

An opportunity to work with us

Specification: research into the potential impact of future trends on existing inequalities in Wales

Introduction

This specification is open to anyone interested in an opportunity to work with the Office of the Future Generations Commissioner for Wales and Public Health Wales, and who can help us better understand and use our platform to increase awareness of the impact of future trends on existing inequalities in society.

We want to inform and influence public bodies and decision-makers to respond to future trends now, with the aim of addressing inequality in Wales over the longer-term.

Our aim is to share the research findings in Spring 2021 in time to inform the second Welsh Ministerial Future Trends Report and Public Service Board Well-being Assessments (more details in context section below).

We also want this work to inform Wales' collective response to recovery from the coronavirus pandemic.

Proposals should be sent to contactus@futuregenerations.wales 'FAO Eleri Williams' by 5pm on February 8th 2021. If you are shortlisted, you will be invited to meet with us to discuss your ideas during the week commencing February 22nd 2021, and you will be expected to begin the work in March 2021. Our expectation is for your initial findings to be shared with us by the end of April 2021.

We welcome applications from interested individuals or consortia.

For further information, please contact Eleri Williams on: eleri.williams@futuregenerations.wales

Context

The Commissioner published her first statutory [Future Generations Report](#) in May 2020, charting the progress of all public bodies covered by the Act and the degree to which they have embraced the cultural change required by the Act. The report contains over 100 recommendations aimed at accelerating the pace of change.

The Commissioner's key recommendation in the 'A more equal Wales' chapter of the Report is:

- 'Welsh Government should consider how it can respond to future trends (such as increasing automation, our ageing population and climate change) in ways that reduce inequalities rather than perpetuating them.'

We believe how Wales chooses to respond to future trends will have positive and negative impacts on inequality. The Commissioner's analysis in Wales shows that whilst public bodies are increasingly considering future trends in a way which was not happening before the Well-being of Future Generations Act came into force, they are not yet fully taking the step from understanding trends to incorporating them in their decision making. We want to help change this, so that future trends are embedded in policy and decision-making.

We know that policies and actions can risk widening inequality if not considered carefully. We believe that when policy and service development is disconnected from the lived experiences of the people they are being designed to help, this can lead to worse outcomes. We want to explore this and demonstrate how taking into account lived experience improves decision making and thereby encourage policy makers to adopt this approach in future.

For example, an approach to decreasing carbon emissions from transport may focus on incentivising the purchase of electric vehicles. However, an unintended consequence may mean that those who cannot afford to own a vehicle are potentially further disadvantaged. For these groups, investments in public transport would be a better option in terms of meeting the double aim of reducing the unequal access to mobility and reducing carbon emissions.

The Commissioner and Public Health Wales regard Wales' recovery from the coronavirus pandemic as an opportunity to enact change: we have a once in a generation opportunity to make decisions that challenge structural inequalities and improve economic, social, environmental and cultural well-being for all in Wales.

The next Senedd election in Wales is due to be held on Thursday 6 May 2021, electing 60 members to Senedd Cymru – the Welsh Parliament. It will be the first election in which 16 and 17 year olds and legally resident foreign nationals are allowed to vote in Wales.

Within twelve months of this election, Welsh Ministers must publish a 'Future Trends Report' containing: a) predictions of likely future trends in social, economic, environmental and cultural well-being of Wales; and b) any related analytical data and information that the Welsh Ministers consider appropriate. This is also the same timescale for the second round of Public Services Boards (PSBs) Well-being Assessments.

The research findings will help inform both the Future Trends Report and Well-being Assessments. It will complement the ongoing input of the Commissioner's Office to these areas of work. It is also intended to be a resource to help inform Wales' collective response to recovery from the coronavirus pandemic.

The work

Phase 1

Identify and analyse future trends likely to have the greatest impact on existing inequalities in Wales. While this will include setting out the key challenges from each of the Future Trends, we are looking for analysis that will

emphasise and highlight the opportunities and solutions that public bodies in Wales (and other organisations) have to take action on.

We want you to examine and outline the future trends that are likely to impact most significantly on the following protected characteristics:

- Age; Disability; Gender; Race; Sexual orientation; and Ethnicity (whilst recognising the importance of intersectionality between characteristics, leading to potentially greater impacts on certain individuals).

We also want to know the impact of future trends on the following:

- Refugees, asylum seekers and other migrants
- Carers
- People in poverty, those experiencing socio-economic disadvantage, or unemployed
- People experiencing homelessness
- Other vulnerable groups

Phase 2

Your analysis in phase 1 will be shared with equality organisations and stakeholders as part of a second phase to this work. This will help us show how taking into account lived experience improves policy making; gives a fresh voice to the most vulnerable in society; and helps develop a new blueprint for policy makers to adopt this approach in future.

Your proposal

Your proposal will focus on phase 1 and should include:

- An overview of the key future trends you anticipate will be most relevant to this work.
- Information on how you would gather your evidence and present your findings to us, in preparation for Phase 2. We want this work to make an impact, change the debate around inequality, and help decision makers commit to practical changes that will address inequality now and prevent it increasing in the future.
- Information on any plans for collaboration, partnership working and if/how you would engage with diverse communities and incorporate lived experiences in your work. We are keen to encourage this.
- Your knowledge and understanding of the Welsh context. For example, legislation and policy, the Welsh language and culture.
- Your appetite to work on the second phase of this project, if you feel this is appropriate for you.

- A breakdown of costs and anticipated time required for this work. Our expectation is for your initial findings to be shared with us by the end of April 2021 (at the latest).

Information on

- Experience of analysing large amounts of information to form broad conclusions
- Experience of working on Future Trends
- Your knowledge and experience of Welsh Government and devolution in Wales
- Your knowledge and understanding of the policy and delivery landscape in Wales
- Individuals who will work on this project

Further information

Before submitting a proposal, you may wish to familiarise yourself with:

- The requirements of the [Well-being of Future Generations \(Wales\) Act](#).
- The Commissioner's statutory '[Future Generations Report](#)' published in May 2020. In particular, 'The vision' in Chapter 1 and 'A more equal Wales' in Chapter 3.
- The Commissioner's [statement](#) on her early thinking about key opportunities for Welsh Government to build back better in recovering from the Covid-19 pandemic.
- The work of the Office of the Future Generations Commissioner and Public Health Wales.
- The findings of '[Is Wales Fairer?](#)' published in 2018.