



A More Equal Wales Journey Checker



What is a Journey Checker?

Journey checkers explain what is possible for organisations to achieve on their ‘journey’ of contributing to the well-being goals set out in the Well-being of Future Generations Act. They set out the steps that public bodies should take at different stages on their journey, from making simple changes to leading the way.

It is important that the journey checkers are viewed as a set, as many steps have impacts and benefits across goals and topics. The set of journey checkers will evolve over time and the Office of the Future Generations Commissioner will use them to check the progress of public bodies in meeting the duties set out in the Act.

Journey checkers do not have to be linear: in some circumstances a ‘simple change’ or ‘being more adventurous’ action may be more appropriate than leading the way; whereas sometimes progression from a simple change through to leading the way can be seen as a cumulative process.

Each journey checker includes steps at three stages:

Making Simple Changes	Being More Adventurous	Leading the Way
<ul style="list-style-type: none"> - These steps should be quick and easy to implement, low cost and low risk; - They are ‘low hanging fruit’, steps that have been taken and tested by others and have a low risk of failure; - They mobilise and involve people, aligning the agendas of different departments; - They are steps that can take place within your own organisation as a good place to start. 	<ul style="list-style-type: none"> - These steps involve stepping out of a ‘business as usual’ mindset and acting to change how things are currently done; - They will signal early progress to wider change; - They will involve taking well-managed risks and creating a culture of ambition; - As well as the steps your organisation can take, these steps will also be about how you can enable other organisations to change. 	<ul style="list-style-type: none"> - These steps are part of systemic, transformational change to how things have always been done; - They will require reallocating and pooling resources, and time to put changes in place. - Above all they will require collaboration with other organisations and sectors. - These steps are innovative, inspirational and collaborative, putting the Act into practice across larger portfolios to achieve the Wales we want for future generations.



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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).”

This means going further than the duties placed by the Equality Act (2010) 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.

ENABLERS

Achieving this goal is more likely to happen when:

- Diversity is celebrated;
- People understand that a more equal Wales is better for everyone;
- 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 with due regard and resource 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 is not appreciated;
- There is not an understanding of the concept of privilege.

This journey checker sets out where steps contribute to the other well-being goals, using the icons set out below:

Link to goals / ways of working

- Ⓟ Prosperous
- Ⓡ Resilient
- Ⓜ Healthier
- ⓔ Equal
- Ⓢ Community Cohesion
- Ⓢ Culture and Welsh language
- Ⓜ Global
- Ⓢ Involvement

The **blue font** indicates the source of the suggestion or an example.

WORK		
Making Simple Changes	Being More Adventurous	Leading the way
<p>Review existing policies (e.g. adoption, special leave, maternity, paternity, shared parental leave) to ensure they are explicit in including people in same-sex relationships and use gender-neutral language throughout</p> <p>Stonewall Cymru</p> <p>(E) (P) (H)</p> <p>Ensure organisation has a policy to support staff who transition at work in line with best practice</p> <p>Stonewall Cymru</p> <p>(E) (P) (H)</p> <p>Publish gender, ethnicity and disability pay gap data in line with PSED requirements</p> <p>NHS Equality Leadership Group</p> <p>(E) (P)</p>	<p>Set up a mentoring scheme for under-represented groups e.g. BME women.</p> <p>(E) (P)</p> <p>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</p> <p>(E) (P)</p> <p>Have initiatives to recruit people from groups that are under-represented in your workforce. Women Connect First and Elite Employment have worked with Public Health Wales on this agenda, leading to job offers</p> <p>(E) (P)</p> <p>Pay staff the living wage Other goal convener</p> <p>(E) (P) (H)</p>	<p>All staff contracts are for flexible working by default, with a case being required if that is not feasible Oxfam Cymru</p> <p>(E) (P)</p> <p>Hold your organisation to account for progress on their strategic equality objectives NHS Equality Officer</p> <p>(E) (P)</p> <p>Create a culture of positive action within organisations where making reasonable adjustments is not seen as a challenge but as a positive step in terms of bringing diversity into an organisation</p> <p>PHW engagement team</p> <p>(E) (P) (H)</p> <p>Submit an application to Stonewall Cymru's Workplace Equality Index, to benchmark your organisation's progress on LGBT equality</p>

