelson Mandela

Poverty should be a thing of the past, not a thing of the future. Future generations should live in communities where poverty is minimal and decreasing, therefore enabling equality of opportunity and equality of outcome.

### Where we are now

**Patterns of poverty have not changed significantly over generations, and poverty therefore remains a key challenge for future generations**

**“Generational wealth...is the type of wealth, such as land, asset, homes, savings, that are passed from one generation to the next, and that help younger generations to achieve social mobility and improve upon the economic condition of their parents. It goes without saying that Black, Asian and minority ethnic communities, as recent migrants, often lack this generational wealth and are so more exposed to economic and social downturn, and thus less economically resilient, than their white counterparts.”**

Race Alliance Wales

**“For almost one in every two children to be poor in twenty-first century Britain is not just a disgrace, but a social calamity and an economic disaster, all rolled into one.”**

UN Special Rapporteur on Extreme Poverty and Human Rights

**“Unless we do the bright thing, unless we intellectually grow up, every last one of us, not just our leaders...and says how do you prevent the next generation of big issue vendors, how do you prevent the next generation of people who are going to break into your car, how do you prevent the next generation of people who are gunna take a knife to you in the streets because life so far has not been very kind to them...how do you prevent that person being created in this crucible of social neglect and social injustice? And the only way to do it is to do what Sophie Howe and her team are doing down here; the Well-being of Future Generations Act.”**

John Bird, Founder of the Big Issue, speaking at my Annual Lecture 2018



**“I believe the most important issue currently facing Wales is the issue on how we can break the cycle of the intergenerational transmission of poverty model... We cannot change the environment into which children are born, but we can assist them in coping with it more effectively, through building resilience.”**

People’s Platform

The root causes of poverty are complex, and all public bodies have an important role to play in tackling poverty and improving opportunities and outcomes for all groups. There is a strong correlation between poverty and many local services managed by public and third sector bodies, including housing, social services, education and health.

High levels of poverty exist across most Welsh communities, with poverty in Wales generally being [higher than in any other area of the UK for the past 20 years](#). It is clear that some groups are particularly affected by poverty. Welsh Government’s report ‘[The Well-being of Wales: 2019](#)’ outlines that children are the most likely to be in relative poverty (29% of children compared to 19% of pensioners). Additionally, over two fifths (42%) of those who are single parents were in material deprivation in 2018-19, and 3% of households said they had received food from a food bank in the last 12 months. Of those judged to be homeless and in priority need, just over a third are lone parents with dependent children. Single parent families fare less well in terms of a number of indicators and parental separation is also identified as adverse childhood experience (see the section on Adverse Childhood Experiences in Chapter 4); suggesting that for a number of reasons they are group which warrants particular attention from national and local policy.

From a [recent publication from the Bevan Foundation](#) there are some signs that poverty does not seem to be getting worse – in fact rates the overall poverty rate in Wales has reduced from 24% to 23%, with similar reductions to the child poverty rate (29% to 28%) and working-age adult poverty rate (23% to 22%).

However, this is set against a backdrop of a stubborn pattern of poverty that has not significantly changed over generations and too many children are trapped in intergenerational cycles of lifelong adversity and disadvantage.

Since 1994 (which is just over 25 years ago - the period of a generation) [poverty has only decreased slightly from 27% of the population to 24%](#). Other places with historically high levels of poverty, such as north-east England have seen a more marked decrease.

**It is positive that Government are enacting the socio-economic duty, but many of the other levers to end poverty are not in place and it needs to align with the Well-being of Future Generations Act**

**“As many of our problems originate in Westminster (welfare reform in particular which has been cruel and killed many people), how can Welsh Government support the vulnerable and increase equality of opportunity when policies and resources from Westminster are set on destroying disabled people?”**

Disability Wales Conference,  
November 2019



Welsh Government is operating in a challenging international context, with uncertainty about the extent to which Brexit will affect Wales and our poorest communities, and the uncertain economic fallout from the COVID-19 pandemic.

Another key challenge for tackling poverty in Wales is the extent of devolution, as not of all the levers to alleviate poverty can be controlled by Welsh Government.

One of the most important issues is welfare reform, which whilst implemented by the UK Government, has had far-reaching impacts on our communities and families, including through increasing homelessness, rent arrears and household debt. [A report from the Bevan Foundation](#) set out that, although Universal Credit is not a devolved issue, the changes it brings have major implications for many devolved policies and services. Findings in the report include:

- Universal Credit could undermine Welsh Government strategies, policies and targets including those related to poverty/child poverty, affordable homes, prevention of homelessness, domestic abuse and the Well-being of Future Generations (Wales) Act.
- The negative impact of Universal Credit on well-being and mental health is becoming increasingly obvious: ‘levels of sanctions under Universal Credit are much higher than under legacy benefits (leaving people with no money at all); disability payments are increasingly hard to access; and the conditionality requirements of Universal Credit can be extremely difficult for those with variable physical or mental health conditions.’

We should be proud that we have a strong statutory basis for tackling poverty and inequality in Wales, including the Equality Act 2010 and the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

Welsh Government’s white paper on ‘[A More Equal Wales: Strengthening Social Partnership](#)’, published in 2019, also seeks to strengthen social partnership arrangements, aiming for legislation to put Wales’ approach in statute.

It is positive that Welsh Government are enacting Part 1, [Section 1 of the Equality Act 2010](#) – the Socio-economic Duty, which will require named public bodies, when making strategic decisions (such as deciding priorities and setting well-being objectives) to consider how their decisions might help to reduce the inequalities associated with socio-economic disadvantage. This has the potential to be an important lever to reduce poverty in Wales. It needs senior leaders in public bodies to change the way they think and focus their decisions on reducing socio-economic disadvantage and to fully apply the five ways of working set out in the Well-being of Future Generations Act. We need to work together to ensure successful implementation of the duty, as part of a strategic approach to ending poverty, ensuring that this does not impose another layer of process but instead its aspirations are embedded within the planning and reporting requirements already in place under the Well-being of Future Generations Act.



One of my areas of focus in the past three years has been monitoring and assessing Welsh Government's annual budget process. It is encouraging that in the development of the 2020-21 budget, Government engaged with the Equalities and Human Rights Commission to understand their Cumulative Impact Assessment approach, which they say is shaping their work on a [distributional impact assessment of tax and spending decisions](#). It is also positive that they are working with Chwarae Teg on a gender budgeting approach being taken forward as part of the Personal Learning Account pilot (supporting employed adults in low paid and low skilled work). This work is encouraging, and I hope that it continues to progress and becomes a mainstream part of the annual budget process.

Whilst Government is clearly committed to tackling poverty and is demonstrating this through actions such as enacting the socio-economic duty and some of their work on the budget process, action needs to be taken to apply the lens of poverty in relation to all of the well-being goals, if we are serious about ending poverty and creating a better Wales for future generations.

### **Consider the equality impact of future trends**

My analysis shows that whilst public bodies are increasingly considering future trends in a way which was not happening before the Act came into force, they are not yet fully taking the step from understanding trends to responding to them

In terms of their equality objectives, public bodies have focused on reducing the gap in educational attainment within certain groups, and focused on the connections between equality, community cohesion and health inequalities.

However hardly any public bodies have set out how they have considered the actions they will take to address these inequalities taking account of future trends.

There are a number of future trends and scenarios which could have a positive or negative impact on inequality.



