



Comisiynydd  
**Cenedlaethau'r  
Dyfodol**  
Cymru

**Future  
Generations**  
Commissioner  
for Wales



**A Journey to**

# A More Equal Wales

**1: Fair work:** Ensuring equal access to decent jobs, recognising everyone's value

**2: Educational opportunities:** Enabling people to develop the skills and knowledge to be fulfilled

**3: Participation:** Giving people equal opportunities to participate in decision making, to enable equal outcomes

**4: Equality of health outcomes:** Understanding the causes and symptoms of health inequalities, including Adverse Childhood Experiences and Violence against Women Domestic Abuse and Sexual Violence





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# A More Equal Wales

In the Well-being of Future Generations Act,  
this goal is defined as

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



## Defining the goal

Equality is everyone's issue. Deepening poverty in Wales is leading to an even starker gap in the opportunities of people born into different socio-economic backgrounds.

Despite rising employment levels, work increasingly does not guarantee an adequate standard of living. Furthermore, just under one in four people from ethnic minority groups reported being lonely in Wales in 2017-18, nearly three times as many disabled people report poor mental health than non-disabled people and one in three women in Wales experience physical or sexual violence at some point in their lives. It is clear much more needs to be done within our organisations and at a national level, this means going further than the duties placed by the Equality Act (2010), and Welsh specific equality duties, by taking positive action to ensure that the future of Wales is one where people have not only an equality of opportunity, but an equality of outcome.

We all have a part to play in ensuring that people can fulfil their potential no matter where they're from. From ensuring access to decent jobs through fair work, to access to educational opportunities, ensuring equal opportunities to participate in decision-making, and taking action on health inequalities and socio-economic inequality.



### Case studies

Throughout the document you will find a number of reports relating to the topic subject. Please read the link if you see this symbol.



## Defining the goal

Where to focus action in contributing to this goal

**Ensure that people have equal access to decent jobs, recognising everyone's value.**

[\(See equal Wales journey topic 1: Fair work\)](#)

**Enable people to develop the skills and knowledge to fulfil their potential.**

[\(See equal Wales journey topic 2: Educational opportunities\)](#)

**Give people equal opportunities to participate in decision making, to enable equal outcomes.**

[\(See equal Wales journey topic 3: Participation\)](#)

**Support understanding of health inequalities.**

[\(See equal Wales journey topic 4: Equality of health outcomes\)](#)

**Support understanding of the importance of people's socio economic background and circumstances to fulfilling their potential.**

[\(Journey topic on socio economic inequality to be explored in next phase\)](#)

## Other statutory requirements in relation to this goal

The **Equality Act 2010** legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone.

Information and guidance can be found at <https://www.gov.uk/guidance/equality-act-2010-guidance>, including guidance in relation to the public sector Equality Duty.

The **Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015** aims to improve arrangements to promote awareness of, and prevent, protect and support victims of gender-based violence, domestic abuse and sexual violence.

Links to guidance are provided throughout this document, and the National Training Framework can be found at <https://gov.wales/national-training-framework-violence-against-women-domestic-abuse-and-sexual-violence-statutory>



Some of the suggested steps and actions in this document complement the policies set out in legislation - specific steps and actions that adhere to these are highlighted in orange and with an 'St' symbol.

## Enablers

Achieving this goal is **more likely to happen** when...

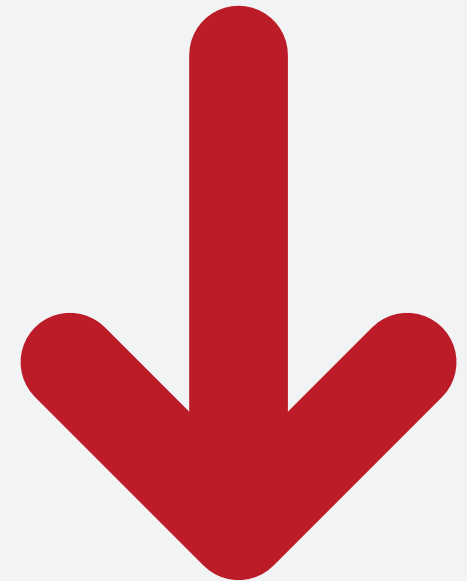
- **Diversity is celebrated.**
- **People understand what creating a more equal Wales means, and the importance of intersectionality (how different aspects of discrimination overlap/intersect).**
- **Organisations recognise that they have work to do in this area, particularly in terms of staff representation.**
- **Investment in equality and diversity is recognised as 'making good business sense', not only as the 'moral' thing to do.**
- **There is an appreciation that creating a more equal Wales has a positive impact on a number of the other well-being goals.**



## Disablers

Achieving this goal is **less likely to happen** when...