<p>Review procurement procedures to require suppliers have trained their staff on equality and diversity issues Stonewall Cymru</p> <p>(E) (P)</p> <p>Publish data on senior roles ratio men to women WEN Wales, AotP Digital survey</p> <p>(E) (P)</p> <p>Contribute to a project directory or network for your field to enable people wanting to do something similar to find you/ share good practice on sustainability Welcome to Our Woods (Treherbert project)</p> <p>(E) (P)</p> <p>Equality and Diversity Awareness training is mandatory for all staff CEHR</p> <p>(E) (CC) (G)</p> <p>Use awareness days/months to highlight equality issues through internal staff communication channels e.g. black history month</p> <p>(E) (G)</p>	<p>Allocate protected time for reflective practice (especially for social care staff)</p> <p>Mencap Cymru</p> <p>(E) (P)</p> <p>Equality and Diversity training for PB staff is delivered on a topic-by-topic basis by people with lived experience e.g. trans community, older people, disabled people Centre for Equality and Human Rights</p> <p>(E) (H) (I)</p> <p>Employers use positive action to increase diversity and work to targets</p> <p>Health Board Equality Officer</p> <p>(E) (P)</p> <p>Commit to a target of 50:50 gender representation on board and at senior level by 2021 Women's Equality Network</p> <p>(E) (P)</p> <p>Join the Disability Confident Scheme</p> <p>(E)</p>	<p>(E) (P)</p> <p>Ensure that staff involved in recruitment and management receive effective training around unconscious bias and sexism to drive culture change and challenge stereotypes in Welsh workplaces. Report by Chwarae Teg</p> <p>(E) (P)</p> <p>Introduce a standard set of working terms and conditions that all contracts must be based upon Chwarae Teg</p> <p>(E) (P)</p> <p>Require suppliers to have an action plan for gender equality Chwarae Teg</p> <p>(E) (P)</p> <p>Ensuring that flexible working policies are communicated; monitoring and reporting on flexible working requests and outcome (i.e. how many are being approved and how many rejected, are there equal numbers of men and women requesting FW etc) Chwarae Teg</p> <p>(E) (P) (R)</p>
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<p>Promote opportunities to job share Oxfam Cymru</p> <p>ⓔ Ⓟ</p> <p>Have a fair and equitable study leave policy in place, with promotion of international opportunities Other goal convener</p> <p>ⓔ Ⓟ Ⓞ</p> <p>Join or set up a staff forum around equality, even as an ally. e.g Public Health Wales have LGBT, carers and a women's forum</p> <p>ⓔ Ⓟ Ⓞ Ⓡ</p> <p>Join the digital ‘Employers for Carers Hub’ to access resources and practical information on how to support staff with caring responsibilities. Carers Wales and</p> <p>HDUHB (letters to office)</p> <p>ⓔ Ⓟ Ⓡ</p> <p>Collate data on the numbers of people with protected characteristics who are applying for roles, having interviews and being offered</p>	<p>Launch a ‘Let’s Connect’ ICT and Mobile Technology Salary Sacrifice purchase scheme which allows employees to make NI savings whilst purchasing such equipment via their pay. South Wales Fire and Rescue (letters to the office)</p> <p>ⓔ Ⓟ Ⓞ</p> <p>Become a member of Stonewall Cymru’s Diversity Champion programme</p> <p>ⓔ Ⓟ</p> <p>Hold events to address occupational segregation e.g. Mid and West Fire and Rescue arrange specific days to attract women into the firefighter role and contribute towards a more diverse workforce in the future (letter to office)</p> <p>ⓔ Ⓟ</p> <p>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</p> <p>Carers Wales</p> <p>ⓔ Ⓟ Ⓡ</p> <p>Publishing maternity, paternity. Shared parental leave policies and the take-up rates of SPL</p>	<p>equalise enhanced pay packages for shared parental leave with maternity leave (many families opt not to use SPL as financially it does not work for them)</p> <p>Chwarae Teg</p> <p>ⓔ Ⓟ Ⓡ</p> <p>Together with business and industry leaders, set a bold vision for inclusive and sustainable growth</p> <p>Joseph Rowntree Foundation</p> <p>ⓔ Ⓟ Ⓞ Ⓡ</p> <p>Meet all basic skills needs by 2030 by doubling the participation rate in skills programmes for digital skills, literacy, numeracy and basic English for Speakers of Other Languages</p> <p>Joseph Rowntree Foundation</p> <p>ⓔ Ⓟ Ⓞ Ⓡ</p> <p>Radically reform early years education and childcare to greatly increase quality, coverage and affordability, enabling more parents to work and improving children’s development</p> <p>Joseph Rowntree Foundation</p> <p>ⓔ Ⓟ</p> <p>Provide additional childcare free to low-income parents who are employed, training or looking for work; for other parents pay an income related</p>
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<p>positions in order identify is there is a 'drop-off point'</p> <p>(E) (P)</p> <p>Set targets for the retention of women returning from maternity leave 'Pregnant then screwed' campaign. Echoed by EHRC</p> <p>(E) (P)</p> <p>Ensure that any use of insecure employment contracts adequately protects the rights of workers EHRC</p> <p>(E) (P)</p> <p>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 only to avoid discrimination</p> <p>CEHR</p> <p>(E) (I)</p>	<p>Chwarae Teg</p> <p>(E) (P) (H)</p> <p>Run a role-play exercise applying for a job at your organisation as various people from groups who are underrepresented in your workforce e.g. as someone with sensory loss or who speaks English as a second language. Identify how the process could be make simpler and how people can access support</p> <p>PHW colleague</p> <p>(E) (P)</p> <p>Improve the promotion of practical support and advice services available to small and medium-sized businesses covering disability, for example Access to Work. These services can support retention of employees following disability, physical illness or mental health conditions. Joseph Rowntree Foundation</p> <p>(E) (P) (H)</p> <p>Ensure interviews /assessments are able to be adapted to ensure people with protected characteristics have the opportunities to demonstrate their skills and strengths PHW engagement team</p> <p>(E) (P) (H)</p>	<p>top up through personal accounts Joseph Rowntree Foundation</p> <p>(E) (P)</p> <p>Invest in a social enterprise programme to develop business models that are proven to deliver quality and flexibility; link childcare providers more closely to early intervention networks; and roll out a programme of inclusion for children with special educational needs and disabilities Joseph Rowntree Foundation</p> <p>(E) (P)</p> <p>Use HR data to identify people who are not progressing or are not taking up progression opportunities and intervene where appropriate Joseph Rowntree Foundation</p> <p>(P) (E)</p> <p>Ensure 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 Joseph Rowntree Foundation</p> <p>(P) (E)</p> <p>Where possible, larger employers could provide financial guidance and encourage low-wage employees to stay enrolled in auto-enrolment pension schemes</p>
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<p>Offer refugee and asylum seeker awareness raising training to increase staff understanding Oasis</p> <p>Displaced People in Action currently offer this, fully funded https://www.dpia.org.uk/our-projects/</p> <p>  </p> <p>Train customer service and frontline staff to recognise when people are struggling with payments, and give people the opportunity and confidence to report this themselves at an early stage Joseph Rowntree Foundation</p> <p> </p> <p>Enable low-paid employees to access training and development opportunities, working with them to overcome barriers to progression, such as shift patterns Joseph Rowntree Foundation https://www.jrf.org.uk/report/we-can-solve-poverty-uk</p> <p> </p> <p>Ensure your work settings are fully accessible to both employees and visitor CEHR</p> <p> </p>	<p>Create opportunities for people to become engaged with public bodies through volunteering or champion opportunities PHW engagement team</p> <p>   </p> <p>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 Joseph Rowntree Foundation 'We can solve poverty in the UK' doc</p> <p> </p> <p>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 life or other jobs Joseph Rowntree Foundation</p> <p> </p>	<p>Joseph Rowntree Foundation</p> <p> </p>
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LIVING STANDARDS		
Making Simple Changes	Being More Adventurous	Leading the way
<p>Promote available help via media campaigns and through other organisations such as GPs, community centres and foodbanks Joseph Rowntree Foundation 'We can solve poverty in the UK' doc P E</p> <p><u>Collect data</u> on the protected characteristics of people living a street-based lifestyle to better understand and support this community in your area E H CC</p> <p>Apply for Tai Pawb's QED Award accreditation on equality and diversity in housing E H CC</p> <p>Ensure that people with learning disabilities are given a choice about where they want to live Mencap Cymru E H CC</p> <p>Where workers hold stereotypical or negative views of people in poverty they should be challenged, and training should ensure they are</p>	<p>Each local authority in Wales to have an accessible housing register (to improve disabled and older people's access to adapted and accessible housing) Tai Pawb E H CC</p> <p>Collect more detailed data on housing needs of different groups, especially disabled and older people and plan/develop housing to reflect this need. Reflect the data in Local Housing Market Assessments Tai Pawb E H CC</p> <p>Provide outreach to customers when they first get into arrears to prevent spiralling debts and limit the business cost of debt collection Joseph Rowntree Foundation 'We can solve poverty in the UK' doc P E CC</p> <p>Refer customers to third-party organisations offering advice and help, such as independent and voluntary sector debt and advice charities, and</p>	<p>Ensure all new housing is built to Lifetime Homes Standards with accessibility in mind, such as access ramps, ground floor bathrooms, room to install a stair-lift if needed. AOTP digital survey. Echoed by EHRC and Tai Pawb E H CC</p> <p>Analyse data to identify early warning signs, such as customers cancelling direct debits or missing payments Joseph Rowntree Foundation P E CC</p> <p>Offer direct support, such as flexibility over tariffs, access to social tariffs or discounts, and access to grant funds to pay off debt Joseph Rowntree Foundation P E CC</p> <p>Engage early in debt recovery with personalised debt-recovery plans, rather than rapid escalation to debt recovery agencies, and work with other providers to co-ordinate approaches to debt repayment schedules Joseph Rowntree Foundation</p>