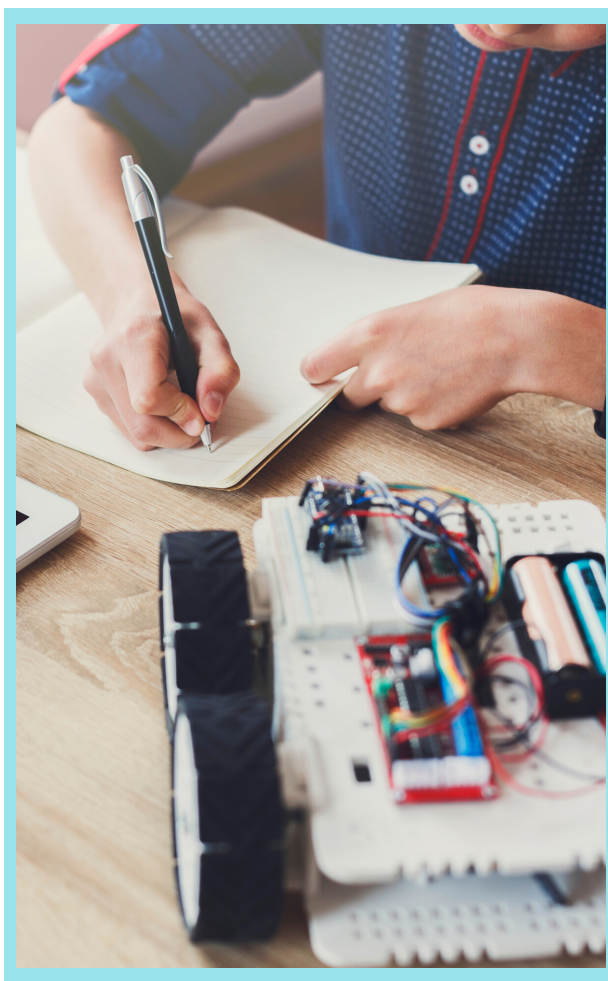
### **Public bodies should consider the impacts of the changing nature of work**

Research suggests automation is likely to affect some groups and characteristics more than others resulting in further disadvantage to already economically-deprived places, communities and groups. [According to the World Economic Forum](#) the future of work will see a shift in demand away from office support positions, machine operators, and other low-skill professions - towards technology professionals such as 'computer engineers' and 'information communication technology specialists'. There is a significant risk that the lack of up-skilling opportunities will disproportionately affect the groups who are already disadvantaged today. For example, the World Economic Forum estimates that by 2026, 57% of the jobs that will have been displaced by technology would have been undertaken by women, and research in schools shows that students from poorer backgrounds have lower information communication technology usage and digital competencies.



As more and more public and private services and facilities are automated, there is a risk that programming itself inherits bias. This is perhaps initially from the profile of the workforce developing coding software and algorithms; or what starts as a relatively straightforward use of data over time amplifying bias as algorithms evolve. As [set out in a blog](#) about artificial intelligence and bias:

**“Consider an algorithm used by judges in making sentencing decisions. It would obviously be improper to use race as one of the inputs to the algorithm. But what about a seemingly race-neutral input such as the number of prior arrests? Unfortunately, arrests are not race neutral: There is plenty of evidence indicating that African Americans are disproportionately targeted in policing. As a result, arrest record statistics are heavily shaped by race. That correlation could propagate in sentencing recommendations made by an artificial intelligence system that uses prior arrests as an input.”**



There are some examples of countries that are taking a proactive approach to working with specific groups to ensure they have skills fit for the future World of work:

In France, the [Grand Ecole du Numérique](#) is a multi-stakeholder initiative founded by the French Ministry for the Economy and Finance. This program recognises ICT skills training programs that meet inclusiveness and diversity criteria, which then become eligible to receive funding for up to 80% of their costs through a grant from the Grand Ecole. Some of their programmes are targeted directly at vulnerable populations, such as refugees and migrants.

In the United States, [Disney's Code: Rosie](#) recruits and trains women in non-technical positions for software engineering roles, offering 12-month apprenticeships and mentoring schemes.

Germany-based software company 'SAP' has set a target – and is measuring progress toward it – of having 30% of leadership positions filled by women by 2022.

As set out in the [section on Skills in Chapter 5](#), it will be increasingly important for people to be given opportunities to develop skills that equip them to be part of the workforce of the future, and this is of particular importance for groups who are dis-advantaged today. Government and other public bodies need to make better connections between how different groups experience the world of work, the challenges and opportunities they face and how to support them to have the skills they need for the future.



## Our ageing population

Many public bodies have well-being objectives around tackling loneliness and isolation in our older population, but relatively few public bodies are addressing what this might mean in terms of jobs and skills in their area. That is, how they will derive positive benefits from the potential for older people to work for longer, either formally or informally through volunteering, and the transfer of skills and experience. We need to enable people to stay in employment for longer, to support ageing well and to have a positive effect on the economy. Other countries with ageing populations are proactively keeping older people engaged in developing their skills and staying in employment.

[Singapore](#) is one of the most rapidly ageing societies in the world with a life expectancy of 83. Its government has invested significantly in life-long learning initiatives to boost society's human capital potential, as well as to promote people developing themselves and enhancing social integration.

Some [German](#) companies provide tailored contracts to experienced workers to work part time hours or work 'on call' and can receive mechanical assistance for elements of work they find challenging due to their age, for example with heavy lifting.

An ageing population is also likely to increase demand for care. Already a higher proportion of women in Wales provide unpaid care to an adult than in other parts of the UK. In 2011, 13.8% of women in Wales provided unpaid care to an adult relative, friend, neighbour or other person because of long-term physical or mental ill health or disability, or problems related to old age.

The [proportion of women who provide unpaid care increases steadily with age](#), peaking in women's 50s and early 60s when more than a quarter of women (26%) provide unpaid care.

With an ageing population this is likely to mean that a significant number of women will find themselves in the so called 'sandwich generation' where they are caring for children and older relatives at the same time. Time is limited, so if women have to spend more time on care work, they will not be able to work full-time hours to earn a wage. The higher wages that men tend to attract weights the decision about who should be the main carer and the main earner in one direction – though this is now beginning to change, with the deterioration in men's wages over time and the increasing proportion of men in part-time work. The household division of labour has long-term effects due to the cumulative nature of poverty risk. Gender roles and the household division of paid and unpaid work [affect employment trajectories, which in turn determine earnings and future pensions](#). Financial dependence – a situation in which women are more likely to find themselves – [increases the risk of future poverty, even if the household is not living in poverty at the time](#). This is because women in this situation are just a partner away from poverty, either through separation or if their partner loses his job.

**“Estimates taken from official data suggest that in 2018 around 2.5% of the workforce in Wales was employed on a zero-hours contract. This is marginally higher than the UK average of 2.4%, but nevertheless accounts for an estimated 36,900 workers in Wales. They create insecurity for those involved and are located in particular sectors such as social care.”**

[Fair Work Commission](#)

Alongside this, the vast majority of the social care workforce in Wales are also made up of women (83% in commissioned care providers and 87% in local authority regulated services).





The social care sector is recognised as a sector which requires significant attention in terms of meeting the Welsh definition of decent or fair work. This will undoubtedly be a difficult issue to address across the UK but if Welsh Government does not address it, Wales risks entering a perfect storm of increasing demand for care and increasing wage-inequality for women.

## Public bodies should identify and mitigate the equality impacts of climate change

A significant obstacle to the use of Welsh is the lack of economic opportunities for people who live in areas with a high density of Welsh speakers. The impact of climate change is also likely to be felt unequally both in terms of its effects and in terms of actions to prevent and mitigate. At a global level, climate change disproportionately affects the poorest countries and citizens but this also becoming apparent in Wales. This means that young people often leave these areas to find work or are priced out of the local housing market.

[Climate scientists predict that both primary and secondary impacts of climate change](#) will collectively produce 140–200 million climate refugees by 2050. Already the United Nations Committee on Human Rights have set an international precedent in the case of Ioane Teitiota of Kiribati. He was originally refused asylum as a ‘climate refugee’ by New Zealand’s authorities and was subsequently deported. Whilst the Human Rights Committee did not rule this action unlawful they did set a global precedent in recognising the serious threat to the right to life that climate change poses on many communities globally. Furthermore, the Committee urged governments to consider the broader effects of climate change in future cases, essentially validating the concept of a ‘climate refugee’ outside the context of a natural disaster.

Not only does the potential for mass migration pose significant questions in terms of how states and governments are preparing, but it also presents wider challenges in terms of community cohesion. We are already seeing an increase in hate crime reported where race was judged to be a motivating factor.

Preparedness therefore goes beyond the practicalities of managing the system of migration towards Government and local public services taking further action to deal with both current problems and potential further increases.

Wales has felt the effects of climate change with widespread disruption and destruction caused by flooding. Whilst flooding itself does not discriminate its impact does, with those living in poverty less likely to have insurance to protect themselves against damage or spare cash to call on in the case of such an emergency as we have seen across parts of Wales in early 2020.

**“People are being costed out of insurance. It is so astronomical. It is between £70 and £100 a month for home insurance.”**

Rhondda Cynon Taf  
Councillor Heledd Fychan  
speaking [after the floods in 2020](#)

Whilst it appears that there is increasing recognition of these challenges and attempts to make it easier for people to insure properties at risk of flooding (for example, through the Flood Reinsurance scheme), it is clear that for those already living in extreme poverty insurance cover is likely to take second place to feeding their families and heating their homes. And in the longer-term climate change and its impacts on food security could become a significant issue which would impact on those with the lowest income as demand and prices for food rise.



Alongside this, the cost of meeting flood damage for public services operating in areas of high deprivation will undoubtedly mean that funding will have to be diverted from investment in other key areas.

