# Embedding Inclusivity in UK data: 2023 update on implementing Inclusive Data recommendations

Inclusive data taskforce
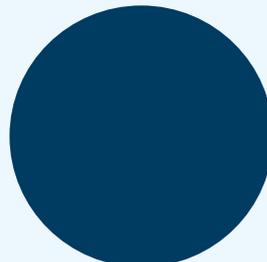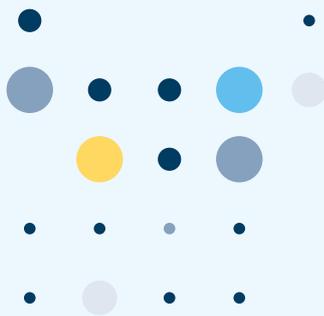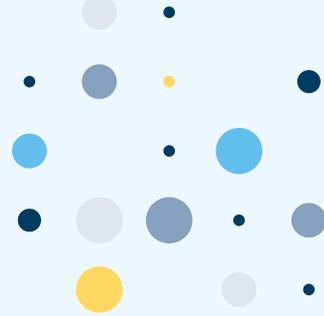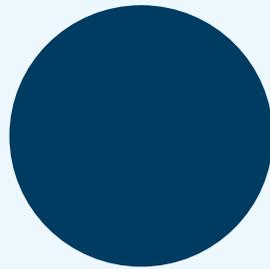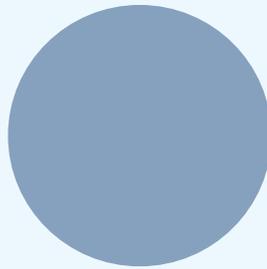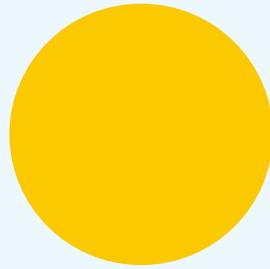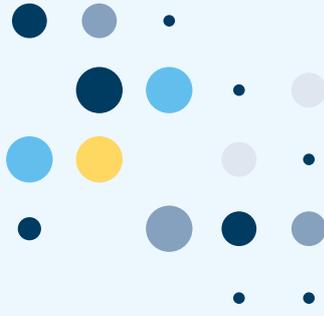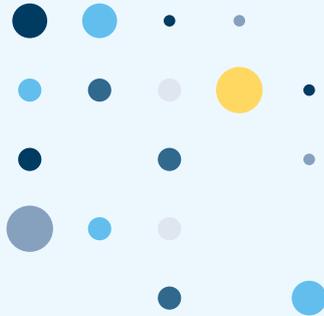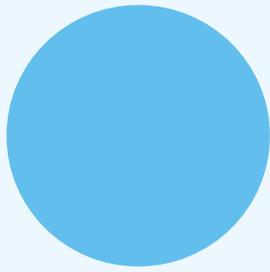
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National Statistician's commentary

I am delighted to present the first annual report outlining the progress we are making to increase the inclusivity of data and evidence across the UK statistical system. My commissioning of the Inclusive Data Taskforce (IDTF) led to its wide-ranging report and recommendations in September 2021, followed by the publication of the ambitious **IDTF Implementation Plan** in January 2022. Progress in improving data inclusivity was already being made, but the Taskforce's recommendations have enabled us to focus our efforts more collaboratively and strategically across the UK statistical system. This review shares the progress made in 2022 to 2023, and outlines key activities planned for 2023 to 2024.

> Good progress has been made, demonstrating the efforts being made across the UK statistical system to ensure that everyone counts and is counted. We have active contributors to the Plan from across UK Government departments, the devolved administrations and organisations outside of government. Indeed, the number of contributors has increased since last year, an indication that we are building momentum towards greater inclusivity more widely.

Colleagues in the Devolved Administrations have established new strategies, including the Welsh Government Equalities Evidence Strategy and the Scottish Government Equality Evidence Strategy 2023 to 2025. Welsh Government has also established the Equality, Race and Disability Evidence Units to develop more inclusive data.

Departments such as the Department for Education, Department for Culture, Media and Sport, HM Revenue and Customs, Home Office and Department for Levelling Up, Housing and Communities as well as the Office for National Statistics (ONS), have work programmes underway to improve data inclusivity in both survey and administrative data collections on currently under-represented groups of people in UK statistics. These will fill data gaps on children and young people, refugees and migrants, people experiencing homelessness, and enable richer analysis, including intersectional analysis between population groups. During 2022, the ONS launched a pioneering programme of qualitative research providing insights into experiences of a number of currently under-represented groups. In the past year, we have published findings on disabled people's experiences with private sector activities, goods and services, the educational experiences of young people with special educational needs and disabilities,

and the lived experiences of Gypsies and Travellers. This work is all helping to inform policy-making and is being used directly by these groups as well as organisations working with them.

To address barriers to participation in surveys, the ONS has introduced an adaptive survey design for the transformed Labour Force Survey, as a forerunner to rolling out across the suite of ONS social surveys. In parallel, the IDTF's recommendation to develop a 'social contract' for research participants to encourage greater trust and understanding in the use of data, has evolved into a larger programme of work than originally planned for 2022, to recognise that different population groups may require specific types of information to inspire trust. We are progressing this work with external partners as part of wider engagement strategies.

A number of statistical producers have improved their data offer and its accessibility to users, including the launch of new tools and dashboards by ONS, Welsh Government, Department for Education, Department for Environment Food and Rural Affairs, Department for Work and Pensions, Office for Health Improvement and Disparities, Office for Standards in Education and the Northern Ireland Statistics and Research Agency. The ONS released the England and Wales Census 2021 "Create a Custom Dataset" tool in April 2023.

> Within the ONS we are leading a number of strategic activities aimed to strengthen the quality, coverage and accessibility of data.

In February 2022 we published a plan for reviewing the harmonised standards and guidance for collecting data across government on personal characteristics to ensure they reflect current social norms, as well as respondent and user needs. During 2022 to 2023, we updated a number of new standards including for ethnicity, socio-economic classification, national identity and religion.

The ONS has also continued development of the Integrated Data Service (IDS) which is now in its full public beta phase. This will provide a statistical methods library for accredited users, as well as data linkage and matching services across government, expected to be available later in 2023. Alongside this, new and improved methods for linking datasets across organisations are being developed by the ONS and others as part of the **Joined-up data in Government Review**, some to be used in the context of the IDS. The ONS also launched its new subnational statistics offer and local analytical service in 2022, with the ambition to cover all four UK nations.

The ONS is also currently undertaking an ambitious and radical programme of transformation, seeking to provide more timely population, migration and social statistics. I am incredibly proud of the range of insights delivered from the England and Wales Census 2021. However, the ten-year gap between

Censuses leaves us having to make important decisions based on incomplete and potentially inaccurate estimates. We believe that we can make better use of data already available for administrative purposes to address these gaps. We also know that these data aren't perfect, and we will shortly be launching a public consultation to help inform how we move forward to meet the needs of our users.

A number of initiatives to improve access to administrative data have been delivered in 2022 by releasing new or expanded datasets including by the Home Office, Office of Qualifications and Examinations Regulation, the Department for Education and the Office for Students. Administrative data will continue to be an important factor in developing the inclusivity of UK statistics.

I want to express my thanks to Dame Julia Cleverdon DCVO CBE, who in 2022 took up the Chair of my new National Statistician's Inclusive Data Advisory Committee, with representativeness from each of the four nations. Dame Julia and the other Committee Members are providing transparent, expert, independent advice and challenge on our priorities and progress across the UK statistical system. I am immensely appreciative of the time and expertise this diverse group of senior academics, equality data experts and civil society leaders are providing. This is an important step to ensuring we have the impact we desire.

So much progress has been made across the UK statistical system. However, this review also highlights some of the challenges faced and we know there will be more ahead. All departments and organisations are having to prioritise work in the current fiscal climate. Some of these decisions are being made as we publish this update, and for this reason the list of key initiatives for the year ahead is not exhaustive as departments finalise their plans.

I encourage everyone to read the IDTF's **original recommendations report** alongside this progress report. I challenge you to consider whether there is more you can do to contribute to this important mission. We can only improve the representativeness of UK data and evidence if we all work together.

Professor Sir Ian Diamond
National Statistician
May 2023

Introduction

The **Inclusive Data Taskforce (IDTF)** published its report and recommendations in September 2021. In January 2022 a far-reaching **Implementation Plan** was published covering the period 2022 to 2023 through to the end of 2024 to 2025, including details of current and planned work across the UK intended to make data and evidence more inclusive.

The IDTF organised their recommendations under eight overarching Inclusive Data Principles which collectively provided an ambitious blueprint for creating a step-change in inclusivity of UK data and evidence.

> This review takes a high-level look at progress made in 2022 to 2023 across the commitments published in the Implementation Plan, identifying key achievements, where more progress is needed, and key activities for 2023 to 2024.

Implementation of the Inclusive Data Taskforce recommendations has far-reaching consequences for data collection, statistics and analysis across the UK statistical system, with the aim of embedding inclusivity as standard practice across the UK statistical landscape in a sustainable way.

Executive summary

The Implementation Plan summarised information on a wide range of 205 initiatives, categorised under eight Inclusive Data Principles, across government, civil society and academia expected to contribute to greater inclusivity of UK data and evidence.

Of the 205 initiatives almost 90% are now underway or already completed, while about 10% are delayed, discontinued or information about their progress was unavailable at the time of publication. Overall, this suggests strong progress has been made over the past year, although it's equally important to identify where progress has been more challenging and why this is, so that we can identify how barriers to success could be overcome.
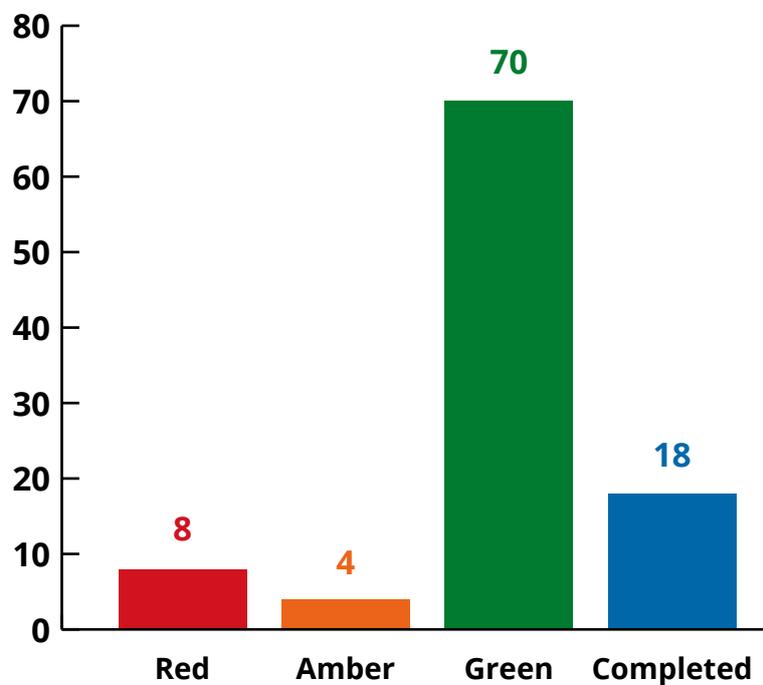
Figure 1: Inclusive Data Taskforce (IDTF) Implementation Plan activities status (red, amber, green)

Source: Inclusive Data Taskforce activities

Inclusive Data Principles

The eight Inclusive Data Principles outlined by the Inclusive Data Taskforce (IDTF) are:

Inclusive Data Principle 1 – Trust

Create an environment of trust and trustworthiness which allows and encourages everyone to count and be counted in UK data and evidence.

