



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.



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>

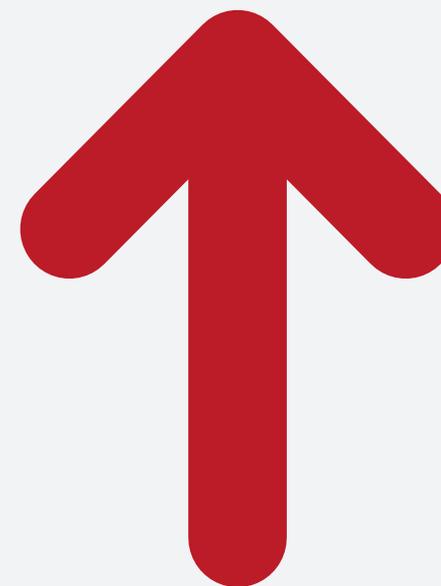


Some of the suggested steps and actions in this document complement the policies set out in legislation - specific steps and actions that adhere to these are highlighted in orange and with an 'St' symbol.

Enablers

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

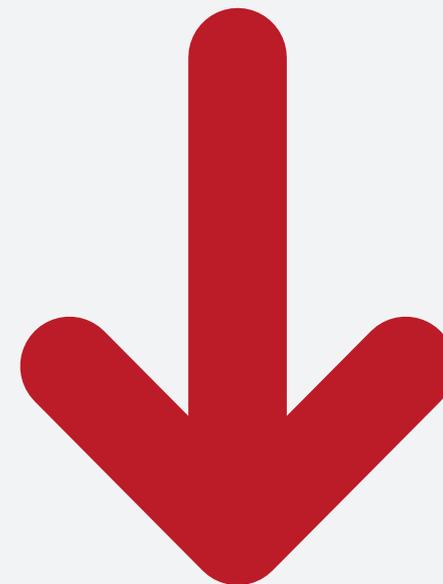
- **Diversity is celebrated.**
- **People understand what creating a more equal Wales means, and the importance of intersectionality (how different aspects of discrimination overlap/intersect).**
- **Organisations recognise that they have work to do in this area, particularly in terms of staff representation.**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

Understanding the causes and symptoms of health inequalities, including Adverse Childhood Experiences (ACEs) and Violence against Women Domestic Abuse and Sexual Violence (VAWDASV)

Defining the issue

Whilst health overall has continued to improve in Wales, inequalities in health outcomes remain a major challenge, as in many other countries. We know that good health depends on much more than the provision of good health services – whilst health services have an important role in tackling health inequalities, we know that they arise as a result of the social and economic inequalities that shape the conditions in which people are born, grow, live, learn, work and age. The complex causes of health inequalities therefore mean that a combination of approaches is required to address them, with a key component of this being action embedded across a full breadth of policy areas through a 'Health in All Policies' approach.

72% of respondents to the 2018-19 National

Survey for Wales reported 'Very good'/'Good' health, with this more likely to be the case for younger age respondents (16-24 years old), males and households not in material deprivation. In 2017, the age-standardised suicide rate in Wales was 13.2 per 100,000 population, with the rate higher among males (20.9 per 100,000 population) than females (5.8 per 100,000 population) (ONS (2018)). According to the Crime Survey for England and Wales (CSEW) year ending March 2018, an estimated 7.9% of women (1.3 million) and 4.2% of men (695,000) experienced domestic abuse in England and Wales in the last year.

Synergies and connections to other journeys



Journey to a Healthier Wales

Topic 1: Treating people with compassion



Making **Simple** Changes

Ensure that your staff undertake [Adverse Childhood Experiences \(ACEs\)](#) training.

Eg

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

Make active travel the default when choosing venues for meetings or events, while still ensuring there is parking and access for disabled people.

Be transparent about how many carers assessments you have completed, ideally on your website.

Ensure that you encourage people you work with who have learning difficulties to take up their right to an annual health check.

HOME

If you work with families affected by imprisonment, identify a member of staff as a single point of contact in schools to liaise with families affected by imprisonment.

Eg

E.g. There is a North Wales partnership project on [Families Affected by Imprisonment](#).

Invest in translation services (community languages, BSL, braille) in order to empower people to take preventative action.

Eg

Take part in [‘It Makes Sense’](#) (sensory loss awareness month) in November.

E.g. **The Wales Ambulance Service** have successfully hosted events for Sensory Loss Awareness Month.

Review how technology can help to improve the services you offer for people facing communication barriers, for example using ‘language line’ or similar apps for communicating in British Sign Language.

Eg

E.g. Barnardo’s is encouraging every school in Wales to take up a [new training package so that staff can help pupils overcome the damaging effects of early childhood trauma](#).