In some parts of Wales, like Fairbourne in Gwynedd, the effects of coastal erosion where whole communities are at risk of displacement are already displaying a socio-economic bias with properties for which a mortgage cannot be secured are instead being rented to low-income families who will in turn face the greatest risk of displacement (see the section on [Decarbonisation in Chapter 5](#)).

Policy solutions to tackle climate change also risk widening inequality if not considered carefully. For example, an approach to decreasing carbon emissions from transport focused on incentivising the purchase of electric vehicles, could further disadvantage those in socio-economic disadvantage who cannot afford to own a vehicle. For these groups, investments in public transport would be a much better option in terms of meeting the double aim of reducing the unequal access to mobility and reducing carbon emissions (see my report on [Transport Fit for the Future](#) and [evidence](#) to the M4 relief road Public Local Inquiry)

It is significant that the Government have set out a commitment to establishing a Climate Justice Commission but this should be taken forward without delay and further work should be undertaken with my office to understand and respond to future trends and scenarios and their potential impact on increasing or reducing inequality.

## **There are some good examples of public bodies considering poverty holistically, but more work needs to be done to develop thinking beyond well-the economic and social elements of poverty**

It is encouraging that most public bodies and Public Services Boards explicitly talk about tackling poverty and inequality as part of many of their well-being objectives, and these issues are implied in relation to many more objectives. Most public bodies discuss poverty and equality in terms of socio-economic well-being, for example:

[Carmarthenshire County Council](#) has the objective 'Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of those living in poverty', including steps focusing on early intervention programmes such as Flying Start, supporting people into employment and financial literacy.

[Cardiff City Council](#) has the objective 'Supporting people out of poverty' with steps focusing on the Living Wage, employment, mitigating the effects of Universal Credit, procurement and homelessness.

[Wrexham County Council](#) has the objective 'Help tackle poverty' including steps focusing on the poverty proofing of services, employment, housing and tackling fuel poverty.



© Climate Justice Collective



From my analysis of well-being objectives, it is clear that public bodies focus their consideration of equality in areas relating to education and work, community and health. Whilst these are important, there are further issues which warrant consideration if we are to address well-being holistically and ensure no one is left behind.

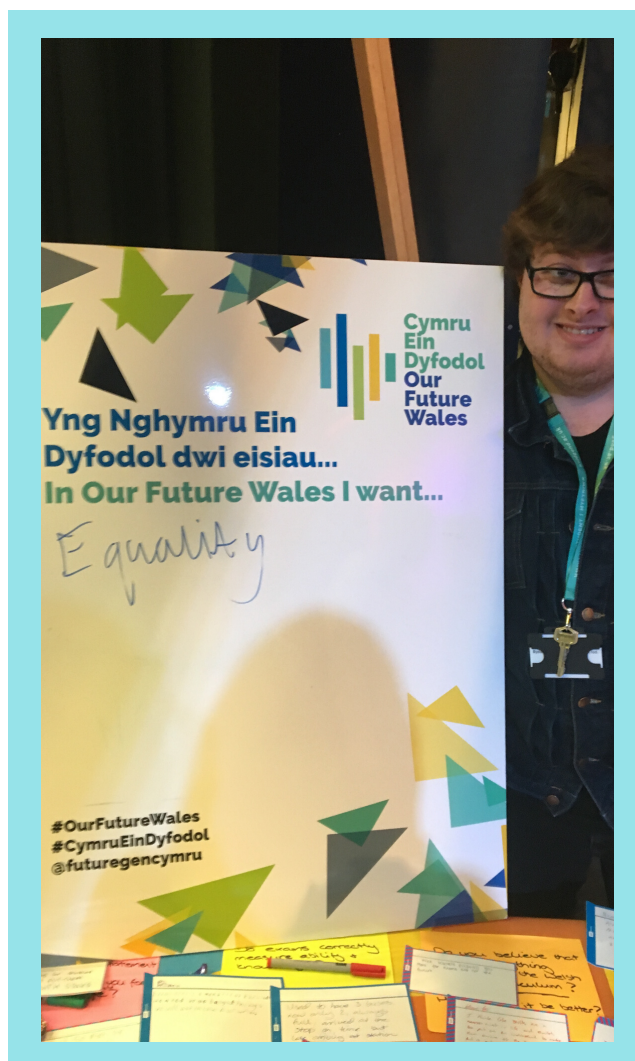
Public bodies also identify many connections between our poorest places and a Wales of cohesive communities. As set out in the section on [Housing in Chapter 5](#), there are strong links between the supply and quality of housing and poverty. Being able to afford a decent, secure home is a fundamental requirement, underpinning mental and physical health, relationships and access to education and work. [The poverty rate in Wales is far higher for social and private housing renters than for owner-occupiers.](#)

There are also links between poverty and safety – [according to Civitas](#) “...fear of crime also plagues the lives of the poor in a way that is unrecognisable to the affluent. The poor are more than twice as likely to fear burglary and rape – and three times as likely to fear attacks, robbery and car crime. This fear is justified, as there are three and a half times as many criminals living in the 20% most deprived areas as in the 20% least deprived areas”.

The section on a [Healthier Wales in Chapter 3](#), outlines the compelling relationship between poverty, inequalities and health outcomes. People on lower incomes are more likely to experience poor mental and physical health, and the stress of living on a low income can negatively impact health. The proportion of people in Wales who say they have no or only one close friend [is higher for those in lower-income groups than for better-off groups](#). Poverty also affects relationships: young people in the poorest 20% of the UK population are more likely to have poor relationships with their parents, and couples with low incomes report more difficulties in their relationships.

Public bodies could go further in this regard by explicitly making the connections to how certain groups experience poverty more than others. For example, the [Equality and Human Rights Commission state](#) that disabled people are more likely to live in poverty and experience severe material deprivation, and UK wide welfare reforms are having a disproportionately negative impact on women, disabled people, ethnic minorities and lone parents in Wales.

Public bodies could also do more to make the connections with other objectives that have been set such as those relating to adverse childhood experiences and ‘giving every child the best start in life’; as well as other statutory requirements for example in respect of the Violence Against Women Domestic Abuse and Sexual Violence Act where there are clear links to poverty and gender inequality.



There are some positive examples of public bodies and Public Services Boards who have well-being objective or steps that are more targeted to disadvantaged populations:

[Powys Teaching Health Board](#) have set an objective of ‘Early help and support’ with steps that include ‘Start well: make the maximum positive impact on the first 1000 days of a child’s life, focusing on preventing adverse childhood experiences; we will target resources towards disadvantaged families.’

[Carmarthenshire County Council](#) have an objective to ‘Help to give every child the best start in life and improve their early life experiences’. Steps include ‘Work together to reduce the number of children who suffer adverse childhood experiences. Focus on the most vulnerable families within the community. Identify and intervene where children may already be victims of abuse, neglect or living in an adverse environment.’

[Caerphilly Public Services Board](#) have the objective ‘positive start - giving our future generations the best start to life.’ This includes steps like ‘There is a proven link between deprivation and poor health, poor educational attainment, low literacy and numeracy skills, low earnings and high unemployment. Being born into a deprived household can therefore directly affect the potential of that child’.

Whilst it is positive that there is such a clear focus on tackling poverty and inequality in well-being objectives, poverty is mostly linked to economic and social well-being, with missed opportunities to link poverty across all of the well-being goals for example decarbonisation and access to cultural opportunities.

**“Our engagement work showed that thinking on equality and well-being is often organisationally ‘siloed’. Although the Well-being of Future Generations Act requires consideration of inequalities within the local well-being assessments, our review of well-being objectives and the steps to achieving these, shows that this could be strengthened. Integrating equality and well-being research information in the assessments will also help to draw out the structural dimensions of inequality needed for planning to address socio-economic inequalities, in both sets of duties. Data from such assessments could also inform strategic plans for VAWDASV and enhance cross-referral to the SSWB population needs assessment, and vice versa.”**

Alison Parken, ‘[Improving Well-being and Equality Outcomes](#)’

For example, in terms of ‘A Resilient Wales’, evidence suggests there is a clear relationship between poverty and how people experience the benefits of the natural environment. People living in the most deprived communities are less likely to live near green spaces and will therefore have fewer opportunities to experience the wide-ranging benefits of the natural World. A [study in England](#) showed that people in the most deprived areas are ten times less likely to live in the greenest places, compared to richer people. 400 deaths a year are linked to [poor air quality in South Wales](#), and the effects of air pollution disproportionately [affect those in deprived areas](#).