Inclusive Data Principle 2 – Systemic Working

Take a whole system approach, working in partnership with others to improve the inclusiveness of UK data and evidence.

Inclusive Data Principle 3 – Coverage

Ensure that all groups are robustly captured across key areas of life in UK data and review practices regularly.

Inclusive Data Principle 4 – Disaggregation

Improve the UK data infrastructure to enable robust and reliable disaggregation and intersectional analysis across the full range of relevant groups and populations, and at differing levels of geography.

Inclusive Data Principle 5 – Concepts

Ensure appropriateness and clarity over the concepts being measured across all data collected.

Inclusive Data Principle 6 – Methods

Broaden the range of methods that are routinely used and create new approaches to understanding experiences across the population of the UK.

Inclusive Data Principle 7 – Harmonisation

Harmonised standards for relevant groups and populations should be reviewed at least every five years and updated and expanded where necessary, in line with changing social norms and respondent and user needs.

Inclusive Data Principle 8 – Accessibility

Ensure UK data and evidence are equally accessible to all, while protecting the identity and confidentiality of those sharing their data.

Although all 205 initiatives described in the baseline Implementation Plan can make an important collective contribution to improving inclusivity across the UK statistical system, there are specific, often cross-cutting initiatives with the potential to contribute more significantly and sustainably to the step change in inclusivity envisaged by the Inclusive Data Taskforce. These include:

- **Harmonisation** of standards and guidance for data collection in terms of the appropriateness and clarity of the concepts being measured, focusing on personal and protected characteristics
- **Adoption** of strategies and approaches to improve the coverage of surveys and administrative data sources, and making increased use of the latter, to reach currently under-represented groups of the population
- **Transformation** of the system for producing statistics about the population, with the recommendation to be made by the National Statistician on the future of the England and Wales Census following extensive public consultation in 2023
- **Development** of the Integrated Data Service which will enable improved intersectional analysis through data linkage across Government

The Plan covers the period 2022 to 2023 through to 2024 to 2025. In March 2025 we will evaluate the impact that has been made and where further work is needed to continue improving inclusivity of UK data and evidence.

Inclusive Data Principle 1 — Trust

> 24 initiatives in the baseline implementation plan focused specifically on areas relevant to creating an environment of trust and trustworthiness. Of these, most (20) were either completed or underway and on schedule just over a year later in March 2023.

A number of new initiatives have been launched to improve engagement with different population groups with the aim of enhancing trust and trustworthiness in statistics, in order to encourage provision of data. For example, the Office for National Statistics (ONS) has created the ONS Assembly to support regular dialogue on delivering inclusive data with charities and bodies representing the interests of under-represented groups of the population.

A number of activities to reduce practical barriers to participation in surveys have been completed or are underway by the ONS such as the development of ONS respondent materials, including in relation to accessibility, as well as by other departments, including the Department for Culture, Media and Sport. The ONS's work on the development of a 'social contract' with research participants has evolved into a larger programme of work than originally planned for 2022, to recognise that different population groups may require specific types of information to inspire trust. This work is being progressed with external partners and is continuing into 2023 to 2024.

Inclusive Data Principle 2 — Systemic working

> 33 initiatives in the baseline implementation plan focused specifically on areas relevant to working in partnership across the UK statistical system, ensuring a whole system approach. Of these, most (31) were either completed or underway and on schedule just over a year later in March 2023.

A new, independent National Statistician's Inclusive Data Advisory Committee has already met four times to provide transparent advice and monitoring of progress. Initiatives have been made in several departments including the Cabinet Office and the Department for Education to embed inclusivity throughout their organisations, with more work to be done by the Office for National Statistics (ONS) to continue to encourage embedding of inclusivity across the UK statistical system. There has been a lot of activity on sharing knowledge, good practice and

innovation across the UK and internationally such as the standards for ethnicity data published by the Cabinet Office's Equality Hub. It will be key for this to continue to ensure that improvements to data and evidence are sustainable.

Across UK statistical system collaboration has long existed, but a focus on shared goals to improve data inclusivity has been created. For example, the review of harmonised standards and guidance was agreed between the ONS, the Cabinet Office's Equality Hub and the three devolved administrations, and a Taskforce has been created to produce a 'social contract' for research participants with membership from the devolved administrations as well as external experts. The Inter Administration now has a workstream on Inclusivity as part of its Work Programme. A new Government Statistical Service (GSS) Sub-Committee on Inclusive Data was launched in May 2023 that will further strengthen this focus.

In order to enable wider learning, departments including the Cabinet Office, Department for Education and the ONS have developed and published guidance sharing learning on how to assess and improve the inclusivity and quality of data. The Scottish Government also ran a series of workshops to showcase good practice and share learning.

Inclusive Data Principle 3 — Coverage

> 33 of the 41 initiatives in the baseline implementation plan that focused on ensuring that all groups are robustly captured were either completed, or underway and on schedule, at the end of March 2023.

Some good progress has been made in what is a key area, involving finding solutions to long-standing challenges on gaps in data for some population groups. It is expected that more will be achieved in this area as feasibility and other strategic work progresses, including the Office for National Statistics (ONS) studies on ways to improve survey coverage, improving the collection of data on personal characteristics in administrative data for example by the Home Office, and developing ways to increase use of administrative data generally.

The ONS has introduced an Adaptive Survey Design for the Transformed Labour Force Survey as a strategy for addressing under-representation and will analyse these results on an ongoing basis to determine action required to address any issues with under-representation. The ONS's progress continues on developing the National Statistician's recommendation on the future of the census and the associated future design of population statistics, which has inclusivity at its heart. The recommendation will follow a public consultation in summer 2023.

Inclusive Data Principle 4 — Disaggregation

> 25 initiatives in the baseline implementation plan focused specifically on areas relevant to enabling disaggregation and intersectional analysis. All were either completed or underway and on schedule just over a year later in March 2023.

There has been considerable progress across the Government Statistical System (GSS) to develop more detailed, granular data to enable increased intersectional analysis. The level of detail collected has been increased, for example the Department for Education's mandatory collection of Education, Health and Care Plan at the level of the child, and increased sample sizes by the Department for Culture, Media and Sport and the Department for Work and Pensions for the Participation Survey and Family Resources Survey, respectively.

The Office for National Statistics (ONS) has published its Subnational Statistics Work Plan in response to the GSS Subnational Data Strategy and has made significant progress in setting up ONS Local, a local data analytical service with the ambition to cover all four nations of the UK.

A continued focus on enabling (through data sharing) and conducting more intersectional analysis will be important in 2023 to 2024. The continuing development of the Integrated Data Service (IDS) will be key to this. The IDS, currently in a public beta phase, will provide a statistical methods library for accredited users as well as data linkage and matching services, expected to be available later in 2023. The ONS and the Cabinet Office have jointly produced a prototype Equality Data Asset linking census and business ownership data with further development planned for 2023 to 2024.

Inclusive Data Principle 5 — Concepts

> 28 initiatives in the baseline implementation plan focused specifically on areas relevant to ensuring appropriateness and clarity of concepts. Of these, most (26) were either completed or underway and on schedule just over a year later in March 2023.

Significant progress has been made in moving forward on improvement in the appropriateness and clarity of the concepts being measured. The Office for National Statistics (ONS) published the Government Statistical Service (GSS) Harmonisation Plan in February 2022 which sets out the plans and timescale

for reviewing and updating current GSS standards and guidance for collection of data, and during 2022 and 2023 updated the guidance for some topics. (See Inclusive Data Principle 7 for further information).

The ONS also introduced a respondent-centric approach to the end-to end design of its surveys, with the aim of making the survey experience relatable, and published a Data Dictionary providing definitions, variables and classifications used in the England and Wales Census 2021.

A variety of statistical producers across the GSS have reviewed and updated guidance for their data collection including the Cabinet Office, Scottish Government, Northern Ireland Executive Office, Department for Transport, Department for Levelling Up, Housing and Communities and the Home Office. The work to continue delivering the GSS Harmonisation Plan will be key in 2023 to 2024.

Inclusive Data Principle 6 — Methods

> 19 initiatives in the baseline implementation plan focused specifically on areas relevant to broadening the range of methods used and developing new approaches. Of these, most (15) were either completed or underway and on schedule just over a year later in March 2023.

The Office for National Statistics (ONS) has implemented a variety of work programmes including a pioneering series of published qualitative research studies with statistically under-represented communities on the lived experiences of disabled people's take-up of public services, gypsies and travellers, and children with special educational and disability needs. The ONS has also continued to investigate improved methods for data linkage including innovative approaches such as machine learning, with the aim of understanding and reducing linkage bias, and examining strategies for imputation in the context of linked administrative data.

The ONS Data Science Campus has collaborated internationally to accelerate responsible use of artificial intelligence (AI), data science and big data to modernise official statistics at regional, national and global levels. Other initiatives across the Government Statistical Service (GSS) include Department for Education's current and planned cohort studies which will improve longitudinal survey data on children and young people to better understand the relationship between development, attainment, disadvantage and a range of personal and

household characteristics. Use of sophisticated analytical methods will continue to be key to enabling improved intersectional analysis.

Inclusive Data Principle 7 — Harmonisation

> 12 initiatives in the Implementation Plan focused specifically on areas relevant to ensuring harmonised standards are regularly reviewed and updated. Of these, most (nine) were either completed or underway and on schedule just over a year later in March 2023.

This Inclusive Data Principle has synergy with Inclusive Data Principle 5. Strong collaboration has continued across the Government Statistical Service (GSS). As described in Principle 5, the Office for National Statistics (ONS) published the GSS Harmonisation Plan in February 2022 which set out the plans and timescale for reviewing and updating current GSS standards and guidance for collection of data; and strengthened the governance of this work across the GSS. An update was published in December 2022, with good progress being made.

During 2022 to 2023, the ONS has updated the ethnicity harmonised standard, the National Statistics Socio-economic Classification (NS-SEC) harmonised standard, the national identity harmonised standard and the religion harmonised standard aimed to improve alignment with Census 2021 in England and Wales. The ONS has also published the Coronavirus (COVID-19) guidance and an update on their sex harmonisation guidance providing timelines for the work.

