



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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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.



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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...

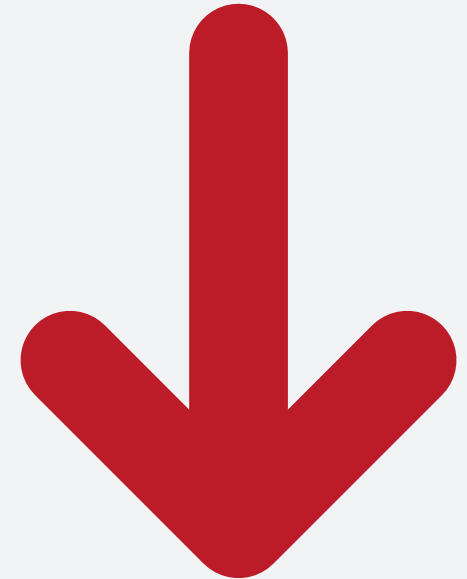
- **Diversity is celebrated.**
- **People understand what creating a more equal Wales means, and the importance of intersectionality (how different aspects of discrimination overlap/intersect).**
- **Organisations recognise that they have work to do in this area, particularly in terms of staff representation.**
- **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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3: Participation

Giving people equal opportunities to participate in decision making, to enable equal outcomes

Defining the issue

Participation in decision making and in communities is important to enable people to influence the decisions that affect them in different areas of life. Being able to access services and form relationships with freedom and autonomy also allows people to exercise their rights through participating in their communities.

47% of county and 55% of community councillors elected at the 2017 Local Government elections were aged 60 years or older, whilst a third of

county councillors (33%) were female and 35% of community councillors were female. According to the 2018-19 National Survey for Wales, 18% of respondents feel they can influence decisions affecting their local area, with this finding more likely among younger age respondents (16-24 year olds) and respondents with no limiting long-standing illness, impairment or infirmity. In addition, 80% of respondents to this survey consider themselves to have access to good services and facilities.

Synergies and connections to other journeys



Journey to Involvement

Topic 1: Organisational culture of involvement



Journey to a Wales of Vibrant Culture and Thriving Welsh Language

Topic 5: Culture available to all



Making **Simple** Changes



Ensure your organisation supports festivals that promote diversity and inclusion, such as Gwanwyn, Refugee Week Age Cymru.



E.g. Taliesin at **Swansea University** are hosting [Age Cymru's art installation](#) created by residents at care homes.



When you host events, ask if people have access requirements at the point where they register and offer a telephone number in addition to online booking systems. It is a legal requirement to make reasonable adjustments.



When working with people, use a variety of contact methods to increase accessibility, such as SMS, online chat.



E.g. **Cardiff City Council** have a range of methods for residents to [get in touch](#), including a sign language service.



Ensure all your organisation's buildings are compliant with accessibility needs, both for access and facilities.



Take involvement opportunities to people, rather than expecting them to come to you.



E.g. **Welsh Government** [explored this with their involvement work around the National Development Framework.](#)



When you seek the views of people about your work, set up processes that value individual stories as well as quantitative data.



Create a policy to enable your organisation to learn about refugee and asylum seeker issues.



Making **Simple** Changes



Involve people at the earliest possible opportunity.

Eg

E.g. [The Open Government Network Wales equality project delivered by Diverse Cymru and C3SC in Cardiff and the Vale of Glamorgan.](#)



When you work with people, provide an advice service/initial point of contact that is easily accessible and user friendly.

St

Make public information accessible through a variety of formats, considering video, British Sign Language, easy-read and audio versions.
https://youtu.be/S8ZCru0_1LQ



HOME



When organising events or meetings, choose external venues that are accessible to disabled people and align with public transport times where possible.



Promote information about available services for people seeking sanctuary through online platforms such as Dewis and the Welcome to Wales website.



Actively seek input from under-represented and seldom heard groups.



Ensure that you recruit diverse people as decisions makers – for example, elected members or board members.



Offer deaf awareness training and British Sign Language (BSL) training for your staff, particularly for those on the front line.

Eg

E.g. <https://youtu.be/u2TPjTnyrAE>



Use UN 'International Days of' to educate, inspire and involve people. For example, 20th June is World Refugee Day, 8th March is International Women's Day.'



Ensure you have a robust VAWDASV policy that includes addressing sexual harassment.