Poverty relates to ‘A Wales of Vibrant Culture and Thriving Welsh Languages’. The exclusion that our poorer communities face mean they lose out in terms of experiencing culture – according to a [report to Welsh Government from Baroness Kay Andrews](#) “The things that enrich our lives and bring such pleasure – whether that is the visit to the theatre, cinema, or gallery or cinema etc remain out of reach to many.” Research showed that in 2013, 43% of adults in the ABC1 group (the professional, qualified and non-manual workers) in Wales participated in the arts compared with 29% of those in the C2DE group (the skilled, semi-skilled and unskilled manual workers and non-working people). Many of Wales best cultural assets, including Amgueddfa Cymru and Cadw monuments make efforts to open their doors to all, but still find it hard to attract young people from disadvantaged backgrounds.

There are also links between poverty and ‘A Globally Responsible Wales’. Many of our communities are proud of being outward looking and globally connected with a mentality of ‘global citizenship’, but the benefits of this don’t reach everyone. Many of our poorest communities voted to leave the European Union in the 2016 Referendum. Whilst the reasons for this are many-faceted, research from the Joseph Rowntree Foundation has shown that a lack of opportunity across the UK played a key part in the decision. They found that the poorest households, were much more likely to support leaving the EU than the wealthiest households; as were the unemployed, people in low-skilled and manual occupations - people who feel that their financial situation has worsened; and those with no qualifications.

There are, however, some public bodies who are demonstrating a more holistic consideration of equality across their well-being objectives. At the national level, programmes such as Arbed (which made energy efficiency improvements to homes in economically deprived communities) and improved energy efficiency standards, which tackle fuel poverty whilst also helping to reduce carbon emissions have made an important contribution to tackling poverty (alongside increasing incomes). New data on fuel poverty indicates a 14% percent reduction in the number of households in Wales that are fuel poor. The last time this data was collected was in [2008, when 26% of people were living in fuel poverty.](#)



Swansea Council have demonstrated a more integrated approach to considering the equality dimensions of their well-being objectives. They have set an objective of ‘tackling poverty’ but include relatively broad-ranging steps such as:

‘Work with our health partners to ensure that, through our Early Years Strategy, children in their early years and at Foundation Phase achieve their expected language, emotional, social and cognitive development and are ready for learning and for school.’

‘Support tackling climate change and help eradicate fuel poverty and boost economic development through the Arbed scheme and energy efficiency measures in social housing.’

‘Provide art, culture and heritage opportunities in order to boost skills, confidence, self-esteem and aspiration.’

‘Implement the Community Cohesion Delivery Plan to promote cohesive and inclusive communities in Swansea.’

It will be important for the new socio-economic duty to align with the process for setting, delivering and reporting on well-being objectives so that poverty can be considered through its widest lens. Public bodies should ensure that their well-being objectives enable them to tackle poverty in the context of all of the well-being goals and consider more collaborative and integrated approaches to tackling poverty across services, focusing on groups that face particular disadvantages.

## Fair work – ensuring equal access to decent jobs, recognising everyone’s value

### What future generations need

Everyone should also have opportunities to enter, remain in and progress in employment. People in work should be ensured an adequate standard of living, safe and healthy working conditions, fair wages, time to rest, and the opportunity to take part in public life.

The world of work and the role of artificial intelligence and other technology is changing and we need to ensure that these changes reduce, rather than perpetuate, the inequalities that exist today. According to the World Economic Forum, ‘with the decline of ‘jobs for life’, millennials expect to change roles and potentially companies throughout their careers, and they understand that this means there will be a need for continuous skills development.’ Future generations will have different expectations of their jobs and careers, and we need to ensure employers are responding accordingly. Trade unions are a valuable asset in many ways including through standing up for the most disadvantaged people in workplaces and being a consistent voice for progress and equality at all levels.

### Where we are now

**“In my 35 years of work, I have seen so much blatant discrimination and...lost or missed opportunities for our society to really improve. Much of this country (particularly the public sector) appoints and promotes on 'academic prowess' not 'real skills or attributes' pertaining to a post.”**

People's Platform



## Employment in Wales has risen in recent years, but there are still unacceptable inequalities for many groups of people

In Wales today, more people are in employment, with an increase in the proportion of women employed in high-paid occupations, and the gender pay-gap has narrowed.

Despite this, insecure employment has increased for those aged 16–24, the gender pay gap for full-time employees remains, non-disabled people in Wales are twice as likely as disabled people to be employed. Employees from ethnic minority groups [in Wales earn 7.5% less per hour \(on average\) than white British employees in Wales.](#)

The data below shows how different groups experience the world of work. It should be noted that many of these characteristics intersect, leading to even greater disadvantage for some people.

### Gender

Women continue to face [disadvantage in the workplace](#) and are more likely to be in insecure, poorly paid employment that offers little opportunity to progress.

Chwarae Teg's 'State of the Nation 2020' report sets out that 27.5% of women are economically inactive compared to 19.4% of men. [Caring responsibilities fall disproportionately on women](#) (they are the reason 28% of women are economically inactive, compared to 7.2% of men) and are usually unpaid.

There are multiple ways in which poverty and [a lack of economic autonomy for women intersects with and reinforces gender inequalities](#), which can place women in dependent relationships with men, creating a greater imbalance of power and making it harder for a woman to exit an abusive relationship.

Despite a small increase in the last year, the [gender pay-gap](#) has generally been narrowing. The gap was 14.5% in 2019, with significant variation across local authority areas in Wales (highest in Torfaen at 25.6% and lowest in Merthyr Tydfil at -10.7%)



## Disability

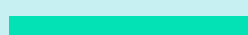
Whilst the [employment rate](#) of disabled people in Wales increased to 49.2% in the year ending September 2019, disabled people in Wales are twice as likely to be unemployed as non-disabled people, and are nearly three times more likely to experience severe material deprivation than non-disabled people

There is a [disability pay gap](#) of 8.9% - the Equality and Human Rights Commission report that median hourly earnings were higher in 2016-17 for non-disabled (£10.67) than for disabled (£9.72) employees.

Living in a household where there is someone who is disabled continues to make relative [income poverty](#) more likely (for working age people and for children).

## Ethnicity

**“Black Asian and minority ethnic [people] don’t necessarily apply for jobs in the first place. [We] really NEED to emphasise equal opportunities and highlight good examples/people. [Show] it’s possible to apply and succeed”**



Participant in Black Asian and minority ethnic workshop as part of ‘Our Future Wales’

[Employment rates](#) among the Welsh population aged 16-64 are lowest among individuals with another ethnicity (50%), compared with individuals with a White ethnicity (72%). In 2018, employees from ethnic minority groups in Wales earned, on average, 7.5% less than white British employees in Wales.

Ethnic minority groups are [under-represented in apprenticeships](#) and, despite an increase in employment rates across Wales, not everyone is benefiting from this. Muslims continue to have a lower employment rate than either Christians or people of no religion.

[Business in the Community’s ‘Race at Work’](#) found that [ambition to progress is higher among Black Asian and minority ethnic employees](#), with 64% of this group agreeing it’s important to progress compared to 41% of white employees.





## Age

Wales should plan for [more older people](#) as we already have the highest percentage of people over retirement age in the UK, and the proportion is increasing.

People will need to stay in work longer, adapt and learn new skills throughout their lifetime. [Greater participation in the workforce](#) by people over the age of 55 could significantly increase economic well-being and productivity. Policy changes that support this include supporting flexible working and improving the training offer for people later in life.

I would urge Public Services Boards to appoint business and trade union representatives onto their boards to help make better links between the challenges and opportunities faced by the communities they serve, and the links to fair work, employee health and skills ([See the section on a Prosperous Wales above in Chapter 3.](#))



## Work is no longer a guaranteed route out of poverty

Over half the people living in poverty in Wales today are in work which means that for many, work is no longer a guaranteed route out of poverty.

**“Compared to years ago, there’s not the security in your job. You could be in your job today, out tomorrow - irrelevant of the status of that job... You don’t know the unpredictability of the future and ...years ago I would tell young people to plan ahead for their life, their happiness, and their future...[but that doesn’t apply now].”**

Diverse Cymru event July 2019

According to [Bevan Foundation analysis](#), most people living in poverty in Wales live in households where at least one adult is in work: 64% of working age adults and 67% of children who live in poverty live in such households. Too many jobs in Wales pay low wages and provide little security, not leaving people with enough money to build a decent life for themselves and their families.

Evidence suggests that in-work poverty is increasing and that it also disproportionately affects certain groups, therefore exacerbating existing inequalities.