Making **Simple** Changes

Collect data or support analysis and use of data on VAWDASV, and disaggregate by age, ethnicity, socioeconomic status and education, among other factors. These should feed into the [Welsh Government VAWDASV National Indicators](#).

Being More **Adventurous**

Map out your services, identify where staff need to be ACE-informed and develop an action plan for training.

Collaborate with organisations such as Carers Wales to promote opportunities for carers to evidence their transferable skills for potential future employment.

Increase access to your services for Gypsies, Roma and Traveller communities, including by improving engagement activity to develop levels of trust.

Eg

E.g. [Tros Gynnal Plant](#) have a project engaging with [Gypsy Roma Travellers](#) which can be a useful first point of contact.

HOME

Improve the accessibility and quality of translation services available to migrants, refugees and asylum seekers when accessing your services.

Where possible, make contracts for support services, including for carers, a minimum of three years so that bureaucracy doesn't become prioritised over service delivery in delivery areas facing cuts.

Develop positive campaigns to encourage hate crime victims to report and generate greater publicity around real-life successful criminal justice outcomes.

Eg

E.g. **Dyfed Powys Police** promote [hate crime awareness week](#).

St

Consider how you can provide strategic leadership on VAWDASV. At a national level, health must be a key part of the [cross government national strategy and delivery framework](#). Local Health Boards must be an integral part to local and/or regional strategies. The Welsh Government has produced [Local Strategy Guidance](#) informing action at the local and regional levels.

Being More **Adventurous**

Ensure staff are aware of clear referral routes to specialist support and perpetrator interventions. Improve access to quality health-care services by integrating identification of, and care for, those affected by VAWDASV, including during pregnancy, and sexual violence: sexual and reproductive health; maternal and child health, mental health; routine checks and emergency services.

Eg

Identification and Referral to Improve Safety (IRIS)

is a general practice-based domestic abuse and sexual violence training and referral programme.

Ensure health and social care staff are adequately trained to prevent VAWDASV and support and protect survivors. This should include identification and referral of survivors and perpetrators.

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.

Eg

Strengthen the engagement of partnerships with specialist services and community leaders in raising the awareness of communities about the health consequences of VAWDASV, available services, and the importance of seeking health services promptly.

E.g. In England, Public Health England has supported the roll out of the Bystander Initiative. The [Bystander Intervention Initiative](#) was developed with students to engage students and higher education institutions as an educational toolkit for the prevention of sexual coercion and domestic abuse in university and college settings.

Being More **Adventurous**

Ensure quality of care for survivors of VAWDASV and collaborate with specialist services to provide a holistic response. This includes ensuring health workers have an awareness about the interactions between VAWDASV and health risk behaviours and problems, and identifying and addressing the barriers in access to services for survivors of VAWDASV, including as part of universal health coverage.

Eg

[NICE guidance](#) on domestic abuse which applies across health services in Wales.

Owning your **Ambition**

National or collaborative actions

Ensure 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.

Implement a fully integrated gender identity service in Wales and monitor the impact on health outcomes for transgender people in Wales.

Eg

Organisational actions

Collaborate with others to form a high-risk intervention service for domestic violence, and publicise it to your staff and people you work with.

E.g. Bridgend County Borough Council and South Wales Police.

Collaborate with others to influence the role of transport in keeping people safe and healthy – for example the installation of street lighting where it can address security concerns or the provision of cycling infrastructure that encourages more women to cycle.

Eg

Run joint initiatives with ethnic minority community groups in order to build trust and understanding.

E.g. Women Connect First cookery project. The project resulted in better relationships and increased intel regarding hate crimes.
<https://www.youtube.com/watch?v=xb0I3ErkeAU>.

If you work with families with deaf children, support them being offered a wrap-around support, including the opportunity for the immediate family to learn British Sign Language in order to communicate with their child or sibling.

Other examples and resources



[Manual for health managers](#) – World Health Organisation (sets out evidence-based practice for strengthening health systems to respond to women subjected to intimate partner violence or sexual violence).



[RESPECT – Preventing violence against women](#): A framework for policymakers – World Health Organisation (outlines the actions from the individual to community to society that can be taken to prevent VAWDASV).



[‘Ask me’ scheme](#) – Welsh Women’s Aid (aims to maximise communities’ understanding by providing a 2 day training course on how to break the silence and raise awareness of violence against women and girls).



[Trusted Professionals](#) – Welsh Women’s Aid (provides a one day training course designed to upskill professionals who have contact with potential survivors and/or perpetrators of violence against women, domestic abuse and/or sexual violence to recognise the signs, respond to disclosures and refer to specialist support services).