- **Work on enhancing equality falls only to the 'equality team'.**
- **Equality and diversity is seen as 'nice to have' rather than being embedded in day-to-day business.**
- **Doing anything above the minimum legal requirement is seen as a poor use of resource (e.g. making information accessible).**
- **The complexity of intersectionality (how different aspects of discrimination overlap/intersect) is not appreciated.**
- **There is not an understanding of the concept of privilege.**





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**A Journey to**

# A More Equal Wales

## 1: Fair work

Ensuring equal access to decent jobs, recognising everyone's value



## Defining the issue

Fairness in the workplace is a vital part of a successful business or public body. It is supported by law - the Equality Act 2010 and the Welsh Specific Equalities Duties - and also makes good business sense in running and developing an organisation. All workers 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. Everyone should also have the opportunity to enter, remain in and progress in employment

without disadvantage on the basis of protected characteristics.

UK-wide research suggests that those in insecure employment are likely to miss out on key rights and protections at work. In Wales, the employment rate for non-disabled people (80.5%) was considerably higher than the rate for disabled people (48.1%) for the year ending 31st March 2019, with a disability employment gap of 32.4%. The overall gender pay gap in hourly earnings excluding overtime for all employees in Wales in

2018 was 13.6% (provisional figures). The majority of mothers (71%) have had a negative or possibly discriminatory experience during pregnancy or maternity leave, or on their return from maternity leave.

There is a substantial body of evidence that outlines the multiple ways in which poverty and a lack of economic autonomy for women intersects with and reinforces gender inequalities. This 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. 75% of women who experience domestic abuse and violence are targeted at work – from harassing phone calls and abusive partners arriving at the workplace unannounced, to physical violence. In the UK, 21% of employed women take time off work because of domestic violence and 2% lose their jobs as a direct result of abuse. 52% of women have reported being sexually harassed or abused in the workplace. The #MeToo movement has evidenced the high number of women and girls that experience sexual harassment and assault at work and in public spaces.

### Synergies and connections to other journeys



#### Journey to a Prosperous Wales

**Topic 1:** Decent work (note that this journey makes reference to the work of the Fair Work Commission)



## Making **Simple** Changes



**Review your existing policies** (such as adoption, special leave, parental leave) to ensure they are explicit in including people in same-sex relationships and use gender-neutral language throughout.



**Review existing policies** and ensure that all new policies reflect the [social model of disability](#) and focus on removing workplace barriers which otherwise compromise the equality and working conditions of disabled people.



**Sign up** to **Chwarae Teg's Fairplay Employer Service** which supports employers to explore their workplace culture from the perspective of developing inclusive workplaces that enable everyone to thrive.



### **Pay the Living Wage.**

E.g. **Rhondda Cynon Taf County Borough Council** worked with trade unions to gradually introduce the living wage for their employees. They are now considering how they can build upon this to become Living Wage accredited.



**Ensure** your organisation has a policy to support staff who transition (the term used to describe the process and steps an individual takes in order to live in the gender they identify as) whilst they are in work.



**Develop** a better understanding of your workforce by carrying out employment analysis of gender, age, ethnicity and disability and examine this by job roles, grades, contract type and working hours.

**Publish** your gender, ethnicity and disability pay gap data. (At the time of publication, the only legal requirement is to publish gender pay gap data but it is good practice to publish all pay gap data.)



E.g. '[Measuring and reporting on disability and ethnicity pay gaps](#)' **Equality and Human Rights Commission.**

## Making **Simple** Changes



**Review** your procurement procedures to require that your suppliers have trained their staff on equality and diversity issues.



**Publish data** on the ratio of women to men in senior roles in your organisation. Also consider publishing data relating to the other protected characteristics where this does not breach data confidentiality.



**Ensure** Equality and Diversity Awareness training is mandatory for all of your staff, and join or set up a staff forum around equality.



**Use** awareness days/months to highlight equality issues through internal staff communication channels, for example Black History month.



HOME



**Consider** opportunities for your staff to job share, to enable them to achieve a better work-life balance.



**Have** a fair and equitable study leave policy in place, to encourage your staff to take part in formal learning.



**Promote** leadership opportunities to your staff to understand global contexts.



E.g. with promotion of **Academi Wales** International [Learning opportunities](#).



**Join** the digital '[Employers for Carers Hub](#)' to access resources and practical information on how to support staff with caring responsibilities.



E.g. **Public Health Wales** have forums for LGBT staff, carers and one focused on issues affecting women.



**Collate** data on the numbers of people with protected characteristics who are applying for roles in your organisation, having interviews and being offered positions in order to identify if there is a point at which a large proportion don't progress. Explore options to address the issue.



**Set** targets for the retention of female staff returning from maternity leave.



E.g. <https://youtu.be/Sr4jC4mVQ1w>

## Making **Simple** Changes

St

**Ensure** that access to job opportunities for low paid staff, especially where staff are part-time or work shifts, is supported through effective internal communications channels.