[Research from the New Economics Foundation](#) and the Living Wage Foundation found that across the UK over a million people in low paid jobs (earning less than the real living wage) have volatile pay and hours. They noted that: “This is three times the number of people that report being on low-paid, zero-hours contracts. We found that a further 1.3 million people in low-paid work have predictable pay but their working hours change, often making it harder to plan around other costs like childcare and travel”.

A recent report from Co-operatives UK found zero-hour contract work over the past decade has increased ten-fold (over 800,000) in the UK and evidence suggests that those in insecure employment are likely to miss out on key rights and protections at work.

In-work poverty affects some groups more than others, for example:

- [Women](#) are the [majority of workers on zero-hours contracts in the UK](#); these contracts are widely used in the care sector, of which women make up 80% of workers.
- [LGBT+ workers](#) are less likely to report they have come out to someone at work if they are in insecure work: 22% of workers on zero-hours contracts [reported that they were out to no one at all](#) (with research suggesting they may feel reluctant to disclose anything which could single them out or jeopardise their employment.)
- It is becoming harder for [younger people](#) in insecure or temporary jobs to [move into ‘good quality’, permanent work](#), especially young people in routine or manual jobs.
- Millennials from [Black, Asian and minority ethnic](#) backgrounds are more likely to be in unstable employment: they are 47% more likely to be on zero-hours contracts and have a [10% greater chance of having a second job](#).
- [Disabled people](#) are often forced to take [unsuitable work that worsens their health](#), and also feel pressure to hide the extent of their health problems from potential employers.

There is widespread support for fair work to address low pay, zero-hour contracts and job insecurity. In March 2019, [The Fair Work Commission](#) published ‘Fair Work Wales’, which defines fair work, identifies levers for promoting it, and includes recommendations to help deliver it in Wales.



Subsequently, Welsh Government advised public bodies to become 'Fair Work Wales' employers, incorporate 'fair work' into their well-being objectives. Public money should only be rewarded to those fulfilling their definition and characteristics of fair, decent work that promotes inclusivity and equality. Whilst it is encouraging to see how increased discussion of fair work, as long as employment legislation remains non-devolved, the challenge for Welsh Government will continue to be how to maximise the policy levers they do have to encourage or require changes to employment practices. Add to this the impacts of Universal Credit, Brexit and the economic fallout of the COVID -19 pandemic, and it is clear that this is a key area for Government to address.

However, it is important that any new policy or legislation designed to meet the recommendations of the Fair Work Commission, aligns with the requirements of the Well-being of Future Generations Act to drive maximum benefit and avoid confusion and duplication. It will also be important for these recommendations to be considered in respect of how they can be integrates with the recommendations of the Digital Innovation Review; particularly in respect of how the proposed Lab 4.0 (an observatory on the future of work) could provide evidence to inform actions based on the future of work, as well as addressing existing challenges.

Likewise, the Public Sector Equality Duty, established by the Equality Act 2010, aims to integrate consideration of equality and good relations into the day-to-day business of public services. A recent briefing from the Equality and Human Rights Commission assessed how local authorities in Wales are using the Duty as a lever for change, with findings including:

- Most local authorities reported that the Duty provides a good framework for delivering equality, with the specific duties providing the detail of what they should be doing.
- Reduced resources (financial and staffing) leading to reduced focus on equalities was a key challenge reported in all sectors, but particularly in this sector.
- The effectiveness of the Public Sector Equality Duty would be improved if the most significant inequalities were identified, (equality) objectives set and targeted plans implemented to improve equality outcomes for affected groups.
- The 'Is Wales Fairer? (2018)' report provides evidence of persistent inequalities where the PSED could have more effective impact on those inequalities.



There are examples of public bodies taking action to create fairer working conditions:

[Public Health Wales](#) have forums for LGBT staff, carers and one focused on issues affecting women.

[Women Connect First and Elite Employment](#) have worked with [Public Health Wales](#) to recruit people from groups under-represented in their workforce, which has led to job offers.

[Welsh Government](#) runs a reverse mentoring scheme in which more junior members of staff with protected characteristics are matched to senior civil servants to mentor them, (hence reverse mentoring) to increase understanding of diversity issues in the organisation.

[Mid and West Fire and Rescue Service](#) arrange specific days to attract women into the firefighter role and contribute towards a more diverse workforce in the future.

[Cardiff Council](#) have considered equality issues through recruitment and selection processes. Including undertaking regular reviews to ensure processes are not a barrier to gaining applications from under-represented groups; running unconscious bias training for recruiting managers and staff; and promoting the Council's Strategic Equality Plan in relation to the employment of Black Asian and minority ethnic employees, those with a disability and other protected groups.

[Swansea Bay Health Board](#) has LGBT+ and Black Asian and minority ethnic networks to raise understanding, improve staff support and boost patient care.

The [Stonewall Workplace Equality Index 2019](#), featured the 100 most LGBT-inclusive workplaces in the UK and eight of the 100 were Welsh organisations including National Assembly for Wales and Welsh Government in the top 10, and some Welsh Health Boards and Universities also in strong positions.

Law firm [Pinsent Masons](#) was Stonewall's Top Employer 2019 for reasons including:

- Specific training for its human resources department has been developed to remove barriers to employment for trans individuals, and training to ensure that all employees are able to create a welcoming environment for trans colleagues, clients and visitors.
- Offering development opportunities, including some specifically for LGBT women, supporting them to overcome the 'double-glazed glass ceiling'.
- Having an active 'LGBT and allies' employee network which engages with intersectional LGBT identities and offers a range of support and mentoring.
- Engaging deeply with the LGBT community right across the UK and using its position to campaign for wider LGBT equality publicly.



## Participation: Give people equal opportunities to participate in decision making, to enable equal outcomes

This section links to discussion of involvement in other parts of this report – particularly [Chapter 2 – changing our public sector culture](#).

### What future generations need

All people should have equal opportunities to participate in decision making and feel empowered and engaged in shaping the decisions that affect them. Meaningful involvement is about having rich conversations with people in communities, finding out what matters to them, and reflecting that in decisions. Participation in decision making and in communities is important to enable people to influence the decisions that affect them in different areas of life.

We need leaders with an equity mindset, to walk the talk and inspire others to change. Taking inclusivity and diversity from an ideal to a reality in Wales requires all leaders to walk the talk and set the tone for the rest of their organisations. Fair, open and transparent recruitment must translate into reality, enabling people representing the diverse population of Wales progress into influential and decision-making roles.

It is important we understand what young people and future generations want in terms of a more equal Wales. For example, [research in the United States of America](#) found that young people there (‘generation Z’) are far more comfortable than previous generations with people not identifying as either a man or a woman.

### Where we are now

**There are signs that political and civic participation are increasing, but we have a way to go to ensure organisations are putting into practice the ‘involvement’ way of working set out in the Well-being of Future Generations Act**

**“Public bodies need to recognise that they have to deliver things differently for different communities – people aren’t allowed to think, let alone work outside the box e.g. weekends... Enable front-line staff support and training on how to work differently with different communities.”**

Participants in Black Asian and minority ethnic workshop as part of ‘Our Future Wales’

Now more than ever, public bodies in Wales need to enable and embed a culture of meaningful citizen and stakeholder involvement, working with people and stakeholders to understand their needs, aspirations and ideas, and ensuring these are reflected in decision-making.

**“All people of Wales need to have a voice to help shape how people access and use outdoor spaces but especially those from minority protected characteristic groups. We need to make sure that we actively seek people’s opinions and listen well.”**

Natural Resources Wales

Political and civic participation has increased for some groups in Wales. There was a higher voter turnout and a significant increase in the number of women voting in the UK general election in 2017 and the National Assembly for Wales elections in 2016.



We're also now likely to see a further increase in democratic participation given 16 and 17-year olds will be able to vote for the first time at the Welsh Assembly Election in 2021.

There are examples of good practice in involving the general public:

'Measuring the Mountain' was an initiative funded by Welsh Government to develop a Citizen's Jury to explore 'What really matters in social care to individuals in Wales?' The Jury was made up of 14 jurors and took evidence from 22 witnesses including six service users and carers who shared their lived experiences and one proxy witness who shared testimony from younger people.

National Museum have made the Simple Change of 'Encourage your staff to visit local projects and meet key local people driving change', through collaborating with over 120 local and national organisations. Examples include supporting Fusion across eight areas in Wales and the Brymbo Heritage Trust's Fossil Forest Project.

Aneurin Bevan University Health Board take a 'you said, we did' approach through communicating the results of involvement to the people they have involved in decision making.