The ONS is actively involved internationally on harmonisation, particularly in the context of designing the future population statistics system and the future of the census.

The ONS has also published an across-GSS Coherence Work Plan update, a plan for improving subnational statistics and is rolling out a new local analytical advisory service (ONS Local), with the ambition of covering all four nations, as mentioned under Principle 4.

Inclusive Data Principle 8 — Accessibility

> Of the 23 commitments included in the baseline implementation plan aimed at improving the accessibility of data and evidence, most (21) were either complete or underway and on track by the end of March 2023.

Good progress has been made, with key initiatives continuing into 2023 to 2024. The Office for National Statistics (ONS) has started to introduce new ways to make data more accessible including publication of survey results in Ukrainian for the Ukraine Humanitarian Response Insights survey, and videos to accompany the release of qualitative research on currently under-represented groups of the population.

A number of initiatives to improve access to administrative data have been made including by releasing new or expanded datasets including those by the Home Office, Office of Qualifications and Examinations Regulation, the Department for Education and the Office for Students.

New dashboards or data viewers have been released by the ONS in terms of the Census 2021 'Create a Custom Dataset' and by others including Welsh Government, Department for Education, Department for Environment, Food and Rural Affairs and Office for Health Improvement and Disparities. The way forward for development of a user portal for improved data access to equalities data has been identified in the context of the development of the Integrated Data Service.

There has been progress in moving data to HTML format by a number of departments including the Department for Environment Food and Rural Affairs and the Department for Levelling Up, Housing and Communities. The Government Analysis Function has produced new e-learning on best practice in publishing data visualisations. The ONS has undertaken significant user engagement in the context of the work to prepare for the National Statistician's recommendation on transforming statistics about the population, and further plans for this are in place in 2023 to 2024.

Progress

Trust — Inclusive Data Principle 1

Create an environment of trust and trustworthiness which allows and encourages everyone to count and be counted in UK data and evidence.

About Principle 1

The Taskforce described trust as "crucially important for the collection and use of data and for inclusion in statistics". Their recommendations were designed to improve trust in the provision of personal data for statistics and research by improving the perceived trustworthiness of those collecting and using data. They focused on:

- clear communication with people asked to share their data about why it's needed and how it will be used and safeguarded
- greater outreach work to include currently under-represented groups; more diversity among those collecting and analysing data to better reflect diversity in UK society
- identifying and addressing practical barriers both to participation in data sharing and to subsequent access to and use of the data and findings.

Achievements so far

Overall, 24 initiatives in the baseline implementation plan focused specifically on areas relevant to creating an environment of trust and trustworthiness. Of these, most (20) were either completed or underway and on schedule just over a year later in March 2023.

Enhancing trust and trustworthiness in the provision and use of data

- The Office for National Statistics (ONS) committed to develop a 'social contract' with research participants on the information they choose to share, providing clear information on why data are collected, confidentiality and data security arrangements, and how their information will be shared and used. This was envisaged as a single document to be tested and launched in 2022.

- After further exploration of current practices and discussions with external experts in 2022, this programme of work has evolved to recognise that different groups may require specific types of information to inspire trust or information delivered in different ways to be fully inclusive. Initial work exploring the information needs of young people aged 18 to 24 in relation to sharing personal data has been undertaken, and a series of focus groups exploring their views towards data, including administrative data, has also been completed. The findings will be shared with the Task and Finish Group overseeing the work in May 2023 and decisions about next steps will be planned. This work is being conducted collaboratively between the ONS, Scottish and Welsh Governments and external experts.

Widening engagement and building trust with prospective respondent groups

- In 2022 the Office for National Statistics (ONS) Assembly was created to build upon Census 2021 community engagement, to increase and widen engagement with charities and bodies representing diverse social groups, providing a forum for regular and open dialogue on a range of topics relating to data and evidence.

- The ONS also established a working level Engagement Hub in 2022 to ensure maximum reach of their statistics, especially with local users and communities, and make it easier for users to engage with ONS statistics and research by co-ordinating dissemination across thematic areas. For example, the ONS has delivered presentations to community leaders about Census 21 facts and figures, and the tools available to help individuals find the information that is relevant to them.

- The ONS had planned to evaluate the feasibility of engaging with under-represented community groups in the context of voluntary household surveys in 2022. Due to resource constraints, this work was delayed but discovery work is currently underway with implementation of new approaches based on the findings expected in 2024 to 2025.

Increasing diversity among staff, facilitating trust among potential participants

- The Government Analysis Function has updated their toolkit for use across government, focusing on inclusion in analytical work; introduced a mutual mentoring programme providing career support for under-represented groups; and launched a programme of 'Leaders in Analysis' events promoting workforce diversity of those in analytical professions in government and beyond.

- To progress the aim of ensuring its workforce is fully representative of society, the Office for National Statistics (ONS) introduced inclusive leadership training in 2022 for all managers of survey interviewers.

- The Home Office has published statistics on the diversity of its workforce annually since 2021, in response to Recommendation 28 of the Windrush Lessons Learned Review. The latest Home Office workforce diversity statistics were published in March 2023. These statistics will continue to be monitored and published annually.

- In 2022, the Department for the Environment, Food and Rural Affairs developed and launched several internal self-serve dashboards to monitor representation rates in staff metrics including workforce diversity; and to enable analysis of People Survey results, recruitment analysis, and reward and recognition awards from the perspective of equality, diversity and inclusion.

- Successful outreach has led to the Welsh Government Equality, Race and Disability Evidence Units recruiting a more diverse range of staff with lived and other relevant experience, and the learning from those recruitment activities is being shared.

Understanding and addressing the practical barriers to participation, including in relation to accessibility

- The Office for National Statistics (ONS) committed to review its operational processes in data collection across its current portfolio of social surveys to identify barriers to taking part, including among those under-represented in statistics. The first phase of this work during 2022 involved a literature review and engagement with internal research and operational teams to understand inclusivity obstacles in ONS survey data collection. The transformed Labour Force Survey has developed its respondent materials to address practical barriers, such as accessibility. From November 2022, the ONS included the option for language support in addition to the existing provision for large print products. Further developments are planned for 2023.

- The ONS is transforming its portfolio of household surveys and moving to an online first mode of collection, with other modes supporting data collection where appropriate. In 2022, the ONS will further test and evaluate this mixed-mode approach to enable decisions to be made on future survey data collection design.

- The ONS anticipated evaluating responses by respondent characteristics on the Time Use Survey in 2022 to understand practical barriers to participation. The ONS conducted Time Use Surveys in March and November 2022, with resource constraints preventing the evaluation of response in 2022. This is now planned for 2023 with the evaluation of responses informing future survey developments.

- The Scottish Government expected to commission independent research in 2022 among people with protected characteristics to explore barriers to participation in their surveys and develop best practice guidance. As the Scottish Government is collaborating in the work being undertaken in connection with the Social Contract recommendation, they now intend to progress this work through collaboration with the ONS and others on development of participant-informed principles for the collection of equality evidence.

- The Department for Culture, Media and Sport (DCMS) have explored the impacts of incentives on uptake of the Participation Survey, to identify ways of enhancing inclusiveness. They undertook two experiments to understand the impact on response rates. The results were published in the Participation Survey 2021 to 2022 Pilot Report. Other initiatives by DCMS to improve survey inclusivity include:
    - making paper versions of the questionnaire available to anyone preferring this to a digital version as well as sending a paper questionnaire in reminder invitation letters
    - particularly targeting groups who are often under-represented in survey data
    - monitoring requests for surveys in languages other than English to enable periodic reviews of whether questionnaires in additional languages are required.

- The National Institute for Health Research (NIHR) committed to collecting and analysing diversity data annually to shed light on any impediments in its systems or biases in its processes leading to the under-representation of some groups in its research. In November 2022, NIHR published its second Diversity Data Report on the diversity of research applicants, award holders and committee members, as well as research on participant diversity data based on randomised controlled trials. During 2023, their diversity data collection will be expanded to include all protected characteristics outlined in the Equality Act 2010.

- In November 2022, the questionnaire instrument which is used by the ONS for hosting the Transformed Labour Force Survey (TLFS) and other Social Surveys was accessibility tested with an outcome of the instrument not being fully compliant with accessibility standards. The recommendations are being addressed and the ONS continues to keep their users updated via their TLFS statement, with a commitment to publishing an implementation roadmap.

- UK Research and Innovation Prevention Research Partnership (UKRI PRP) funded Violence, Health and Society Consortium (VISION) based at City, University of London has continued to work alongside third sector organisations in the Violence Against Women and Girls sector, who have undertaken consultations with members on the best data collection systems for by-and-for services. Third sector organisations have engaged with City on core outcome measures to be collected from their service users that can best reflect the nature of the services received and benefits accrued.

Addressing practical barriers to the access and use of data

- The Office for National Statistics (ONS) is exploring ways to incorporate survey design variables into publicly available Wealth and Assets Survey datasets to allow users to calculate quality indicators from the public data, the variables will be reviewed towards the end of 2023. Decisions about inclusion of survey design variables will also take into account the importance of disclosure control.

- The VISION consortium at City, University of London has worked with Imkaan and University of Warwick exploring biases in terms of marginalised groups and possible ways to overcome these. Researchers presented work on barriers to disclosure of violence affecting minoritised population to the members of the VISION consortium in January 2023, and a briefing paper is due to be published in spring 2023. The VISION Consortium has also critically assessed existing tools and literature to inform development of a Risk of Bias tool to be applied to use of data regarding ethnicity and immigration status.

Systemic Working — Inclusive Data Principle 2

Take a whole system approach, working in partnership with others to improve the inclusiveness of UK data and evidence.

About Principle 2

The Inclusive Data Taskforce recognised that making UK data more inclusive requires data producers to work together more to share knowledge, methods and promising practices, both in the UK and more widely.

Achievements so far

Overall, 33 initiatives in the baseline implementation plan focused specifically on areas relevant to working in partnership ensuring a whole system approach. Of these, most (31) were either completed or underway and on schedule just over a year later in March 2023.

Review the recommendations of the Taskforce, monitor and report on progress towards implementing them

- A new independent National Statistician's Inclusive Data Advisory Committee, chaired by Dame Julia Cleverdon DCVO CBE, was launched in 2022 to transparently advise on priorities and progress over time. The Committee meets quarterly and receives regular reports on how projects published in the Inclusive Data Taskforce Implementation Plan are progressing. Committee membership covers all four UK nations and is comprised of senior academics, equality data experts and civil society leaders.

- In 2022, the Office for National Statistics (ONS) established a new team in the Centre for Equalities and Inclusion. The team collates updates on progress across the statistical system towards the commitments made in the Implementation Plan. They also co-ordinate governance activities associated with this, including the National Statistician's Inclusive Data Advisory Committee.

- In May 2023 a new Government Statistical Service (GSS) sub committee on Inclusive Data was launched with membership comprised of senior statisticians from the devolved administrations, the ONS and UK government departments. This will add further focus to monitoring and delivery.

