

Rapid Review of Gender Equality

Terms of reference

1. Title

Review of Gender Equality in Wales

2. Context and Purpose

On International Women's Day 2018 the First Minister announced his intention to "conduct a Rapid Review of our gender and equality policies and bring new impetus to our work". The review will be led by the Leader of the House and Equalities Minister, and supported by the charity Chwarae Teg.

Welsh Government is committed to establishing Wales as a world leader for gender equality. We are committed to building a society in which girls and boys, women and men are treated equally, have the same opportunities and chance to live their lives to their full potential.

Wales has already shown that it can be a world leader when it comes to equality. Many of those who led the campaigns to deliver devolution to Wales also saw it as an opportunity to deliver a fairer society Wales.

Members of the women's movement in Wales played a significant role in the pro-devolution campaigns of the 1990s. They were successful in lobbying for a unique statutory equality duty to be included in the Act that founded the National Assembly for Wales. More recently Wales led the way again introducing the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and the Wellbeing of Future Generations Act. Most recently we launched the This is Me campaign to tackle gender stereotypes and prevent abuse.

So while much has been achieved, we accept that without sustained, consistent commitment and effort, our goal of making Wales a world leader for gender equality will not be achieved.

In order to achieve our goal we are setting out our intention to put considerations of gender at the forefront of all our decision making, our ways of working and our conduct. All of the issues raised will need to be considered from an intersectional and inclusive perspective. This means ensuring equal access to change for women from all backgrounds and for women who face multiple discrimination, including disabled women, women from black and minority ethnic (BME) communities, refugee and asylum seeking women, lesbian, bisexual and trans (LBT) women, older women, and women from deprived and rural areas.

In order to realise our ambitions we will review what we already do well, identify what we can improve, and look at examples from Governments around the world to learn from their models and practices. We will require diverse groups of women to be involved and engaged in this work. We will report on our findings and report on this first stage of our work in Summer 2018. That phase one report will also outline future direction and further work for phase two as outlined below.

3. Phase One

Purpose

The purpose of phase one is to:

- Review the work we are doing already in Wales and highlight those areas that work well, and where we need to do more. In particular it will focus on: how the policy agenda is set; how decisions are made and budgets set; ways of working across Government including maximising the levers of the Cabinet Office; and behaviour and conduct.
- Map the existing policy and legislative framework that addresses gender equality, identifying how they operate and the areas of responsibility – UK Government Departments, Welsh Government Departments or Local Authority.
- Begin a national conversation on making Wales a world leader on gender equality through holding two stakeholders events (one in North Wales, one in South Wales) in phase one. This will build on the priorities identified by key stakeholders, and support the identification of the challenges to gender equality that we face in Wales and start to collect practical and innovative solutions. The range of organisations working across the protected characteristics with women will be crucial here and we will seek to work with them to ensure their expertise and the voices of the women they work with and represent is captured and foregrounded.
- Investigate the best practice from Government's around the world and make recommendations for further analysis into these approaches and applicability to Wales.
- Engage with the budget setting process within Welsh Government to begin to identify improvements in relation to equality including links to the Well-being of Future Generations (Wales) Act.
- Investigate budget setting processes in other Governments, organisations and structures to identify best practice.
- Consider review of the impact assessment process (happening currently within Welsh Government) to inform phase two.
- Make recommendation for purpose of phase two and membership of steering group for phase two.
- Make recommendations for short term changes which can be made to policy, practice or approach to improve gender equality in Wales, and recommend scope of phase two of the review.

Operation

Chwarae Teg will service phase one and phase two of the review. In phase one Welsh Government will identify officials from across Welsh Government to support the work of the review. It is essential that there is buy in from outside the Equalities Unit as well as within, if we are to achieve the First Minister's ambitions of bringing new impetus to this work.

Timing

Phase one will report to the Leader of the House by July 2018.

4. Phase Two

The full scope and methodology of phase two will be defined within phase one.

Purpose

- The purpose of phase two of the review is to establish a roadmap for advancing gender equality in Wales in the medium and long term, with clear objectives, and measurable targets across all parts of Welsh Government
- Phase two will also include:
 - Analysis of Welsh Government infrastructure and processes to assess efficacy for policy development and implementation, in relation to gender
 - An analysis of the sustainability of funding methodologies for supporting services which support women and advance gender equality;
 - An analysis of national indicators and local wellbeing objectives to identify the gaps in evidence, implementation and accountability.
 - An analysis of how policy responds to the often, intersectional needs of women.
 - An analysis of where services are that support women, and where the gaps are;
 - Evaluation of budget setting processes to ensure a gender equal approach;
 - A national gender equality knowledge exchange conference that will hear from International speakers on research and practice that can be delivered in Wales as well as an opportunity for participation and consultation with stakeholders.
 - Evaluation of consultation processes for engaging with individuals and organisations across Wales to ensure the policy processes reflects the diversity of Wales
 - To make recommendations on any legislative or other measures required to advance gender equality and deliver the roadmap

Operation

In phase two of the review, a gender equality review steering group will be established to oversee and scrutinise development of the roadmap. Recommendations for members of the steering group will be made in phase one, but are likely to include representatives from key stakeholder organisations working with women in Wales.

Steering group meetings will be chaired by the Leader of the House and Equalities Minister, and serviced by Chwarae Teg and Welsh Government officials as required.

Frequency and timing

Steering Group meetings will be held every two months, with information shared more frequently electronically as required. Phase two will report by July 2019.