Through my work monitoring and assessing public bodies, I've found that some bodies are discussing 'involvement' and 'equality' but not necessarily beyond broad statements. For example, the step: "We will enable a greater number, and a wider diversity, of people to enjoy, take part and work in the publicly funded arts" which does not reflect the steps this organisation needs to take to broaden the equality and diversity of involvement, decision-makers and community role models.

For example, blind and partially sighted people consistently report to the Royal National Institute of Blind People that they are heavily excluded from public consultations due to a lack of accessible information and communication. When the opinion of the public, or a community is required, then the platforms used must be open to ensure that the response is from a fair and balanced demographic. Otherwise the answers gained will lead to an outcome that is biased, and therefore fail the people it is meant to support.

There are also some examples of organisations that are improving how they target involvement with particular groups.

Network Rail used a tactile proposal of rail station design as part of their public consultation, to enable blind and partially sighted people to be involved.

Areas of Cardiff with highest numbers of Black Asian and minority ethnic communities reported some of the lowest levels of uptake of cancer screening services across the whole of Wales. ESOL Cancer Awareness was a partnership between Cardiff and Vale College, Velindre Charitable Trust, Public Health Wales and Cardiff and Vale University health Board, to develop contextualised ESOL Health and Cancer Awareness resources for use in ESOL Entry level classes across Wales, with the aim of addressing these inequalities.

Cwm Taf Morgannwg University Health Board's substance misuse strategy and tendering process involved young people throughout and gave a percentage of the final decision-making power to young people.



HiJinx Theatre perform interactive forum theatre to explore issues around learning difficulties.

Whilst it is positive that there are some good examples of involvement, it is clear that public bodies need to do more, especially in terms of targeted approaches to working with specific groups who face disadvantage.

Hate crime and harassment continue to be problems for people in Wales, with greater impacts on people with protected characteristics. The [number of hate crimes doubled between 2012-13 and 2018-19 \(from 1,765 to 3,932\)](#), with race, sexual orientation, disability and religion judged to be motivating factors.

There has been little change in the prevalence of harassment, abuse and violence against women, including through social media, in public places, in the workplace and in their own homes – according to [Plan International UK](#), 66% of girls in the UK have experienced sexual attention or contact in a public place and 38% of girls experience verbal harassment at least once a month.

- There has been an increase in the number of recorded hate crimes in Wales judged to have been related to sexual orientation (one fifth of all recorded hate crimes in 2017-18).
- Race was judged to be a [motivating factor in 68% of hate crimes recorded in Wales in 2017-18](#), and recorded race incidents have been increasing (10% increase between 2016-17 and 2017-18).
- Disability was judged to be a motivating factor [in 9% of hate crimes recorded in Wales in 2017-18](#), with 6% judged to be motivated by religion.



According to [the Home Office](#), there were spikes in hate crime following the Brexit vote in 2016 and the terrorist attacks in 2017. Research has found that online hate speech and attacks can “contribute to the normalisation of extremist views...which emboldens people to abuse and assault people on the street, on public transport, in shops etc.”

It is positive that Welsh Government announced a range of investment and initiatives in 2019 to tackle hate crime and racism in Wales, including the Hate Crime Minority Communities grant fund. Funding has been given to projects such as the [Hate Crime project for Race Council Cymru](#) to work in partnership with hate crime officers, Victim Support Cymru and two police forces in Wales to support ethnic minority groups, religious organisations and individuals across South and West Wales to recognise and report hate crime, and speak up for victims.

There are many examples of projects trying to tackle hate crime and harassment, both within Wales and further afield.



Cardiff University's [HateLab](#) is a global hub for data and insight into hate speech and crime. It uses data science methods, including ethical forms of AI, to measure and counter the problem of hate, both online and offline.

Education establishments, particularly higher education, have taken a lead in responding to harassment on campus, working with boys and young men and addressing relationships and sex education through work to improve young people's understanding of consent. For example, [Middlesex University's](#) Hear Me Out is an anti-sexual violence, harassment and hate crime campaign aimed at tackling myths, misunderstandings and problematic perspectives about sexual violence, harassment and hate crime on campus, and [University of Wales Trinity Saint David](#) has developed an anonymous reporting form for victims and witnesses.

[Project Guardian](#) was a high profile, partnership effort to improve women's safety on transport in London, including through encouraging people to report instances of harassment by texting 'what' 'where' and 'when'. This approach improved rates of reporting, with the number of offences reported increasing [by 50% between 2014-15 and 2016-17](#).

Welsh Government and other public bodies need to play their part in tackling hate crime and harassment, particularly in relation to the groups who experience it the most, and this should be reflected in their equality objectives and well-being objectives.

## Wales is showing commitment to listening to young people through lowering the voting age to include 16 and 17-year olds

**“Since our leaders are behaving like children, we will have to take the responsibility they should have taken long ago.”**

Greta Thunberg, COP24 Poland

**“By extending the right to vote to 16 and 17-year olds we show young people that we trust them, we're ready to listen to them and we take their opinions seriously.”**

Rhun ap Iorwerth, Plaid Cymru Shadow Minister for Health and Finance

The involvement of young people in decision-making is particularly important to represent the interests of future generations and the reduction of the voting age in Wales (to include 16 and 17-year olds) is a cause for celebration. The global school Climate Strikes have been an astonishing example of how young people can influence change, and Welsh Government is showing commitment to responding to the concerns of young people in Wales about climate change.

The [Welsh Youth Parliament](#), set up in late 2018, gives the young people of Wales a voice on the issues that matter to them. Of its 60 members, 40 were voted for by young people in their constituencies, and 20 were chosen by a diverse range of partner organisations to represent ethnic minorities young people, carers, the LGBT+ community and deaf students, amongst others. In this [article](#), Finlay Bertram, Welsh Youth Parliament Member for Newport West celebrated LGBT History Month with ten photographs.





We also have a well-established and effective Children’s Commissioner for Wales who raises awareness of children’s rights, encouraging schools and public services to adopt an approach that has the [United Nations Convention on the Rights of the Child](#) at the centre of decision-making and delivery – see the [“Right Way” framework](#) which promotes equality, safety and resilience.

The appointment of a Future Generations Commissioner for Wales to speak on behalf of future generations, including those yet to be born, is a brave, progressive and indeed internationally ground-breaking step to take towards representing people who do not have a voice in the current democratic system.

There are a number of good examples of public bodies listening to the views of young people, including:

[Wrexham Public Services Board](#) have established a Senedd yr Ifanc; involving young people in decisions that affect them. The Public Services Board have used our joint guidance on the United Nations Convention Rights of the Child and Well-being of Future Generations (Wales) Act to help the Senedd yr Ifanc launch their own youth campaign: ‘Our Well-being’.

In [Merthyr Tydfil](#), young people produced a mental health DVD, that won the High Sheriffs award and, alongside a toolkit, is now used to discuss mental health with other young people across the borough. Merthyr also has the Rights Respecting Schools programme (in which half of their schools are involved), that seeks to promote an ethos of mutual respect so that staff and pupils feel listened to and valued.

The new curriculum for Wales is a key opportunity to develop children and young people’s understanding of their potential to influence decision making, particularly as one of the purposes is to support “ethical, informed citizens of Wales and the world.” The approach being taken to how ‘sex education’ will be taught across the curriculum has been widely recognised as progressive.

The changes, which include the subject being renamed as ‘relationships and sexuality education’ and focusing on issues such as consent, domestic abuse and respecting diversity, [have been welcomed by a range of organisations including Stonewall Cymru and Welsh Women’s Aid](#). Welsh Government should also ensure the curriculum is underpinned by human rights education, to help establish and reinforce the shared values that provide the foundation for a society, in which all individuals are respected, and with the opportunity to flourish.

Public bodies should make the most of opportunities to engage with young people in their decision making and show how young people’s voices are influencing decisions to improve Wales for future generations.



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## Despite some progress, further work is needed to ensure our decision makers share the characteristics of the people they are making decisions for

Having decision-makers who reflect the make-up of society is an important factor in good decision making.

The data below shows how different groups participate and are represented in decision-making (and it should be noted that many of these characteristics intersect, leading to even greater disadvantage for some people).

### Gender

While the National Assembly generally performs well in relation to gender, the representation of diverse women remains a key challenge - for example we are yet to elect Black Asian and minority ethnic women as Assembly Members.

Since last year there has been some improvement in the proportion of women in leadership positions in local government. The recent general election has returned an increased proportion of women MPs in Wales from 28% to 35%.

64% of public appointments made in 2018-19 were female and 56% of chairs appointed to boards during the same period were female.

