

Number – WG25096

Welsh Government

**Consultation Document**

Welsh Government Draft Equality Objectives for 2016-2020

Date of issue: **20/04/2015**

Responses by: **10/07/2015**

## What we would like you to tell us

### Consultation Response Form

Your name: **Ashleigh Dunn**  
**Executive Director for Organisational Development  
and People Management**

Organisation (if applicable): **Cyfoeth Naturiol Cymru /  
Natural Resources Wales**

email / telephone number: **0300 065 3000**  
**(Mon-Fri, 8am-6pm)**

Your address: **Natural Resources Wales**  
**Ty Cambria**  
**29 Newport Road**  
**Cardiff**  
**CF24 0TP**

Responses to consultations are likely to be made public, on the internet or in a report. If you would prefer your response to remain anonymous, please tick here:

## **Current Strategic Equality Plan Objectives – 2012 - 2015**

### **Section A**

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

#### **Objective 1**

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

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

NRW agrees that this issue should continue to be prioritised in an equality objective for Welsh Government in 2016-20.

During the life of the 2012-16 Strategic Equality Plan (SEP), Welsh Government explored what advice, information and advocacy services are available to people with protected characteristics.

Following this work, we consider that the findings would benefit from being centralised so that public sector organisations can further contribute to this work, and utilise the information with a public sector organisations central 'hub'.

NRW feels that this approach would serve to strengthen the equality network across Wales and provide greater consistency to the people of Wales.

#### **Objective 2**

*Work with partners to identify and address the causes of the gender, ethnicity and disability pay and employment differences.*

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

NRW agrees that this should continue to be prioritised in an equality objective for Welsh Government in 2016-20.

The wording of the objective could be expanded to 'differences and disparities' as one is often a cause of the other and would be more encompassing.

NRW also believe it would be beneficial to include the protected characteristic of age specifically in the objective for the next four year period.

### **Objective 3**

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

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

NRW agrees that this should continue to be prioritised in an equality objective for Welsh Government in 2016-20.

This SEP review could be a good opportunity to consider looking at the number of people in older groups such as 25 to 50 year olds and those over 50 - especially as we are now seeing an aging population come through which can have considerable consequences for public services.

### **Objective 4**

*Reduce the incidence of all forms of violence against women, domestic abuse, 'honour' based violence, hate crime, bullying and elder abuse.*

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

No comment on Objective 4.

### **Objective 5**

*Tackle barriers and support disabled people so that they can live independently and exercise choice and control in their daily lives.*

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

NRW agrees that this should continue to be prioritised in an equality objective for Welsh Government in 2016-20.

The wording of the objective could be expanded or re-written so that its interpretation means more than a disabled person's living situation only, as the meaning is wider than this.

The current objective wording refers to disabled people as 'they'.

Objective 5 links very closely with objective 6 and could possibly be merged.

### **Objective 6**

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

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

NRW agrees that this should continue to be prioritised in an equality objective for Welsh Government in 2016-20 although this objective is currently specific to health, housing and social services.

Specific mention could be included in the Welsh Government SEP 2016-20 to include other service providers such as NRW. Joint working to get people using the natural environment is key.

Participation in outdoor recreational activities is often limited by income, ability and access to opportunity but the outdoors can offer opportunities for everyone; and appropriate promotion, facilities and access opportunities can improve social inclusion.

### **Objective 7**

*Improve the engagement and participation of underrepresented groups in public appointments.*

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

NRW agrees that this should continue to be prioritised in an equality objective for Welsh Government in 2016-20.

Welsh Government will soon be looking for new Board Members for NRW to help take our organisation forward.

NRW ran three 'Come-on-Board' events in Merthyr, Llandudno and Aberystwyth in early 2015. The key aim was to attract applications from people from all walks of life, so that public body boards become more representative of Wales's diverse population.

The events gave people an opportunity to find out more about how to become a Natural Resources Wales Board Member and what's involved; it is very much hoped that the recruitment to follow will reflect this including gender balance on our Board.

### **Objective 8**

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

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

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

Yes, NRW supports this.

Do you think there should be any other Equality Objectives, either instead of or in addition to the ones in our current Strategic Equality Plan? If so, what should those objectives be?

None

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

Please enter here:

None

## **Section B**

We do not consider it appropriate for us to complete section B

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

Some commonly reported areas of concern are outlined below. Please feel free to give additional examples of issues / difficulties people may experience in the comments section provided.

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

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

### **1b Please explain why you think this:**

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

Health	yes / no
Education	yes / no
Housing	yes / no
Access to transport	yes / no
Crime & Criminal Justice	yes / no
Ability to influence decisions which affect themselves	yes / no
Social & leisure	yes / no
Access to Care & Support	yes / no
Employment	yes / no

Other (please specify):.....

**2b Please explain why you think this:**

**3a In which of these areas do you think people in Wales face issues / difficulties because of gender reassignment?**

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

**3b Please explain why you think this:**

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

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

**4b Please explain why you think this:**

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

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

**5b Please explain why you think this:**

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

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

**6b Please explain why you think this:**

**7a In which of these areas do you think people in Wales face issues / difficulties because of their religion, belief and/or non-belief?**

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

**7b Please explain why you think this:**

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

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

**8b Please explain why you think this:**

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

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

**9b Please explain why you think this:**

**10. In relation to the issues / difficulties you have identified, what would be the one thing the Welsh Government could do which would make the biggest difference?**