- The ONS committed to the facilitation of an annual review and published update of the Inclusive Data Taskforce Implementation Plan, with this review serving that purpose.
- In 2022 the ONS developed an evaluation plan to measure the impact of activities in the Inclusive Data Taskforce Implementation Plan. A cross-government Task and Finish Group including the devolved administrations has been working to design metrics for use as a baseline for evaluation.

Embed the work of the Taskforce into regular workstreams

- The Cabinet Office's Equality Hub have progressed data-specific actions from the government's Inclusive Britain report. The publication of consultation findings on reforming the Ethnicity Facts and Figures website and on developing a set of standards for ethnicity data was completed in collaboration with other networks and Government Departments, in particular the Government Statistical Service (GSS) Harmonisation Team in the Office for National Statistics (ONS).
- The Department for Education proposed a new statistics user engagement strategy in 2022, currently being finalised for ratification in 2023.
- The Centre for Crime and Justice at the ONS updated and published their engagement strategy and launched the Crime and Justice Statistics Forum in February 2022.

Sharing knowledge through engagement with academics, user groups and others outside government

- The Office for Students has commissioned enhanced data collection for care-experienced students studying at higher education institutions, with data collection currently underway.
- As part of its Contemporary Fathers in the UK project funded by the Nuffield Foundation, the Fatherhood Institute has worked with longitudinal research organisations to increase data collection from fathers and advised on questions about fathers in large-scale longitudinal studies.
- The Office for National Statistics (ONS) are working with academia to implement the latest quantitative methods to understand inclusivity and representativeness in administrative data. Research also involves planning and developing, in collaboration with academia, to build methods that help achieve more inclusive samples for survey data collection.

- As part of its Data First programme, the Ministry of Justice has been progressing work in partnership with academics, funded by Administrative Data Research (ADR) UK, to link disparate data sources to provide an end-to-end picture of the justice system. This includes a fellowship programme through which recipients spend short periods of time within the Ministry of Justice working with these data and engaging across the policy, operations, strategy and analytical communities. Initial projects have looked at racial bias in the criminal justice system and the experiences of children who are in contact with the justice system for a more holistic perspective.

- The Ministry of Justice has also established the Evidence and Partnership Hub within its Data and Analysis Department. The Hub maintains an academic network and operates a separate, more generalist, fellowship programme that embed academics within the Ministry of Justice to undertake projects with cross-cutting themes that address specific areas of research interest. A recent project has included looking at intersectionality in staff recruitment.

Consider joint financing of data collection to develop cost-effective solutions

- Opportunities for UK data producers and funders to create new joint funding partnerships and extend existing ones to enhance inclusivity of UK data and evidence continue to be explored. For example, discussions began in 2022 about how best to fill data gaps on the lived experience of disabled people in the UK and possible joint funding arrangements are being considered.

### Engage in international initiatives to improve inclusivity of statistics

- In 2022, the Office for National Statistics (ONS) began exploring the feasibility of a new United Nations City Group for Inclusive Data. If agreed, the idea will be formally proposed in March 2024, and if accepted, the group could be established in 2025.

- In 2022, the ONS Inclusive Data Charter action plan for the Sustainable Development Goals was reviewed and replaced by the Inclusive Data Taskforce Implementation Plan to ensure greater coherence in work towards inclusivity. The ONS continues to engage regularly with the Inclusive Data Charter network internationally to share best practice and learning based on initiatives included in the Inclusive Data Taskforce Implementation Plan.

- The ONS played an active role in the United Nations Economic Commission for Europe's (UNECE) Taskforce on Statistics on Children and Youth, with a focus on children in out-of-home care, disabled children, and violence against children. The Taskforce provided recommendations and guidance to National Statistics Offices in 2022 on how to enable these groups to be better represented in data and evidence.

- The Department for Education worked across UK Government Departments, the devolved administrations, Crown Dependencies and overseas territories to respond to the United Nations Committee on the Rights of the Child (UNCRC), providing evidence on the experience of children in areas including education, health, social care, and the justice system. Where possible, the evidence provided was broken down over time and by characteristics. The report was submitted to the United Nations in June 2022 and will be published on the UN website in due course.

- The ONS continues to lead the UN City Group on Ageing and Age Disaggregated Statistics, working with other National Statistical Institutes, the World Health Organisation, the United Nations Statistics Division, and other organisations to provide harmonisation and best practice in data and evidence for older population groups.

- The ONS continues to engage across a variety of international initiatives to improve data inclusivity including:
  - the UN's Inter-secretariat Working Group on Household Surveys
  - World Health Organisation meetings on disability data
  - the Unpaid Household Service Work and the Labour, Human Capital, and Education sub-groups of the Inter-secretariat Working Group for National Accounts
  - the Modernisation of Time-use statistics sub-group of the UN Expert Group on Effective Ways to Collect Time-Use Statistics.

Enable wider learning through sharing, evaluating and publishing effective innovative practices

- The Office for National Statistics (ONS) committed to enhance the impact of its research and deepen collaboration with academia and wider research organisations as part of its research strategy. In 2022, the ONS highlighted its approach to research innovation and collaboration, inviting those interested in proposing new research partnerships to get in touch.

- The ONS continued to share learning in relation to methods development to enhance social inclusion. This included methods to improve understanding of the effects of coronavirus (COVID-19) on people with different impairment types, and research related to the Crime Survey for England and Wales on the ethics of online data collection relating to sensitive topics. The ONS also shared methods for producing multivariate population statistics using administrative and survey sources.

- The Cabinet Office's Equality Hub has published a number of methods and quality reports and blog posts on ethnicity data over the last year.

- The Cabinet Office's Equality Hub and the Department for Education developed and published a strategy to improve the quality and availability of ethnicity data and evidence for looked-after children and their routes out of care in April 2023. This was part of the Inclusive Britain Update Report.

- The Scottish Government ran workshops in 2022 on race, disability and intersectionality data to showcase good practice and share learning.

- The ONS has shared and published research, frameworks and guidance on best practice to assess quality in administrative data for statistical purposes. They published innovative qualitative inclusivity research that explores inclusivity and representativeness in administrative data. They also published the Administrative Data Qualitative Framework (ADQF) and administrative data error catalogue. These publications provide guidance and advice to Government Departments and international National Statistical Institutions (NSIs) on how to assess administrative data quality and uncertainty. With these publications, engagement took place across government, across international NSIs, at the United Nations Economic Commission for Europe meeting on data collection in October 2022, and with academia. The next publication will be a toolkit for cross government analysts to use; it contains essential administrative data quality questions to consider during analysis and processing of administrative data for statistical quality purposes and includes questions to ask data suppliers to understand more about administrative data quality.

Ensure that all groups are robustly captured across key areas of life in UK data and review practices regularly.

About Principle 3

The Inclusive Data Taskforce (IDTF) recognised that good data are available on a range of topics for some population groups. However, for some groups and topics, gaps in the data inhibit the "extent to which statistics reflect the experiences of everyone in society". In addition, data do not always meet the full range of user needs. It recommended the following ways to address these issues:

- identifying where data are not representative of everyone in society and taking action to address it
- ensuring the best use of administrative data by improving its inclusivity, either by including additional information in the data collection or by working together to ensure that information can be collected once but used again
- finding solutions to address gaps that cannot be filled by existing surveys or improvements to administrative data, including identifying and addressing issues with the coverage of populations not resident in private households
- ensuring that data and evidence are available that reflect the full range of diverse user needs

Achievements so far

Overall, 33 of the 41 initiatives in the baseline implementation plan that focused on ensuring that all groups are robustly captured, were either completed, or underway and on schedule, at the end of March 2023.

Identifying under-represented groups and developing strategies to address under-representation

- A key part of the Office for National Statistics' (ONS) population and migration statistics transformation work has been to improve the quality of population statistics, to improve the definitions and consider alternative population bases of the statistics they produce to better meet user needs, and to ensure they are more inclusive. Improved inclusivity in population statistics is critical, as they underpin most cross-Government statistics as a denominator (for example,

in producing estimates of Gross Domestic Product [GDP] and unemployment rates) and also in weighting survey estimates. Their latest published Admin-based population estimates demonstrate the progress they are making.

- In addition to transforming their population statistics, the ONS's transformation work also includes increasing the frequency, timeliness and inclusivity of statistics about the characteristics of our society. The ONS has been assessing the representativeness of different administrative data sources using Census 2021 for England and Wales to inform work to ensure the representativeness of statistics going forward. As part of the research underpinning the future design of population statistics production, admin-based ethnicity statistics for 2020 were published in February 2023. These included aggregate-level national comparisons with the Census 2021 estimates, as well as statistics for Wales for the first time.

- Findings from the ONS's initial research on the quality of ethnicity recording in key health administrative data sources in England were published in January 2023.

- Additionally, the ONS intend to develop a set of longitudinal assets (which will allow insights into outcomes based on peoples' lived experiences). They have focused a proof of concept on developing the Refugee Integration Outcome study, in collaboration with the Home Office, which aims to provide insights into how refugees have integrated into local communities upon moving to England. This reflects important progress towards providing insights into an under-represented group in society.

- The ONS introduced an Adaptive Survey Design (ASD) for the Transformed Labour Force Survey (TLFS) in November 2022 as a strategy for addressing under-representation. This uses historical TLFS data to determine the characteristics of areas at Lower Super Output Area (LSOA) level least likely to respond without intervention, and to identify where knock-to-nudge visits are likely to be most effective in reducing non-response error.

- In addition, in order to increase the quality of the Transformed Labour Force Survey, the ONS has been closely monitoring the variation in response across geographic areas and other classifications, such as the Index of Multiple Deprivation and Output Area Classifications. A Management Information dashboard enables monitoring of the representativeness of the data on a daily basis so that action can be taken to address it.

- As part of the consultation on the reform of the Ethnicity facts and figures website in July 2022, and in line with the actions identified in the Inclusive Britain report, the Cabinet Office's Equality Hub has been reviewing gaps in ethnicity data; this includes gaps in the understanding of the outcomes of migrants as well as wider analytical gaps. The Ethnicity facts and figures consultation response described nine actions for the Equality Hub, including providing more granular data and useful ethnicity analysis.

- As part of its commitment to understanding inclusivity among travel and transport users, in 2022, the Department for Transport reviewed the need for more robust and timely data for analysis of certain demographic groups on its National Travel Survey. It will be introducing an increased sample size from 2023 to meet this need.

- Following publication of *Is Britain Fairer?* in 2018, the Equality and Human Rights Commission has begun reviewing key datasets and subjects used in their Measurement Framework to identify where there is inadequate coverage of protected characteristics, or poor and inconsistent sample sizes.

- The Office for Standards in Education, Children's Services and Skills (Ofsted) has revised inspection frameworks relating to local area arrangements for children and young people with special educational needs and/or disabilities (SEND) and care leavers' provision from local authority children's services. A Local Authority data collection has begun capturing the experiences of service users (children and young people, practitioners, and parents) and to ensure they are fully represented.