<p>equipped to offer personalised services and to deal with all relevant issues. This could include training sessions designed by people in poverty Joseph Rowntree Foundation 'We can solve poverty in the UK' doc P E I CC</p> <p>Direct tenants towards additional support services, such as employment services or affordable credit, as part of a wider financial inclusion strategy Joseph Rowntree Foundation 'We can solve poverty in the UK' doc P E CC</p>	<p>establish partnership arrangements with these organisations, in line with consumer vulnerability strategies Joseph Rowntree Foundation 'We can solve poverty in the UK' doc P E CC</p> <p>Help tenants to become digitally included, for example by working with private providers on installing ultrafast broadband and providing digital skills' workshops Joseph Rowntree Foundation 'We can solve poverty in the UK' doc P E CC</p> <p>Ensure sufficient pitches are provided for Gypsy, Roma and Travellers P E CC I</p>	<p>P E</p> <p>To ensure affordability, rent setting policy should aspire to link rents to local earnings Joseph Rowntree Foundation P E CC</p> <p>Facilitate ways to share or reduce living costs, learn or trade skills, for example volunteering, community currencies, or social and neighbourhood enterprise Joseph Rowntree Foundation P E CC I</p> <p>Co-ordinate local advice and service provision, fostering links with community groups, so people can access the support they need when they need it, and not be passed from pillar to post Joseph Rowntree Foundation P E CC I</p>
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EDUCATION		
Making Simple Changes	Being More Adventurous	Leading the way
<p>Offer careers advice that avoids gender stereotypes and reflects the changing nature of work in Wales (and beyond) Chwarae Teg's latest report on girl's career aspirations E P CW G</p> <p>Addressing gender stereotyping through PSE lessons (e.g. Spectrum project from Hafan Cymru) E</p> <p>CPD for teaching staff around gender awareness and challenging stereotypes Chwarae Teg E P</p> <p>Set up uniform re-use schemes (or something similar) to support children from low-income families, including those seeking sanctuary E P G</p> <p>Ensure pupils with a learning disability are not excluded from relationship and sexuality lessons Mencap Cymru</p>	<p>Introduce initiatives to support people in bottom quintile of the Welsh Index of Multiple Deprivation to reach their educational potential e.g. the Reaching Wider Programme from HEFCW (Letter to the office) E P</p> <p>Programs within Prisons to work with and educate inmates. South Wales Fire and Rescue (Letter to the office) E P CC</p> <p>Embed learning opportunities on equality and human rights from an early age and across the new curriculum to ensure education in Wales produces citizens who respect diversity, understand the value of human rights and participate in our democracy. EHRC E P CC CW I</p> <p>Local authorities should set up community-based advice services providing personalised careers advice for post-16-year-olds, linking them to high-</p>	<p>Provide an internship programme to develop skills and competencies for young adults with additional learning needs e.g. Project SEARCH (a collaborative between Welsh Government, Grŵp Llandrillo Menai College and others with BCU (Letter to the office) E P</p> <p>Actively explore opportunities to set up initiatives with multiple beneficiaries- e.g. this project in Scotland where children learn enterprise skills while supporting local people E P CC G</p> <p>Concentrate on improving attainment for low-income children in all types of schools, rather than on promoting particular school structures (apart from removing selection at age 11 where it still exists) Joseph Rowntree Foundation E P</p>