**Ensure** that if you use insecure employment contracts, they adequately protect the rights of workers.

St

**Ensure** [Equality Impact Assessments](#) are conducted by staff with the appropriate knowledge, skills, resources and protected time. They should be completed as part of the decision making process and used to advance equality, not just to avoid discrimination.

St

**Ensure** disabled recruitment candidates and staff are aware of their right to ask for reasonable adjustments, and review or introduce policies and procedures for putting in place reasonable adjustments to ensure that staff can quickly and easily access the adjustments they need to perform to their best.

**Ensure** that the benefits that the [Access to Work](#) scheme can provide to disabled people are publicised, so this can be used where appropriate. Consider introducing a “Workplace Passport” to make it easy for staff with adjustments to record adjustments and talk to new line managers about them.

Eg

The [Trades Union Council and GMB union](#) have launched a new disability passport to help disabled people get the support they need in work.

**Offer** refugee and asylum seeker awareness raising training in your organisation to increase staff understanding. [Displaced People in Action](#) offer fully funded refugee and asylum awareness raising training.

E.g. **United Welsh Housing Association**  
<https://youtu.be/mKrq6f1Vwx8>

## Making **Simple** Changes



**Enable** low-paid staff to access training and development opportunities, working with them to overcome barriers to progression, such as shift patterns.



**Ensure** your work-spaces and meeting rooms are fully accessible to both employees and visitors.



**Public Bodies** have a duty to prevent VAWDASV and protect and support survivors. Under the [National Training Framework](#) all employees should complete level 1 VAWDASV awareness training and relevant staff should complete Ask and Act training. All strategic leaders should engage with level 6 training on strategic leadership on VAWDASV.



**Ensure** information about the [Live Fear Free](#) Helpline is displayed in public spaces in the workplace including reception and toilet facilities. Encourage staff to know about the Live Fear Free helpline and their local support services through raising it at team meetings.



**Encourage** bystander action as a form of primary prevention which includes supporting people to challenge the social norms and attitudes that perpetuate violence against women, domestic abuse and sexual violence in the community.



**Welsh Government** [Don't Be A Bystander](#) campaign encouraged people to safely provide active support to anyone in their community that may be affected by VAWDASV.



**Provide** information to staff and volunteers on what they can do to support someone affected by VAWDASV. [Welsh Women's Aid](#) has produced an information leaflet to provide advice for family and friends.



## Being More **Adventurous**



**Embed** the Living Wage by becoming an accredited [Living Wage](#) employer.



E.g. **Cardiff Council** is accredited and their Code of Practice has a commitment around the Real Living Wage, and an accompanying guide to implementing this through procurement.



E.g. **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.



**Develop** initiatives to recruit people from groups that are under-represented in your workforce.



E.g. **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.



**Understand** your use of the 'gig economy' (a way of working that is based on people having temporary jobs or doing separate pieces of work, each paid separately, rather than working for an employer) in your supply chain as it may be a way of your suppliers avoiding their legal obligations to staff.



**The Code of Practice on Ethical Employment in Supply Chains** has commitments around the appropriate use of non-guaranteed hours contracts, and tracking commitments through supply chains.



**Set** up a [mentoring scheme](#) within your organisation for under-represented groups, for example Black and Minority Ethnic women.



**Introduce** a reverse mentoring scheme to provide organisational learning about diversity.



## Being More **Adventurous**

**Gather** a better understanding of your workforce, examining the breakdown by job roles, grades, contract type and working hours, and use this to question your assumptions around the type of roles that are offered. For example, are women 'choosing' part time work or temporary contracts because that's all that's on offer?

**Ensure** that flexible working policies are communicated to your staff, and monitor and report on flexible working requests and outcomes.

**Equalise** enhanced pay packages for shared parental leave with maternity leave (many families opt not to use Shared Parental Leave as financially it does not work for them).

**Ensure** that all your staff involved in recruitment and management receive effective training around unconscious bias and sexism to drive culture change and challenge stereotypes in Welsh workplaces.

**St** **Develop** equality and diversity training on a topic-by-topic basis, informed by people with lived experience, such as the transgender community, older people, disabled people.

**St** **Use** [positive action](#) to increase diversity and work to targets.

**Eg** E.g. **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.

**Join** the [Disability Confident Scheme](#) and commit to making annual progress by setting yourself targets.

**Become** a member of Stonewall Cymru's [Diversity Champion programme](#), and encourage organisations you work with to do the same.

**Identify** a lead person in your organisation who can champion issues related to carers, helping them to thrive in the workplace by making reasonable adjustments where necessary.

**Be** open and honest about your organisation's commitment to parental leave, by publishing your parental leave policies and the take-up rates of Shared Parental Leave.