Improving the inclusivity of administrative data collection

- The Office for National Statistics (ONS) has been conducting research to better understand how data on personal characteristics are collected by data suppliers to highlight areas for improvement and will publish a paper describing what the future population system would offer, in terms of population characteristics alongside the public consultation which will launch in summer 2023. The findings will contribute to the consultation on the National Statistician's recommendation on transforming statistics about the population.

- The Office for Students has worked with the Higher Education Statistics Agency to specify the collection of personal characteristics information from higher education students and data are now being collected by individual higher education providers.

- The Scottish Government used the findings from its Equality Data Audit in 2022 to develop equality data improvement plans. These formed the basis of Scotland's Equality Evidence Strategy 2023 to 2025. The feedback from a public consultation on these plans has been published for all stakeholders to read.

- The Home Office issued a voluntary Annual Data Requirement (ADR) for police forces on cross-cutting demographic data (ADR 153). This requires all existing policing data collections that capture demographic data (including sex and ethnicity) to do so in a consistent way by aligning it to Census 2021. It also includes the voluntary collection of other data on the protected characteristics of victims to aid monitoring of the public sector equality duty.

- HM Revenue and Customs has been reviewing options for collecting additional demographic information. Further evaluation of these options is continuing, with initial recommendations expected to be agreed by mid-2023.

- The UK Research and Innovation Prevention Research Partnership (UKRI PRP) funded Violence, Health and Society Consortium (VISION) (City, University of London) members held a workshop with Imkaan in October 2022. The researchers critically assessed ethnicity coding across data provided by Crime Survey, medical records, mental health survey, police data and specialised services data. This is informing the design of a measurement framework for protected characteristics.
- The Cabinet Office's Equality Hub's plans for a Disability Data Improvement Programme have been delayed pending decisions on funding.

Working together to ensure that UK administrative data reflect relevant characteristics, including by linking relevant datasets

- In November 2022 the UK's National Statistician, Chief Statisticians and Registrars General signed a statement of agreement for cooperation on future population and social statistics. In this agreement the parties committed to mutual support in the acquisition of administrative data to produce these statistics, the sharing of new methods, and coordination to maximise the harmonisation of outputs.
- Since January 2022, the Home Office has worked with several other Government Departments to facilitate secure and appropriate access to relevant administrative data to better understand the UK population, including enabling relevant and necessary linkage work:
  - the Office for National Statistics (ONS) published updated net migration statistics in November 2022, using Home Office administrative data as the core part of their non-EU migration estimates. Work is continuing to refine these statistics
  - work has also been progressing with the Department for Levelling Up, Housing and Communities and the Local Government Association (LGA) to develop quarterly statistics at a local level, supporting a place-based approach; this will enable local communities and others to better understand and respond to local needs
  - the Home Office and the ONS have developed the Refugee Integration Outcomes (RIO) cohort study. This links administrative and other data to understand integration outcomes over time for cohorts of resettled refugees and those granted asylum between 2015 and 2020. A report on the pilot project, which linked Home Office Exit Checks data (flows to and from the UK) to NHS Personal Demographic Service (PDS) health data (internal migration moves, access to GP services), was published in June 2022)

- The Office for Standards in Education, Children's Services and Skills (Ofsted) partnered with the ONS to build a linked data asset to better capture the childhood experience of young people who interact with the criminal justice system. This work involved linkage of Ministry of Justice and Department for Education data and sought to understand links between childhood experiences and later custodial sentences.

- Ofsted have entered into an agreement with the ONS as an early adopter of the Integrated Data Service (IDS) to capitalise on opportunities to further link existing education and children's social care assets with cross-government data on individual and family characteristics. This will make use of Census 2021 and population data assets in an aggregated non-disclosive manner.

Addressing issues with the data infrastructure that cannot be provided by existing surveys and improvements to administrative data

- Building on the new Survey Strategy agreed in 2021, the Office for National Statistics (ONS) has commenced refining its approach to social surveys to ensure that the Inclusive Data Taskforce recommendations are considered and that opportunities to improve inclusion of under-represented populations are actively sought.

- As part of the transformation of statistics about the population, the ONS has continued to explore the role of household surveys to gather data on protected characteristics and other important topics where there is no or limited potential in administrative data and this will be considered as part of the user consultation planned for summer 2023.

- The Home Office and Department of Levelling Up, Housing and Communities has been working with the Ukraine Humanitarian Response Insights survey team in the ONS on how best to extend their Refugee Integration Outcomes (RIO) cohort study to include information not captured through administrative data linkage, for example barriers to work and private rental, use of public services, health and well-being.

- Scoping by HM Revenue and Customs (HMRC) to assess the feasibility and affordability of collecting protected characteristics data through large scale surveys has been paused. At present, HMRC are investigating other potential data collection solutions to gain insight about customer equalities concerns and considerations. However, the prospect of large-scale surveys of customer groups has not been ruled out.

- The proposed survey of disabled people across the UK by the Cabinet Office's Equality Hub has been delayed pending decisions on funding. Consideration is being given to alternative ways of funding a new survey, including opportunities for joint funding.

Evaluating and addressing issues with the coverage of populations not resident in private households

- During 2022 to 2023, the Office for National Statistics (ONS) began a review of existing data sources on communal establishments across UK countries. An initial high-level review of data source availability for different communal establishments and transient population groups, such as people experiencing homelessness, is underway.

- The ONS research into the value of, and how best to collect survey data from populations not resident in private households, including those living in Communal Establishments, has been paused pending the outcome of the review into existing data sources on these populations (see above). This research will be carried out in 2023 subject to funding, and will feed into the transformation of statistics about the population and the recommendation being made by the National Statistician on the future of the England and Wales Census.

- The ONS has been making good progress on work to investigate the coverage of populations living in communal establishments across England and Wales in existing administrative data. Early results from matching Census 2021 to administrative data are being analysed to assess how well represented people in communal establishments are in the existing data.

- Following scoping work in relation to estimating populations not resident in private households, the ONS published an evidence review of existing data on 'hidden' homelessness across the UK in March 2023, highlighting the challenges, complexities and main data gaps in relation to this population. Research is also underway to develop an approach for capturing the scale of women experiencing 'hidden' homelessness across the UK.

- The Welsh Government has been progressing work to explore the introduction of individual-level homelessness data collection to enable a greater understanding of the situations of those who experience statutory homelessness. A pilot project for sharing samples of existing data is being carried out with local authorities, aiming for agreement to share initial data by mid-2023.

- The Office for Standards in Education, Children's Services and Skills (Ofsted) has begun regulating the Supported Accommodation sector serving children and young people, including data collection to understand the size of this sector and to link administrative data collected in the process of this regulatory role with child-level data collected by Department for Education.

Ensuring the diverse needs of a range of users are taken into account in data collection and reporting activities

- Considerable progress has been made on implementation of the Office for National Statistics' (ONS) Survey Strategy in 2022 to 2023, of which, one pillar is Inclusive by Design, and in particular on how the ONS takes strategic oversight of the survey portfolio:
  - New governance arrangements have been implemented to work alongside existing forums
  - A new survey demand management process has been launched and is successfully helping bring clarity to how the ONS can prioritise user requests alongside existing demands
  - A best practice 'playbook' has been launched to help ensure consistency across the survey portfolio in approaches to designing, collecting and processing survey data
  - New survey research and development principles including how to improve inclusivity have been developed which will ensure respondents are central and integral to survey design
  - Work to develop two domain specific strategies - for Business and Social surveys - was initiated in 2022 to 2023, with expected launch dates in the first quarter of 2023 to 2024.
- The ONS has undertaken extensive user engagement with members of the public, as well as public and third sector organisations as part of the work to develop the National Statistician's recommendation on transforming statistics about the population.
- Resourcing constraints have delayed the development of the User Engagement Strategy by Department for Environment, Food and Rural Affairs until 2023 to 2024.
- The development of new social inclusion strategies for the Northern Ireland Executive by the Department for Communities is underway and will continue into the next Assembly mandate.
- During 2022, the Scottish Government undertook a public consultation on inclusive data to understand user needs for equality evidence and any barriers that currently exist. Responses were used to inform its Action Plan which is central to Scotland's Equality Evidence Strategy 2023 to 2025.

Disaggregation — Inclusive Data Principle 4

Improve the UK data infrastructure to enable robust and reliable disaggregation and intersectional analysis across the full range of relevant groups and populations, and at differing levels of geography.

About Principle 4

The Inclusive Data Taskforce recognised that existing data and evidence in some cases is not sufficiently detailed to allow us to understand the experiences of everyone in UK society. For some populations, the need to aggregate groups together for analysis has the potential to "misrepresent the issues and needs of smaller and more marginalised communities". In addition, a lack of granularity inhibits our ability to understand how the intersection of different characteristics combine to affect people's experiences.

They recommended:

- improving the granularity of existing data, including by oversampling of specific groups in data collection activities
- avoiding the use of meta-categories and taking an intersectional approach to both analysis and its interpretation, including in existing online tools.
- ensuring that inclusivity is at the heart of the design of the future social statistics system

Achievements so far

Overall, 25 initiatives in the baseline implementation plan focused specifically on areas relevant to enabling disaggregation and intersectional analysis. All were either completed or underway and on schedule just over a year later in March 2023.

Improving the granularity of data to enable meaningful disaggregation

- As part of the research underpinning the National Statistician's recommendation on transforming statistics about the population, the Office for National Statistics (ONS) has explored making greater use of administrative data to produce more frequent and timely statistics for population characteristics, including at granular geographic level and for protected characteristics. Previous research has demonstrated the ONS's ability

to produce counts of characteristics including ethnic group, income, housing, labour market status and veterans, using administrative data first. These topics have been prioritised for research due to a combination of high user need and their availability in administrative data sources. Research published in February 2023 includes estimates of ethnic group, income and housing, and multivariate estimates to help understand the outcomes of different population groups, covering housing and income by ethnicity.

- The ONS led and developed a cross-Government Statistical Service (GSS) subnational data strategy, which explicitly references the inclusive data principles to deliver more timely, granular, and harmonised statistics at lower levels of geography than was previously able. In May 2022, they published the ONS subnational workplan to set out a public commitment to how they would deliver on the subnational data strategy.

- With support from the Department of Levelling Up, Housing and Communities (DLUHC), the ONS has established a programme of work to develop more granular statistics and analysis that exploit newly available data sources and data visualisation and dissemination tools that make these insights more accessible and user friendly. Much of this work requires development of new methods to handle challenges such as apportioning business activity across sites that are located in different places and maintaining statistics that do not disclose information about individual businesses.

- During 2022 to 2023 the ONS, again with DLUHC support, has created a new local analytical advisory service with the ambition of covering all four nations of the UK, known as ONS Local. The aim is to ensure local leaders and subnational organisations can access and utilise data, statistics, and analysis to support their decision making. This service is being co-designed with local analysts across England and the Chief Statistician in each of the devolved administrations.