Provide guidance, advice and training on online abuse. For more information on online abuse and its impact on survivors and actions that can be taken, see Welsh Women's Aid briefing.

Being More **Adventurous**



Commit to a target of 50:50 gender representation on boards and at senior level by 2021.



Ensure there is a named person with a responsibility to champion involvement within each of your organisations departments.



Develop opportunities for senior staff to take part in shadowing opportunities or scheduled 'walk-throughs' of your services, in order to develop empathy with people who use your services, and identify where improvements can be made.



E.g. **Cwm Taf University Health Board** Senior staff take part in shadowing opportunities or scheduled '[walk-throughs](#)' of services in order to develop empathy and identify where improvements can be made.



Allocate staff within your organisation to be the initial point of contact with local groups and projects, to enable you to find ways to work with them.



When you consult or engage, problem solve together 'with' communities rather than simply offering them pre-determined options.



When you seek the views of people about your work, show what you have changed as a result and why decisions have been made using lived experience examples or case studies.



E.g. Aneurin Bevan Health Board '[You said, we did](#)'.



When working to prevent poverty, involve people with first-hand experience of poverty in shaping policies and approaches.



Being More **Adventurous**

When you compile reports about people, disaggregate by protected characteristics (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity), in order to highlight key issues.

Find out what resources refugees in your area are given and what you could add to support integration.

St

When you deliver training and education programmes to local communities, ensure they are bilingual and fully accessible to all.

HOME

Review the accessibility of your digital services to ensuring they meet best practice so that disabled people, people without English, people with limited internet connection and survivors of violence, can access them equally.

Have a section of your website which promotes available grants to organisations in your area.

Host cultural activities such as a community party, theatre performance or festival around the topic in question to get people to explore the issue further.

E.g. [HiJinx Theatre have performed interactive forum theatre to explore issues around learning difficulties.](#)

When you work with cultural venues such as theatres and museums, ensure there are relaxed events and other opportunities that are suitable for people with autism and dementia.

Eg

E.g. **Blackwood Miners' Institute / Rhondda Cynon Taf Theatres** –relaxed performances.

Where you provide or work with natural green spaces that are open to the public, ensure all people are able to enjoy them, by providing adequate accessibility infrastructure, such as suitable pathways.

Owning your **Ambition**

National or collaborative actions

There is a concerted national effort to ensure that decision makers are more diverse, taking account of all of the protected characteristics. This involves training and capacity building.

Learning and information from public involvement in local and regional decisions is shared with and used to influence national organisations and policy.

Policy and service development systematically adopts a 'walking in the shoes approach', considering who the end users are, and how the policy or service is experienced by them.

Eg

Mechanisms are 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.

E.g. [Scottish Community Empowerment Act- Participation requests.](#)

Organisational actions

Actively promote job-sharing opportunities for councillors and other leaders, and monitor the take-up of these opportunities.

Remove barriers to political or leadership participation - voluntarily publish diversity data on the selection and election of candidates in elections or board recruitment.

Owning your **Ambition**

Become an organisation or school of sanctuary, and work with partners to ensure they do the same.

Eg

E.g. **Public Health Wales** are in the process of becoming an organisation of sanctuary.

Eg

E.g. [Ysgol Cradoc School](#)

Make disaggregated data about your communities publicly available to help build a picture of the experiences of different groups across Wales, and to support more effective scrutiny and assessment of locally delivered services.

HOME

Publicise the use of simplified forms for community groups applying for grants or licences to run events or projects. This removes barriers to 'grass roots' groups setting up new initiatives.

Protect staff days to visit relevant local projects and meet key people driving change, and include this as a key element of learning and development at all levels in your organisation.


E.g. **Office of the Future Generations Commissioner** visit to [Welcome to our Woods project](#)

Use technology to creatively engage people, such as virtual reality and games, to simulate planning and decision-making and the potential consequences.

E.g. [this exploration of a virtual reality tool for urban planning and preserving cultural heritage](#)

Use open data approaches to sharing data, using a network of contributors and participants to identify solutions.

Owning your **Ambition**



Ensure there is a single point of access to all involvement activities taking place across a partnership, such as a co-ordinated involvement calendar, to ensure that events are well advertised and opportunities for collaboration are identified, preventing duplication.