<p>Ⓔ ⒫ Ⓖ</p> <p>Local authorities should analyse bullying data gathered by schools, including racist bullying, to identify trends and help establish solutions in line with their responsibilities under the Public Sector Equality Duty.</p> <p>EHRC</p> <p>Ⓔ ⒫ Ⓒ</p>	<p>quality apprenticeships, training and employers. These should include support to maintain jobs and training, and future steps as well as finding an initial placement</p> <p>Joseph Rowntree Foundation</p> <p>Ⓔ ⒫</p>	<p>Encourage opportunities for direct contact between people with a learning disability and non-disabled people as contact reduces stigma. This could be at school or through community projects</p> <p>Mencap Cymru</p> <p>Ⓔ ⒫ Ⓖ</p> <p>Monitor and evaluate programmes aimed at addressing attainment gaps, and how effectively these address attainment gaps in relation to socio-economic disadvantage, disability, sex, race and other protected characteristics, in line with their responsibilities under the Public Sector Equality Duty</p> <p>EHRC</p> <p>Ⓔ ⒫</p>
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PARTICIPATION		
Making Simple Changes	Being More Adventurous	Leading the way
<p>Get involved with community festivals e.g. The Big Lunch</p> <p>   </p> <p>Supporting festivals that promote diversity and inclusion e.g. Gwanwyn, Refugee Week Age Cymru</p> <p>    </p> <p>Ask if people have access requirements at the point where they register for events AOTP digital survey</p> <p> </p> <p>Ensure all organisation's buildings are compliant with accessibility needs both for access and facilities AOTP survey</p> <p> </p>	<p>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.</p> <p>Idea came through the Digital survey. Already happening in Cwm Taff UHB</p> <p>  </p> <p>Allocate staff within your organisation to be the initial point of contact with local groups and projects Welcome to Our Woods project, Treherbert</p> <p>  </p> <p>Problem solve together with communities i.e. don't simply offering them pre-determined options Diverse Cymru</p> <p>  </p>	<p>Promote job-sharing opportunities for councillors Women's Equality Network</p> <p>  </p> <p>Remove barriers to political participation- Welsh political parties should voluntarily publish diversity data on the selection and election of candidates in local and national elections, and work with the Welsh Government to ensure funding for the additional disability-related costs of disabled candidates</p> <p>EHRC</p> <p>  </p> <p>Become an organisation or school of sanctuary Public Health Wales are in the process. School example is Cradoc</p> <p>  </p> <p>Make disaggregated data about communities publicly available to help build a picture of the experiences of different groups across Wales and</p>