- The Department for Education has begun mandatory collection of Education, Health and Care (EHC) Plan data at the level of the child/young person instead of aggregate Local Authority level data. The first publication of these data will be in late spring 2023.

- The Department for Culture, Media and Sport has commissioned a research report to explore the suitability of using a model-based method to obtain Local Authority level metrics for the Community Life Survey. This will be published in spring 2023.

- As part of the consultation on reforming the Ethnicity Facts and Figures website, the Cabinet Office's Equality Hub has completed an assessment of the granularity of datasets, with a particular focus on the use of binary white/other than white classifications. Analysis of the results of the consultation is currently underway. Action 7 of the consultation response commits the Equality Hub to work with departments to improve the granularity of ethnicity data.

- The Welsh Government has created three new units, the Equality, Race and Disability Evidence Units to improve the availability, quality, granularity and accessibility of evidence about individuals with protected and associated characteristics. Since Autumn 2022:
  - the units have been scoping initial evidence priorities, as well as starting a Wales Equality Data Audit
  - the Equality Data Unit has also developed a proposal for an evaluability assessment to ensure adequate monitoring information is in place to understand the impact of the LGBTQ+ action plan on LGBTQ+ communities
  - the Disability Disparity Evidence Unit is researching barriers to employment and analysing pay-gaps
  - the Race Disparity Evidence Unit has been developing an initial assessment and framework for measuring the impact of the Anti-racist Wales Action Plan, as well as developing a data collection tool to research the protected characteristics of Public Sector Equalities Boards
- The Welsh Government has also awarded the contract to deliver the National Survey for Wales for 2024 to 2025, enabling the aggregation of any combination of quarters to produce large, multi-year datasets and the production of two-year combined datasets as standard. This will enable more detailed sub-group analysis. The Equality, Race and Disability Evidence Units have also been looking at opportunities for sample boosts and data linkage, to improve the granularity of data. The project started in late 2022 and is currently in the scoping and development stage.
- Following a partial boost to the sample of the Family Resources Survey by Department for Work and Pensions (DWP) from October 2021 to March 2022, a full boost was introduced in April 2022, with the intention of achieving a sample size of 45,000 households for the year 2022 to 2023. As a result of challenges in securing a sufficient level of household response, a final achieved sample is expected to be in the region of 25,000 households, however this is still an improvement in the sample size compared with a typical year.
- The Office for Standards in Education, Children's Services and Skills (Ofsted) is committed to ongoing review of its statistical production to improve the granularity of statistics for users. For example, in 2022 they revised production of fostering official statistics to dissociate family and friends foster carers from mainstream fostering provision to report more informative trends in the sector.

Targeted oversampling to address specific gaps in knowledge

- Following the introduction of its Adaptive Survey Design (ASD) for the Transformed Labour Force Survey (TLFS) in November 2022 (see Inclusive Data Principle 3), the Office for National Statistics (ONS) will be evaluating its impact to inform any future changes in regard to oversampling or further targeting of data collection.

- HM Revenue and Customs (HMRC) have conducted initial analysis on the available protected characteristic data for the Individuals, Small Business and Agents (ISBA) survey, combining multiple years of data. It was found that sample sizes were too small in most ethnic minority groups to provide robust conclusions, therefore HMRC plan to conduct a full feasibility study to assess the potential to increase the representation of ethnic minority groups within the survey.

- The Department for Education's (DfE) Parent, Pupil and Learner Panel Survey has published survey results that include targeted oversampling of groups with historically lower response rates, including those who are eligible for Free School Meals (FSM) eligible, those with Special Educational Needs and Disability status, and those with Children in Need status, to fill existing gaps in understanding of these groups.

- The Department for Education (DfE) has implemented targeted oversampling of disadvantaged groups in its Children of the 2020s and Five to Twelve, and Growing Up in the 2020s cohort studies, to better understand the relationship between development, attainment, disadvantage and a range of personal and household characteristics. The results from wave one of Children of the 2020s will be published during 2024.

Promoting an intersectional approach to exploring and presenting equalities data

- The Cabinet Office's Equality Hub has partnered with the Office for National Statistics (ONS) to deliver its Equality Data Programme. The initial phase of this work used existing data to explore how people's outcomes vary by different dimensions of equality (including geography and socio-economic background). The analysis was published in January 2023.

- As part of the second phase of the Equality Data Programme to develop a linked dataset to enable more in-depth intersectional analysis (the Equality Data Asset), the ONS has developed a prototype linking the Companies House's People with Significant Control register (PSC) data to 2011 Census data. The quality of this prototype is currently being assessed by Cabinet Office staff in the Secure Research Service.

- In 2022, the ONS published a series of analyses using linked datasets to enable more granular and intersectional analysis. These covered education, social mobility and outcomes for students receiving free school meals in England:

- Education, social mobility and outcomes for students receiving free school meals in England
- The education and social care background of young people who interact with the criminal justice system
- Why free school meal recipients earn less than their peers
- Who are the children entering care in England?
- The education background of looked-after children who interact with the criminal justice system

- The Office for Students has developed and published a set of intersectional measures to improve the understanding of the outcomes different groups are likely to experience across the student lifecycle, including access to, and continuation in, higher education.

- The ONS has begun to undertake intersectional analysis using the 2021 Census for England and Wales. To date, analysis has been published on general health and disability by age and sex, with analysis for other outcomes and characteristics planned during 2023 to 2024.

- Recognising the importance of understanding how outcomes can vary by characteristics such as ethnic group, the ONS's research underpinning the National Statistician's recommendation on transforming statistics about the population includes demonstrating the feasibility of using administrative data to produce estimates showing two or more characteristics together at the subnational level including income by ethnicity and housing by ethnicity.

- As part of the publication of the human capital indicator framework, the ONS planned to undertake intersectional analysis in 2022 on the drivers of knowledge and skills acquisition across the lifespan. This has been delayed with the indicator framework and its data collection is still under development. Data collection and analysis are now expected in 2023 to 2024.

Improving understanding by taking an intersectional approach to existing online tools

- In addition to a range of datasets and analysis articles from Census 2021 in England and Wales, the Office for National Statistics (ONS) has published their 'Create a Custom Dataset.' This flexible table builder tool enables users to explore the Census 2021 data beyond the ONS analysis, and allows users to produce multivariate statistics for themselves. The ONS has also published a 'Build a custom area' profile tool that allows users to draw their own areas on a map, or to use or amend pre-set geographies, and explore census data for that area.

Ensuring that the National Statistician's recommendation on the future of the Census and Population Statistics meets the full range of inclusivity needs

- The Office for National Statistics (ONS) has been continuing to monitor the implementation of relevant Inclusive Data Taskforce recommendations, to ensure they are reflected appropriately within the National Statistician's recommendation on transforming statistics about the population.

- Through extensive user engagement and the Consultation that will launch in Summer 2023 and will inform the National Statistician's recommendation on transforming statistics about the population, the ONS seek to gain an even greater understanding of user needs, of which inclusivity will be a key focus, and these will inform their future research plans as well as the National Statistician's recommendation.

Concepts — Inclusive Data Principle 5

Ensure appropriateness and clarity over the concepts being measured across all data collected.

About Principle 5

The Inclusive Data Taskforce highlighted the importance of ensuring researchers are clear about what they are seeking to measure in relation to personal characteristics and circumstances to help improve inclusivity, accuracy and consistency of data and evidence. The Taskforce focused on several areas where they felt improvements should be made, including:

- ensuring data standards, definitions and measurement approaches keep pace with societal and legislative change and are seen as appropriate and accurate by prospective research participants and relevant groups
- ensuring a clear conceptual understanding underpins data collection, while also enhancing accessibility and perceived appropriateness of measures and approaches used among prospective participants
- ensuring clarity in language used during data collection, analysis and reporting of findings
- ensuring transparency about how data have been collected in the sharing and reporting of data so others can assess its merits and inclusivity for themselves.

Achievements so far

Overall, 28 initiatives in the baseline implementation plan focused specifically on areas relevant to ensuring appropriateness and clarity of concepts. Of these, most (26) were either completed or underway and on schedule just over a year later in March 2023.

Ensuring measures for different populations accurately reflect current standards and legislation

- The Welsh Government committed to investigate ways of developing evidence in line with the social model of disability from 2022. Their initial investigations into how to co-produce research and work alongside disabled people has included a literature review and advice from members of the Disability Rights Taskforce. Based on this, a co-production approach has been designed with additional work planned to develop a theory of change during 2023.

- The Cabinet Office worked with the Office for National Statistics (ONS) in 2022 to understand drivers of low response rates to questions about socio-economic background among the Civil Service workforce. Current response rates are not sufficient to publish as part of Civil Service Statistics. Work is ongoing in departments to improve response rates so that data on socio-economic background can be published in future. As well as helping us to deliver the commitments set out in the Civil Service Diversity and Inclusion Strategy, this data can be used to develop a data-driven, evidence-led approach to drive greater inclusion.

Ensuring that a clear conceptual understanding underpins accessible and appropriate data collections

- Following consultation with the Cabinet Office's Equality Hub and the devolved administrations, the Office for National Statistics (ONS) published the Government Statistical Service (GSS) Harmonisation Plan in February 2022, setting out plans for reviewing and updating current GSS harmonised standards and guidance. A subsequent update was published in December 2022 with further information on progress achieved in relation to standards and guidance including national identity, Welsh language, ethnicity, socio-economic classification, previous service in the armed forces, and qualifications. See also Inclusive Data Principle 7.

- The ONS has introduced a respondent-centric approach to the end-to-end design of its surveys, with the aim of making the survey experience relatable, understandable, and appropriate for respondents. Over the past year, this approach has been used specifically in the development of the Transformed Labour Force Survey with the aim of rolling out to all other social surveys.

- In 2022, the Cabinet Office's Equality Hub worked with the ONS, other stakeholders and experts on the lived experiences of disabled people on the initial design of a survey of disabled people across the UK. Testing and pilot work is required before any further implementation. Implementation is dependent on further funding, options for which are currently being explored across Government and with potential external partnering organisations, including opportunities for joint funding.

- The Scottish Government published guidance in March 2022 on data collection and question wording to be used for collecting equality data. This new guidance has subsequently been rolled out across the public sector in Scotland.

- The design of the Department for Education's six-weekly panel survey of school and college teachers and leaders, the School and College Panel (SCP), will continue to focus on topics for which there is a clear rationale of the departmental need and thorough scrutiny. Where possible the survey will use existing standardised questions with new questions based on design best practice and cognitive testing to ensure a final product that is easy to understand and relevant for the sector. Previous waves of the panel have been published. Research waves will be conducted throughout academic year 2022 to 2023 and discussions are ongoing with regards to future years of the panel.
- The Department for Transport re-let the contract for the National Travel Survey (NTS) in 2022 and used the recommendations of the Inclusive Data Taskforce as inspiration for scoping the NTS methods research programme.
- Department for Levelling Up, Housing and Communities has worked closely with the local authority Central and Local Information Partnership (CLIP) groups, reviewing new data requirements. In December 2022, changes to nationality breakdowns for the homelessness statistics (H-CLIC) data collection were approved and from April 2023 will include breakdowns for those returning or arriving from Syria, Afghanistan, Hong Kong or Ukraine.