**“A gender equal Wales means an equal sharing of power, resources and influence for all women, men and non-binary people. This is a vision where the government aims to create the conditions for equality of outcome for all.”**

Vision Statement from ‘Deeds not Words’, Chwarae Teg

### Disability

The Equality and Human Rights Commission found that few disabled people are in positions of power in Wales and the closure of courts and inaccessible transport networks further restrict disabled people’s ability to participate.

Disability was judged to be a motivating factor in 9% of hate crimes recorded in Wales in 2017-18.

**“We need to find better ways to engage with citizens a lot more. This means, active participants. This could be on things like citizen juries and panels.”**

Participant at the Disability Wales Conference (November 2019)



## Ethnicity

Ethnic minority groups are under-represented in public appointments and the judiciary – only 1% of court and tribunal judges are from an ethnic minority.

Only 3% of public appointments made in 2018-19 were Black Asian and minority ethnic people. More positively, 9.2% of new appointments made by Welsh Government in 2017-18 were.

Ethnic minorities in Wales experience high levels of hate crime: the majority (75%) of hate crimes reported and recorded in Wales in 2016/17 were motivated by race or religion.

A recent report, published by Ethnic Minorities and Youth Support Team Wales, highlights the complex experiences of people from ethnic minority backgrounds who live in Wales. While over half of those surveyed felt strongly part of their local community, over half (52%) had also reported experiencing abuse due to their race, religion or cultural identity.

**“Getting more diversity on panels – it needs to start from the top e.g. representation of Assembly Members, this needs to be addressed! Need broad representation Black Asian and minority ethnic people in positions of leadership don’t necessarily reflect experiences of people.”**



Participant in a Black Asian and minority ethnic workshop as part of ‘Our Future Wales’

## Age

Older people (aged 65 and over) are more likely to have a strong sense of community compared with younger age groups. For example, 90% of those aged 75 and over are satisfied with their local area as a place to live. However, people aged 75 or over also feel the least safe in their communities after dark.

Older people are well represented in decision making: 47% of county and 55% of community councillors elected in the 2017 local elections were aged 60 years or older.

Younger age groups are generally at higher risk of being victims of crime (including violent crime), with the 16-24-year age group experiencing the highest rates in most crime categories.



## Sexual orientation

There has been an increase in the number of recorded hate crimes in Wales judged to have been related to sexual orientation (one fifth of all recorded hate crimes in 2017-18).

Stonewall Cymru research shows that 25% of LGBT people (23%) said they had experienced a hate crime or incident due to their sexual orientation and/or gender identity and that many of them did not report the incident to the police.

49% of LGBT young people experience unwanted sexual attention at least once a month.

We have some positive role models in leadership positions in Wales including Steven Doughty, Member of Parliament for Cardiff South and Penarth and Hannah Blythyn, Assembly Member for Delyn.

It is positive that there is a new [Cross-Party Group on Race Equality in the National Assembly for Wales](#) and, through helpful involvement from Race Alliance Wales during the development of this report, I understand that Welsh Government has committed to developing a Race Equality Strategy.

I hope Government take this opportunity to take an ambitious and integrated approach to tackling the inequalities experienced by people from Black, Asian and minority ethnic communities in Wales, that takes account of the well-being goals and five ways of working set out in the Act.

In 'Is Wales Fairer? (2018)' the Equality and Human Rights Commission set out a number of recommendations related to the diversity of decision makers, which include:

- Welsh political parties should voluntarily publish diversity data on the selection and election of candidates in local and national elections
- To reduce under-representation on public boards, [Welsh Government](#) and public bodies should set targets to increase diversity in public appointments, publish how they will make full use of positive action and publish progress annually.

Recruitment, particularly recruitment of influential people in leadership positions should be viewed by organisations as opportunities to take positive action, which is defined as 'voluntary actions to address any imbalance of opportunity or disadvantage that an individual with a protected characteristic could face'.



We need a concerted national effort to ensure decision makers are more diverse, taking account of all of the protected characteristics, and mechanisms in place to ensure any citizen who would like to get involved with improving a service or plan are given the opportunity to do so.

## Educational opportunities: Enable people to develop the skills and knowledge to be fulfilled

### What future generations need

**“We need a society where discrimination based on gender, ethnicity, sexual orientation is lessened as more people are aware of these issues equally. I live in Powys and the inequality in education is growing even more now due to funding cuts.”**

People’s Platform

**“Schools – need to be more integrated as catchment areas – parents need to be empowered – we’re not trained/taught to challenge which comes from education.”**

**“The curriculum is not clear on the benefits of diversity; teachers are not a diverse group. Need globally, ethically informed teachers – this cannot happen without a diverse workforce.”**

Participants in Black Asian and minority ethnic workshop as part of ‘Our Future Wales’

Education should be used as a tool for the development of a multicultural and diverse society in which all people are equal, regardless of their socio-economic background, gender, ethnicity, experience of disability, age or sexual orientation.

People should be given the opportunity to develop the range of skills they need for decent work, and to guarantee equality of outcomes for all. People should also be free from discrimination, bullying and abuse in education settings, including in lifelong learning and higher education. We must ensure people can learn and develop skills and knowledge to live a fulfilled life.

### Where we are now

As set out in [Chapter 5, in the section on Skills for the Future](#), there are still significant disparities in education and skills amongst disabled people and some ethnic minority groups.

However, there are also some positive improvements:

- A relatively high proportion (8.4%) of Welsh student enrolments at higher education institutions in 2017-18 were from the Welsh Black, Asian and minority ethnic population.
- There has been an improvement in educational attainment of children with special educational needs and whilst barriers to disabled people gaining employment are complex, this may indicate progress towards more positive outcomes for the next generation of working age adults with a disability.



The section on [Skills for the Future](#), includes key findings related to the importance of education and skills in reducing inequalities, including:

- Whilst things are improving, persistent inequalities remain in Wales when it comes to education and employment.
- Adopting an education system that is more personalised, self-paced and focused on skills for a changing world (rather than traditional knowledge), could help children from different backgrounds have greater control over their educational outcomes.
- Growing and emerging industries in Wales have existing gender inequalities that could increase if they are not addressed now.
- There is insufficient action to adopt proactive measures for improving diversity through well-being objectives and steps. These measures should include setting challenging targets for recruitment; ensuring people of different ethnic minorities are visible and represented in their organisation.
- People are staying in work and learning for longer, as Wales’ population is getting older. Our education and skills system needs to adapt and take advantage of this for society and the economy.



## Equality of health outcomes: understanding the causes and effects of health inequalities

### What future generations need

**“There needs to be a culture of disability rights. Let’s work together to make the social model a reality”**

Rhian Davies, Disability Wales

Our physical and mental health is crucial for our well-being and our abilities to progress in life. People’s quality of health and access to health care services should be equal across groups, and should not be affected by their ethnicity, gender, sexual orientation, disability or the relative poverty of where they live.

### Where we are now

**“I am unhappy that there is such a disparity in the people who are in need of help, be it a health problem, housing issue, financial worry, mental health issue or loneliness and those with the authority to give help and support.”**

People’s Platform

This section relates closely to the [section](#) on [A Healthier Wales](#) in this Chapter, and [Adverse Childhood Experiences](#) in Chapter 5.



Chapter 3 in the section on A Healthier Wales, includes key findings related to the importance of health and wellness in reducing inequalities, including:

- There is compelling evidence that we are not investing in the best balance of services to keep people well and to enable them to live healthy and fulfilled lives.
- There is some evidence of public bodies adopting approaches that are more preventative, but the prevention agenda is not progressing at the scale and pace needed and is not often focused on the wider determinants of health.
- Most health bodies have set well-being objectives focused on the more traditional definition of ‘health’ and contribution to “A Healthier Wales” goal only, failing to take into account the wider determinants of health, such as poverty, air pollution and poor housing.
- Mental health is a pressing concern for future generations, with mental illness increasing across our society.

The section on Adverse Childhood Experiences (ACEs) in Chapter 5, includes key findings related to the importance of tackling ACEs in terms of reducing inequalities, including:

- There are positive signs of national policies supporting interventions which will help to address the intergenerational cycle of ACEs
- There needs to be a more consistent understanding and focused action to develop ACE aware communities.
- Examples of intergenerational work as part of a solution to tackling ACEs are beginning to emerge in Wales but public bodies and Public Services Boards could be more explicit in making the connections

I have included information on the Violence Against Women and Domestic Abuse agenda in this chapter as it is important for future generations and is not reflected elsewhere in this report.



## **Violence Against Women remains a significant and persistent challenge despite an increased focus and introduction of specific legislation**

Domestic abuse and violence against women and girls remains a significant challenge in Wales, not only because of the impact it has on victims' physical and mental health and on demand for public services in the short term, but also because of the longer term impact on the intergenerational transmission of childhood adversities.