<p>Offer a telephone number in addition to online booking systems Age Cymru</p> <p></p> <p>Provide an advice service/initial point of contact that is easily accessible Citizen's Advice</p> <p>  </p> <p>Make public information accessible through a variety of formats RNiB, CEHR</p> <p>    </p> <p>Choose external venues that are accessible to disabled people AOTP digital survey</p> <p>  </p> <p>Promote information about available services for people seeking sanctuary (and other) through online platforms such as Dewis and Welcome to Wales website</p> <p>PHW Organisation of Sanctuary team</p> <p>   </p> <p>Train councillors and support staff on equality and how to recruit more diverse councillors</p> <p>NHS Equality Leadership Group</p>	<p>Set up consultation processes that value individual stories as well as quantitative data Disability Wales</p> <p>  </p> <p>When compiling reports about people, disaggregate by protected characteristics, particularly gender, in order to highlight key issues Oxfam Cymru</p> <p>   </p> <p>Ensure training and education programmes delivered to local communities are bilingual and fully accessible</p> <p>PHW engagement team</p> <p>   </p> <p>Review the accessibility of 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</p> <p>EHRC</p> <p>    </p> <p>Public transport providers and regulators should provide training to ensure all staff have the knowledge and skills to help meet the needs of disabled passengers. EHRC</p> <p> </p>	<p>to support more effective scrutiny and assessment of locally delivered services</p> <p>Chwarae Teg</p> <p>  </p> <p>Involve people with first-hand experience of poverty in shaping policies and approaches to prevent poverty or enable people to get out of poverty</p> <p>Joseph Rowntree Foundation</p> <p>   </p> <p>Find out what resources refugees in your area are given and what you could add to support integration Oasis</p> <p>   </p> <p>Use 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.</p> <p>Older People's Commissioner for Wales and the Centre for Ageing and Dementia Research are interested in exploring solutions</p> <p>    </p>
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<p>Ⓔ ⒸⒸ Ⓘ</p> <p>Offer deaf awareness training and British Sign Language (BSL) training for your staff, particularly for those on the front line British Deaf Assoc., CEHR, Public Health Wales</p> <p>Ⓔ Ⓗ ⒸⓌ</p>		<p>Encourage your staff to visit local projects and meet key local people driving change Welcome to Our Woods project, Treherbert</p> <p>Ⓔ Ⓡ</p> <p>Protected staff days to visit relevant local projects and meet key people driving change Welcome to Our Woods project, Treherbert</p> <p>Ⓔ Ⓡ ⒸⒸ ⒸⓌ Ⓘ</p>
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HEALTH, ACES AND PREVENTING DOMESTIC ABUSE