Ensuring clarity in the language used in collecting and reporting data

- In consultation with the Inter Administration Committee, as previously mentioned, the ONS published the Government Statistical Service (GSS) Harmonisation Plan to review and make improvements in clarity of language. The ONS has undertaken a significant amount of engagement work across Government and the devolved administrations of Scotland, Wales, and Northern Ireland to promote and embed the adoption of harmonised standards. This is through a range of initiatives including a network of departmental harmonisation champions, bespoke support for high profile government data collections and training sessions across departments. Further information on the GSS Harmonisation Plan can be found under Inclusive Data Principle 7.
- The Executive Office in Northern Ireland drafted guidance on monitoring ethnic populations to provide a standardised framework to help public bodies collect information in a consistent but flexible manner, improving service delivery and equality for different ethnic and migrant populations living in Northern Ireland. The draft guidance was produced and considered during 2022, with implementation subject to agreement by all relevant bodies.

- For the England and Wales Census 2021, the ONS invited views on content design and release of Census 2021 outputs. The consultation covered language and labelling for topics such as ethnicity, national identity, language, and religion. For example, they consulted on their proposal to present the ethnic group classification alphabetically as well as the language used in the classification tables. Feedback from the consultation has been published in the Census 2021 outputs: content design and release phase proposals. In addition, the ONS engaged through working groups, such as the ONS Ethnic Group and Religion Assurance Panel to seek feedback on language and labelling used for census outputs. This included getting a diverse range of feedback from other government departments, academics and community group representatives.

- In 2022, the Home Office reviewed and updated its Workforce Data Standards for protected characteristics to support assessment of whether, as part of the Police Uplift Programme, forces are becoming more representative of the communities they serve. Where possible, data standards have been aligned with the 2021 Census or draw on existing harmonised standards set out by the Government Statistical Service. The recording standards are now in use by policing partners, as well as in police workforce data collections. Further details are available in the police workforce guide.

- As part of work by the Welsh Government to develop the Anti-racist Wales Action Plan, it was identified that the Welsh terminology currently used in discussing race and ethnicity was not always fit for purpose: either terminology did not exist or was dated. This was a barrier to discussing the subject in Welsh. The Welsh Government's Welsh Language Strategy, Cymraeg 2050: A million Welsh speakers has a clear focus on increasing use of Welsh. A group of language experts and representatives of various minority ethnic communities was established and developed a set of Welsh terms which were then put to the public for consultation. The terms to discuss race and ethnicity in Welsh have been incorporated in the recognised terminology databases of BydTermCymru and Porth Termau Cenedlaethol Cymru.

Ensuring transparency about how data have been collected in the sharing and reporting of data

- HM Revenue and Customs was planning to commission a review of official statistics metadata in 2022 and, where necessary, improve published information about how data have been collected in official statistics publications. This was delayed and will now commence in 2023.

- In 2022, the Department for Culture, Media and Sport reviewed documentation accompanying their survey publications to ensure metadata are provided for users to assess the quality and suitability of data and ensure compliance with accessibility legislation. In 2023, they will also explore the feasibility of different approaches to visualising this data to make it more accessible.

- The Office for National Statistics (ONS) has published metadata accompanying univariate data releases from the 2021 Census for England and Wales, including in relation to personal characteristics, providing clarity to users around how the data have been collected and aggregated. A Data Dictionary, providing information on definitions, variables and classifications will also continue to be updated as the ONS move though the next phased release of census outputs over the coming year and beyond.

- The ONS is undertaking an ongoing assessment of the quality of administrative sources used in the transformation of statistics about the population. This will generate metadata to help producers and users understand the strengths and limitations of the administrative sources, including their inclusivity. Reports on the quality of administrative data used for Census 2021 and the quality of administrative data sources used to develop the Statistical Population Dataset for England and Wales have been published. Further quality reports will be published in 2023 as the work continues to progress.

Methods — Inclusive Data Principle 6

Broaden the range of methods that are routinely used and create new approaches to understanding experiences across the population of the UK.

About Principle 6

The Taskforce recognised that a range of different approaches may be helpful in identifying and exploring the experiences of diverse groups. New approaches may be needed to overcome specific barriers to participation in data collection, to enable a sense of greater trust and trustworthiness in participation in research, and to enable those who may currently be under-represented in UK statistics and evidence to be more visible.

Achievements so far

Overall, 19 initiatives in the baseline implementation plan focused specifically on areas relevant to broadening the range of methods used and developing new approaches. Of these, most (15) were either completed or underway and on schedule just over a year later in March 2023.

Widening the range of methods used to collect more inclusive data

- In 2022, the Office for National Statistics' (ONS) Data Science Campus worked closely with the United Nations Committee of Experts on Big Data and Data Science and other statistical bodies to accelerate responsible use of artificial intelligence (AI), data science and big data to modernise official statistics at regional, national and global levels. They also supported global initiatives to find alternative data sources to fill data gaps associated with the Sustainable Development Goals and indicators of the 2030 agenda.

- The ONS developed and published a protocol for assessing the quality and value that non-official sources of quantitative data can add to measuring progress towards the Sustainable Development Goals, as part of widening data used and supporting the ethos of "making the invisible visible." The need for a similar protocol for qualitative data sources will be assessed during 2023.

- The ONS has piloted innovative qualitative research to explore inclusivity and representativeness in administrative data. They are continuing this research and currently exploring new methods (quantitative and qualitative) to understand and measure inclusivity and representativeness in administrative data.
- In 2022, the ONS began a programme of qualitative research with statistically under-represented communities, focusing on those highlighted in the Inclusive Data Taskforce recommendations. A variety of innovative methods have been used including data collection by peer researchers, and a range of specialist techniques to enable and encourage participation of young people with special educational needs and disabilities. Publications during 2022 included:
  - Disabled people's experiences of activities, goods and services
  - Educational experiences of young people with special educational needs and disabilities in England
  - Gypsies' and Travellers' Lived Experiences in England and Wales.
- The Disability Unit in the Cabinet Office's Equality Hub commissioned a systematic review of evidence in relation to the lived experiences of disabled people in the UK, to take stock of relevant qualitative research and identify key gaps in understanding and priorities for further work. A database was developed in 2022 which is an internal resource for identifying relevant material for thematic reports on aspects of disability.
- The ONS contributed to a United National Economic Commission for Europe (UNECE) report on the maintenance, updating and retraining of machine learning models. This included a literature review on social bias in pre-trained machine learning models and potential de-biasing methods. This research is ongoing.
- The ONS has continued to investigate improved methods for data linkage, as part of the Joined-up data in Government Review. Linkage completed as part of the Census 2021 achieved high quality and efficient linkage through the use of multiple techniques including innovative approaches like machine learning. Understanding and reducing linkage bias is a focus within this work.
- The ONS is undertaking a programme of work examining strategies for imputation in the context of linked administrative data and evaluating the impact of missingness which accumulates due to linkage errors or lack of coverage and can introduce bias in the findings. Projects underway include research into missingness of administrative data and methods to identify and adjust for it; and development of edit and imputation methods suitable for integrated multiple administrative data sources and approaches to improving linkage methodology. Initial findings have been published on inclusivity in administrative data of populations considered at-risk or hard-to-count such as those experiencing homelessness.

Data linkage for enhanced analysis

- The Integrated Data Service (IDS), currently in a public beta phase, will provide a statistical methods library for accredited users as well as data linkage and matching services, expected to be available later in 2023. In 2022, the IDS team created a proof-of-concept Equalities Data Asset, currently being tested in the Office for National Statistics' (ONS) Secure Research Service (SRS), with the aim of creating a more widely accessible version in the IDS in 2023. The IDS team are also in discussions regarding the ingestion of the Public Health Research Database and Census 2011 data, linked to Census 2021. Some data that are required are already within IDS, such as Census 2021 data, as well as birth and death records which will enable more granular insights into equalities and intersectionality. However, the births and deaths records are not currently in a linkable form and are due to be indexed against the matching service during 2023 which will allow for richer analysis.

- Much of the research towards transforming statistics about the population has focused on the benefits of data linkage to deliver improved population, migration and social statistics, as referenced throughout this report. Further, the ONS published a high-level design for a Census Data Asset in 2022. This would be a fully representative and inclusive prospective linkage study for the population, using relevant survey and administrative data, and ethnographic studies. It would enable granular, longitudinal analysis of diverse population groups.

- In 2022, the Cabinet Office's Equality Hub worked with the ONS to develop a linked dataset providing birth and infant mortality data by mother's ethnicity alongside other socio-economic variables from the Census for England and Wales. This will enable insights into maternal health disparities, allowing more targeted interventions to be developed. Descriptive statistics from this dataset will be published on Ethnicity facts and figures in 2023; in addition, the ONS will be producing a deeper analysis into the potential risks associated with infant mortality, including mother's ethnicity.

- The Department for Energy, Security and Net Zero have been working with the ONS and Administrative Data Research UK to link data from the UK Household Longitudinal Study (Understanding Society) with data on household energy consumption among those giving consent for the linkage. This will enable exploration of patterns of consumption for different types of household. A research-ready dataset is expected to be available in the Secure Research Service (SRS) in 2023.

- In 2022, the Department for Levelling Up, Housing and Communities (DLUHC) explored the possible linkage of statutory homelessness (H-CLIC) data to a range of other cross-government datasets to provide further insights into homelessness and rough sleeping. As part of this, DLUHC is also working with the Ministry of Justice and Office for National Statistics to link data on offending, prison and probation and homelessness data to understand relationships with prison discharge, and with the Department for Health and Social Care to link data on drug and alcohol treatment with the rough sleeping questionnaire to understand relationships with substance misuse. The Department is also using data linkage to explore repeat homelessness. Pilot data linkage projects are expected to be delivered in 2023.

Enhancing the availability of longitudinal data, including capturing temporary experiences

- The Department for Education continued its Longitudinal Study of Young People in England 2 (LSYPE2), following a cohort of young people aged 13 to 14 in 2013 through the final years of compulsory education, and into other forms of education, training, employment and other activities, and collecting information about career paths and a range of personal characteristics. The ninth wave for this data collection will become available by request in 2023 to 2024, alongside all previous waves.

- The Department for Education's Education and Outcomes Panel Studies (EOPS) programme has designed three new cohort studies. The Children of the 2020s (EOPS-A) will follow children from 9 months to 5 years of age. This study has been piloted and wave one fieldwork conducted, with further waves to be carried out during 2023. Five to Twelve (EOPS-B) will follow children from early in their primary education (years one or two) to the end of primary school (year six). It is currently being piloted and will use Free School Meals eligibility criteria from the National Pupil Database to oversample disadvantaged pupils, and better understand the relationship between attainment, disadvantage and a range of personal and household characteristics. Growing Up in the 2020s (EOPS-C) is an equivalent study at a similar stage focusing on secondary school pupils.