Across the UK, [the police recorded 599,549 domestic abuse-related crimes in the year ending March 2018](#), an increase of 23% from the previous year. This in part reflects improvements in the identification and recording of domestic abuse incidents as crimes, and an increased willingness by victims to come forward. Of these 559,549 crimes 34,907 were recorded by Welsh police forces accounting for 15% of total recorded crime in Wales.

In addition, it is widely accepted that accurate data on the prevalence of domestic abuse is difficult to obtain. The British Crime Survey found that 83% of victims do not report to the police. In their recent report on the implementation of the Violence Against Women Domestic Abuse and Sexual Violence (Wales) Act, Audit Wales conclude that "One of the best sources of Welsh specific information on demand for domestic abuse and violence services come from Welsh Women's Aid members' data returns which show that 12,166 survivors were supported by specialist services during the year".

Although domestic abuse and sexual violence can be experienced by anyone, it is clear that in relation to both women are disproportionately affected: in the year ending March 2018, an estimated 2 million adults experienced domestic abuse (1.3 million women, 695,000 men).

In relation to intimate partner violence 2.4% of victims were male compared to 5.6% of women. Domestic abuse is also more prevalent in lower socio-economic groups with 21.4% of female victims living in household with an income of less than £10,000 per year, [compared with 4.6% of women living in households with an income of over £50,000 per year](#).

There have been a number of significant and positive developments in tackling violence against women and girls in Wales over the last five years, most notably:

- The [Violence Against Women, Domestic Abuse and Sexual Violence \(Wales\) Act \(2015\)](#). The purpose of this was to improve the public sector response to violence against women, domestic abuse and sexual violence; provide a strategic focus on these issues; and ensure consistent consideration of preventative, protective and supportive mechanisms in the delivery of services.
- The Minister for Education Kirsty Williams AM, has also announced that education on healthy relationships will be a mandatory part of the new Welsh Curriculum, filling a welcome gap in Wales' approach to prevention.

Whilst there is clear policy commitment and intent from Welsh Government, including a pledge from the First Minister to make Wales the safest place for women, [analysis by Audit Wales](#) on implementation of the Act demonstrates that there is more work to do. This mirrors my findings on [Adverse Childhood Experiences in Chapter 5](#), where progress is being made but is not yet transformational particularly in terms of the shift to prevention.





**“We found that despite public bodies recognising the importance of developing preventative services, they have not yet made an effective shift from an acute, reactive service. Front-line staff we interviewed across all bodies recognise the importance of prevention but acknowledge that they lack the time and resources to make this shift in focus and emphasis a reality because transitioning services needs to be resourced and public bodies do not have the funds available to support this shift. People we interviewed told us that there is no designated money for prevention and in order to free up money they would have to cut existing services, something they do not feel they can justify at this time.”**

Auditor General for Wales, ‘Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act’

The report from Audit Wales outlines the same barriers which this Future Generations Report refers to time and time again as: short-term funding streams, performance frameworks and a need to better understand the victim/survivor journey.

I support the recommendations made by the Auditor General and many of my recommendations in this report build on what he has suggested. For example my recommendation to top-slice budgets to invest in prevention and the appointment of a Minister to oversee this. The Government and other public bodies should seek to implement these recommendations within this policy area and across the policy and delivery landscape as quickly as possible.



# A More Equal Wales

## Recommendations for Welsh Government

### Key Recommendation

Welsh Government should consider how it can respond to future trends (such as increasing automation, our ageing population and climate change) in ways that reduce inequalities rather than perpetuating them.

### Policy Recommendations

#### Welsh Government should:

- Implement the recommendations of the Gender Equality Review with a particular focus on the implications of future trends as well as current challenges.
- Ensure that it is using levers such as the Public Sector Equality Duty; socio-economic duty and the Social Partnerships (Wales) Bill, in ways that align to the requirements of The Well-being of Future Generations (Wales) Act 2015 - particularly setting, delivering and reporting on well-being objectives.
- Take bold steps to tackle the inequalities experienced by Black, Asian and minority ethnic communities in Wales - including through a Race Equality Strategy.
- Set challenging targets for public sector recruitment, ensuring people with diverse characteristics are visibly represented in government at all levels. This approach should recognise the importance of lived experience of disadvantage as a valid recruitment criteria. A Real Life Fast Track should be introduced as part of government recruitment. (See Chapter 2 recommendation on the 'Real Life Fast Fast Track'.
- Ensure that the new school curriculum in Wales adequately equips children to become ethical informed citizens of a diverse Wales; especially in the context of the apparent growth in hate crime exacerbated by Brexit.
- Ensure that it uses every lever available to reduce inequalities and end poverty in Wales, maximising opportunities across all of the well-being goals.



# A More Equal Wales

## Recommendations for Welsh Government

### Process Recommendations

In their day to day actions Welsh Government should **stop**:

- Focusing efforts to tackle poverty and reduce inequality largely in the space of economic and social interventions, missing opportunities to take a more holistic approach that contributes to all of the well-being goals.
- Approaches to apprenticeships, mentoring, work shadowing and paid internship/work placement programmes which do not seek to tackle under-representation of certain groups.

In their day to day actions Welsh Government should **start**:

- Using future trends research and futures techniques to plan how to reduce poverty and inequalities for future generations.
- Using the definition of prevention to ensure that the overall approach to ending poverty and reducing inequality shifts to preventative approaches, as well as supporting people experiencing disadvantage.
- Better aligning key levers to tackle poverty and inequalities to the requirements of The Well-being of Future Generations (Wales) Act 2015.
- Requiring all recipients of government funding to provide equality, diversity and unconscious bias training to its senior and public facing workforce.
- Seeking to reduce inequalities by involving people in the 'story behind the data' and collaborating with others.
- Addressing the recommendations contained in Audit Wales' report: 'Progress in Implementing the Violence Against Women Domestic Abuse and Sexual Violence' Act.



## A More Equal Wales

### Advice on setting well-being objectives for all public bodies and boards covered by the Well-being of Future Generations Act (including Welsh Government)

Please refer to the chapter on Setting Good Well-being Objectives, but in setting their objectives specifically in relation this goal all public bodies and boards covered by the Well-being of Future Generations Act (including Welsh Government) should:

- Ensure that objectives consider opportunities to tackle poverty and inequalities in the context of all of the well-being goals - not solely focusing on economic and social opportunities.
- Consider more collaborative and integrated approaches to tackling poverty and equalities across services, focusing on groups that face particular disadvantages.

In setting their steps, public bodies and boards covered by the Well-being of Future Generations Act (including Welsh Government) should focus in the following areas and should:

- Tackling poverty and socio-economic disadvantages.
- Ensuring equal access to decent jobs - recognising everyone's value.
- Giving people equal opportunities to participate in decision-making to enable equal outcomes.
- Enabling people to develop the skills and knowledge to be fulfilled
- Understanding the causes and effects of health inequalities.



# A More Equal Wales

Recommendations for all public bodies and boards covered by the Well-being of Future Generations Act (including Welsh Government)

## Process Recommendations

In their day to day actions they should **stop**:

- Solely focusing on reporting of challenges and taking a ‘saviour’ approach at the expense of focusing on prevention.
- Considering equality objectives in isolation from core business.

In their day to day actions they should **start**:

- Focusing on prevention of inequalities, including through education and harnessing the skills and resilience of people who have lived experience of relevant issues.
- Adopting proactive measures in setting well-being objectives and steps which include setting challenging targets for recruitment, retention and progression of women, black, Asian and minority ethnic groups and disabled people; ensuring that they are visible and represented at all levels in their organisation.
- Adopting the actions of the Diversity and inclusion strategy for public appointments, aimed at providing equal opportunity for all, such as providing mandatory equality training and unconscious bias training.
- Actively encouraging leaders and senior managers to have an equity mindset which permeates through their teams.
- Aligning the setting, delivering and reporting of their well-being objectives on equality, with their strategic equality objectives.



## Resources / Useful Information

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### Future Generations Commissioner for Wales

- [Journey Towards a More Equal Wales](#)
- [Future Generations Framework](#)
- [Future Generations Framework for Scrutiny](#)
- [Future Generations Framework for service design](#)

### Welsh Government

- [WG Future Trends Report](#)
- [Well-being of Wales 2019](#)

### Other

- [Joseph Rowntree Foundation: Poverty in Wales 2018](#)
- [Bevan Foundation: Poverty in Wales – a failure of devolution?](#)
- [Equality and Human Rights Commission: 'Is Wales Fairer? 2018'](#)





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