## Being More **Adventurous**

**Run** a role-play exercise about applying for a job at your organisation. This is to understand what it might be like to apply as a person from a group that is under-represented in your workforce, such as someone with sensory loss or who speaks English as a second language, and the barriers that they might face.

**Ensure** that interview and assessment processes can be adapted to ensure people with protected characteristics have the opportunities to demonstrate their skills and strengths.

**Draw** up shift patterns and rotas in consultation with individual staff members, giving staff plenty of notice so they can plan ahead and around the rest of their lives or other jobs.

**When** working with other organisations, create viable routes for local people to work in the foundational economy (the infrastructure of everyday life – such as health, housing and education). Where essential services are private sector, consider using procurement leverage and community benefit clauses to give opportunities for apprenticeships.

**Create** dignified spaces for prayer within your offices.

**Ensure all** managers have the skills to develop staff and have regular conversations about progression options, promoting diversity and equality of opportunity for staff at all levels and addressing informal workplace cultures.

**Raise** awareness of VAWDASV and its causes and consequences by engaging staff and volunteers in activities marking the 16 days of Activism to end VAWDASV from 25 November – 10th December. Create a calendar of events that will raise awareness of VAWDASV, and what the employer does to support those affected and promote support services.



## Being More **Adventurous**

**Challenge** attitudes towards VAWDASV by engaging men and boys in activities. Interventions with men should be based on the constructions of masculinity, power, gender and violence, increasing awareness and changing attitudes to these social norms. [The Council of Europe's guidance for article 12](#) outlines clear principles and examples for involving men and boys in the prevention of VAWDASV.

## Owning your **Ambition**

### National or collaborative actions

**Radically** reform early years education and childcare to greatly increase quality, coverage and affordability, enabling more parents to work and access other opportunities. This should include childcare options for disabled children, British Sign Language speakers and those with additional learning needs.

**Set** a bold vision for inclusive and sustainable growth that provides decent work for people and equality of outcomes.

### Organisational actions

**Ensure** that all your [staff contracts are for flexible working by default, with a case being required if that is not feasible](#).

E.g. **Oxfam Cymru** have defaulted to [flexible working](#).

**Ensure** your leadership team hold your organisation to account for progress on your strategic equality objectives.

**Reflect** your commitment to paying the living wage throughout all of your corporate documents.

Use [positive action](#) to recruit under-represented groups and in occupationally segregated roles.

E.g. 'Exploring positive action as a tool to address under-representation in apprenticeships' [Equality and Human Rights Commission](#)

**Apply** to [Stonewall Cymru's Workplace Equality Index](#), to benchmark your organisation's progress on LGBT (Lesbian, Gay, Bisexual and Transgender) equality.

E.g. The **Intellectual Property Office** have applied for the Stonewall Workplace Equality Index

Eg

Eg

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## Owning your **Ambition**

**Ensure** that all your recruitment policies are 'blind', where applicants' personal data and characteristics are removed from forms recruiters see to avoid conscious or unconscious bias.

**Introduce** a standard set of working terms and conditions that all contracts must be based upon, to ensure equality across your organisation and supply chain.

**St**

**Require** your suppliers to have an action plan for gender equality, and the other protected characteristics.

HOME

**Help** to meet all basic skills needs by 2030 by running a [workplace education project](#). This can include skills programmes for digital skills, literacy, numeracy and basic English for Speakers of Other Languages.

**Provide** [additional childcare](#) free to staff who are low-income parents. For other parents, pay an income related top up through personal accounts.

**Work** with a social enterprise programme to develop a business model that delivers quality and flexibility to people; including through linking childcare providers more closely to employers.

**Create** job ladders in areas where there is little opportunity for progression, including introducing job switching to help people gain new skills.

## Owning your **Ambition**

Eg

E.g. [The ESF-funded Women Adding Value to the Economy programme \(WAVE, 2015\)](#) looked at horizontal progression and diversifying skills. In areas of flexible generic services roles, roles were rotated on a frequent basis between team members. (p.21)

Eg

**Provide** paid leave for survivors of VAWDASV services to access support including accessing refuge, attending outreach appointments and programmes, and going to counselling and therapeutic support. Where appropriate, provide financial support for staff to access support.

E.g. Example of policies regarding paid leave have been developed from the [New Zealand government model launched in 2018](#).

## Other examples and resources



[Ask and Act Framework](#) under the VAWDASV (Wales) Act aims to create a culture across the Public Service where the experience of violence against women, domestic abuse and sexual violence is understood, where disclosure is accepted and facilitated, and support is appropriate and consistent.



[Welsh Women's Aid national training service](#) workplace responses to employees affected by VAWDASV including [workplace champions training](#).



[See around Britain](#) is an online directory of photos of places in the UK that are accessible to people with mobility impairments.