Making Simple Changes	Being More Adventurous	Leading the way
<p>Staff undertake Adverse Childhood Experiences (ACE) training ACE Hub</p> <p></p> <p>Make active travel the default when choosing venues for meetings or events, while still ensuring there is parking and access for disabled people</p> <p></p> <p>Local Authorities to be transparent in how many carers assessments they've completed, ideally on their website</p> <p>Carers Wales</p> <p></p> <p>Increase uptake rates and close regional variations in people with learning disabilities taking up their right to an annual health check.</p> <p>EHRC</p> <p></p>	<p>Map out your services and identify where staff need to be ACE-informed ACE Hub</p> <p></p> <p>GPs become proactive in asking people if they are carers and then signposting to support</p> <p>Carers Wales</p> <p></p> <p>Link with orgs such as Carers Wales to promote opportunities for carers to evidence their transferable skills for potential future employment</p> <p>Carers Wales</p> <p></p> <p>Increase access to healthcare for Gypsies, Roma and Travellers, including by improving engagement activity to develop levels of trust with communities. EHRC</p> <p></p> <p>Improve the accessibility and quality of translation services available to migrants, refugees and asylum seekers when accessing healthcare</p> <p>EHRC</p>	<p>Install street lighting where it can address security concerns</p> <p></p> <p>Add cycling infrastructure which encourages more women to cycle</p> <p></p> <p>Implement a fully integrated gender identity service in Wales and monitor the impact on health outcomes for transgender people in Wales</p> <p> EHRC</p> <p>Families with deaf children are offered a wrap-around support, including the opportunity for immediate family to learn British Sign Language in order to</p>

<p>Identify a member of staff as single point of contact in schools to liaise with families affected by imprisonment. North Wales have a partnership project on this already Families Affected by Imprisonment</p> <p> </p> <p>Police forces in Wales keep accurate and detailed reports on the use of police cells as a ‘place of safety’ under the Mental Health Act.</p> <p>   EHRC</p> <p>Collect and monitor data about the number of spaces needed in refuges, and develop a sustainable funding model for refuges and domestic abuse services, including those that provide specialist services</p> <p>   EHRC</p> <p>Invest in translation services (community languages, BSL, braille) in order to empower people to take preventative action NHS equality leads group</p> <p>   </p>	<p>   </p> <p>Evaluate the impact of the violence against women, domestic abuse and sexual violence strategies EHRC colleague</p> <p>  </p> <p>Children with imprisoned parents to be identified are offered support where appropriate Families Affected by Imprisonment</p> <p> </p> <p>Train commissioners on violence against women and use the national guidance to ensure specialist services are funded and meet the needs</p> <p>EHRC</p> <p> </p> <p>Where possible, make contracts for support services, including for carers, a minimum of 3 years so that bureaucracy doesn’t become prioritised over service delivery in delivery areas facing cuts Carers Wales</p> <p>  </p>	<p>communicate with their child or sibling National Society for Deaf Children</p> <p> </p> <p>Default to 20mph speed limits in areas that are currently 30mph Health Protection Team at Public Health Wales</p> <p>    </p> <p>Form a high risk intervention service for domestic violence with key partners (Letter to the office) e.g. 3rd Sector/Bridgend CBC/ South Wales Police</p> <p> </p> <p>Survivors of violence against women, sexual or domestic abuse, receive appropriate and timely support, including specialist support for women from ethnic minorities, disabled women, women with complex needs, and children and young people</p> <p>   EHRC</p>
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		<p>Police forces run joint initiatives with ethnic minority community groups in order to build trust e.g. Women Connect First cookery project. The project resulted in better relationships and increased intell regarding hate crimes. Video at project event by HG</p> <p></p>
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DRAFT