Ensuring that innovative and flexible approaches take account of issues of consent, trust and trustworthiness

- The Office for National Statistics (ONS) ensures that non-linked or combined datasets involving analysis of data from Census 2021 for England and Wales are approved by the relevant ethical boards prior to the start of any analytical work. The ONS regularly submits proposals for any data linkage to ethical boards and ensures this activity complies with Statistical Disclosure Control policies, as required.

- This also applies to the ONS's work associated with the transformation of statistics about the population, where statistical work is reviewed and assured

through formal channels (such as the Methodological Assurance Review Panel) and all linkage studies have approval from the National Statistician's Data Ethics Advisory Committee. The transformation of the ONS's surveys will likewise be reviewed and assured through appropriate forums. For transparency, minutes and papers from the Methodological Assurance Review Panel meetings; and the National Statistician's Data Ethics Advisory Committee are also available online.
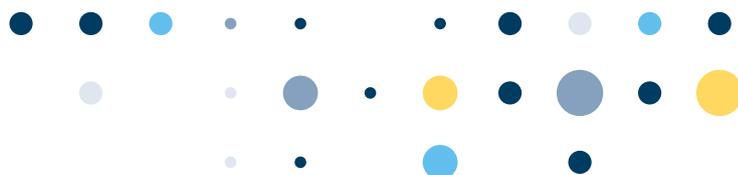
Harmonisation — Inclusive Data Principle 7

Harmonised standards for relevant groups and populations should be reviewed at least every five years and updated and expanded where necessary, in line with changing social norms and respondent and user needs.

About Principle 7

This principle is linked to Inclusive Data Principle 5. It is about ensuring that the definitions, standards and guidance for collecting data on different population groups, whether this is through surveys or use of data collected for administrative purposes, keeps pace with changing society in the UK. Harmonisation of definitions at data collection stage is a key enabler to achieving comparability of data across the four nations of the UK.

Achievements so far

Overall, 12 initiatives in the Implementation Plan focused specifically on areas relevant to ensuring harmonised standards are regularly reviewed and updated. Of these, most (nine) were either completed or underway and on schedule just over a year later in March 2023.

Learning from other countries and international bodies to ensure that harmonised standards remain appropriate and relevant

- As part of the user engagement activity supporting the National Statistician's 2023 recommendation on the future of the census and population statistics, the Office for National Statistics (ONS) is playing an active role internationally in the development of harmonised standards. This includes participation in the United Nations Economic Commission for Europe (UNECE) Taskforce on Population Concepts and Definitions, which began meeting in February 2023. This will ensure that the development of new standards and definitions continues to draw on international collaboration and best practice.

- The ONS-led Titchfield City Group on Ageing-related Statistics and Age-disaggregated Data has continued to work with the international community to develop reference guidance. This includes members from National Statistical Offices, United Nations agencies, multilateral and bilateral agencies, academics, and civil society organisations.

Improving the harmonisation and comparability of data across the countries of the UK, regions and over time

- The Office for National Statistics (ONS) published a Government Statistical Service (GSS) Harmonisation Workplan in February 2022 as agreed with the devolved administrations and the Cabinet Office Equality Hub. It shows plans to review and update harmonised standards and guidance for the conceptual measures relating to equality characteristics. An update on progress was published in December 2022. In addition, in Spring 2023, the harmonisation team published findings from their research and engagement into Mental Health, Disability and Ethnicity.

- New governance mechanisms to monitor and deliver the GSS Harmonisation Plan have been established as part of the arrangements established to monitor and drive progress against the IDTF recommendations. The harmonisation plan is governed by the GSS Analysis and Evaluation Committee and receives external scrutiny from the independent National Statistician's Inclusive Data Advisory Committee (see Inclusive Data Principle 2).

- The Cabinet Office's Equality Hub and the ONS have increased collaboration on harmonisation of data through close working on the review of standards and guidance for collecting data on personal characteristics. This includes a joint project to review the use of language relating to ethnicity.

- In December 2022, the ONS published an updated GSS Coherence Workplan. It sets out plans to improve the coherence of statistics produced across government and the four UK nations. Six projects have been completed during 2022 to 2023 on the topics of public transport availability, quality of jobs, house building data, health (smoking), new datasets for trade in goods and services and a sample boost applied to the international trade in services survey.

- In May 2022, the ONS published the ONS subnational workplan to set out a public commitment to how they would deliver on the subnational data strategy, and with support from the Department of Levelling Up, Housing and Communities (DLUHC), the ONS established a programme of work to develop more granular statistics and analysis. During 2022 to 2023 the ONS, again with DLUHC support, has created a new local analytical advisory service with the ambition to cover all four nations of the UK, known as ONS Local. The aim is to ensure local leaders and subnational organisations can access and utilise data, statistics and analysis to support their decision making. This service is being co-designed with local analysts across England and the Chief Statistician in each of the devolved administrations.

Ensuring the wider use of harmonised standards when collecting and reporting data

- In 2022, the Office for National Statistics (ONS) and the Cabinet Office's Equality Hub jointly commissioned research as part of the development of a new ethnicity harmonised standard and for the Cabinet Office's response to actions from the Inclusive Britain report. The research comprised a mixture of group discussions and in-depth interviews with participants identifying as members of different ethnic groups. Focus group participants were also invited to take part in a task to identify inclusive and stigmatising ethnicity language and terminology. As outlined in the Inclusive Britain update report, the research on perceptions of ethnicity has been published, and the Cabinet Office has also published updated standards for ethnicity data. These standards bring together best practice and guidance about ethnicity data. They give public sector data producers and data users information about how to better collect, analyse and report on ethnicity data. This includes the importance of using the Government Statistical Service harmonised standards.

- HM Revenue and Customs (HMRC) has implemented a new process to ensure research bids consider collecting protected characteristic data for individuals. This will enable evaluation of differences in findings between protected groups and improve the diversity of participants. In addition, HMRC are drafting data collection standards for the collection of protected characteristics data to cover those currently collected and that may be collected in future.

- The UK Research and Innovation Prevention Research Partnership (UKRI PRP) funded Violence, Health and Society Consortium (VISION) (City, University of London) brought together data producers and data users in the relevant fields at the VISION annual conference in September 2022 and the VISION Advisory Board meetings in December 2022 and May 2023, providing a forum for engagement to enable harmonisation of data.

Accessibility — Inclusive Data Principle 8

Ensure UK data and evidence are equally accessible to all, while protecting the identity and confidentiality of those sharing their data.

About Principle 8

The full potential of data and evidence can only be realised if they are available and accessible to everyone. The Taskforce recognised the wealth of valuable data and evidence that are already available in a variety of formats to meet a wide range of needs. However, in their recommendations, they highlighted specific areas where accessibility could be improved, while still ensuring that the identity and confidentiality of the people giving their data are protected. As such they focused on:

- creating a single resource to explore and access all UK equalities data and analysis in one place
- improving access to administrative data, both to the raw data for use by analysts and to accessible published outputs for those who are interested in understanding what they show
- developing new user-friendly online tools that allow anyone with an interest to explore existing datasets
- ensuring outputs are available for diverse audiences, taking into account differences in language, literacy, format and comprehension.

Achievements so far

Of the 23 commitments included in the baseline implementation plan aimed at improving the accessibility of data and evidence, most (21) were either complete or underway and on track by the end of March 2023.

Creating a "one-stop shop" of equalities data and analysis

- Through 2022, the Office for National Statistics' (ONS) Centre for Equalities and Inclusion considered the options for providing a centralised, explorable and accessible UK-wide equalities data and analysis resource in line with IDTF recommendations. This culminated in a decision to explore the feasibility of developing an 'equalities data portal' to be hosted by the Integrated Data Service in 2023.

Improving access to administrative data for a wide range of users

- The Home Office has been working with the Office for National Statistics (ONS) to develop a linked dataset, the Refugee Integration Outcomes (RIO) cohort study, to better understand outcomes for resettled refugees and those granted asylum (see Inclusive Data Principle 3). The plan is to extend access to this dataset to the wider research community.

- As part of their work leading a data openness initiative with the Universities and Colleges Admissions Service and the ONS (the GRADE data sharing project), the Office of Qualifications and Examinations Regulation have made relevant administrative micro-data available to accredited researchers through the ONS Secure Research Service (SRS). This enables independent research based on pseudonymised data, including allowing scrutiny into the awarding of grades and in particular on protected groups. Further data will be shared in the future depending on demand.

- In Northern Ireland (NI) the Educational Outcomes Linkage (EOL) has been developed as part of the Economic and Social Research Council (ESRC) funded Administrative Data Research NI initiative to enable accredited researchers to access linked administrative data collected by the Department of Education. The dataset was launched in March 2023 and is regarded as phase one of a wider project to create an NI Longitudinal Educational Outcomes database which will be developed in collaboration with the Department of Education, the Department for the Economy and academics in the Queen's and Ulster Universities.

Publishing existing administrative data that enhance understanding of inclusivity

- The Department for Education have incorporated Free School Meals breakdowns into the 'Schools, pupils and their characteristics' official statistics release.

- During 2022, the Office for Students published an enhanced dataset as part of their existing annual publications on equality and diversity among higher education students and their educational outcomes. This included additional student characteristics, not reported elsewhere, together with data quality information.

- The Scottish Government has been progressing work to improve the equality breakdowns available from National Performance Framework (NPF) indicators and work is underway to improve transparency where breakdowns are not currently provided.

Improvements to existing tools, and development of new citizen-driven tools, improving accessibility of data

- In 2022, the Office for National Statistics (ONS) delivered a number of initiatives including:
  - an interactive dashboard on crime and justice statistics. This helped users navigate published statistics produced by public bodies in England and Wales relating to offences involving knives or sharp instruments and the impact of crime on individuals and society (crime harm)
  - "Create a Custom Dataset" as part of the Census 2021 outputs. This tool allows people to use the England and Wales Census 2021 data to answer questions not covered by the ONS analysis. The ONS has also created interactive maps which have allowed millions of people to find out what people's lives were like across England and Wales in March 2021
  - launching the online personal inflation calculator which allows users to see how increases in the cost of living have affected them in the past year
  - a shopping prices comparison tool to enable people to understand how the average price of items changes over time
  - reaching citizens through bite-sized content on platforms, including Instagram
- As discussed under Inclusive Data Principle 4, with support from the Department of Levelling Up, Housing and Communities (DLUHC), the ONS has established a programme of work to develop more granular statistics and analysis that exploit newly available data sources, data visualisation and dissemination tools that make these insights more accessible and user friendly. Much of this work requires development of new methods to handle challenges such as apportioning business activity across sites that are located in different places and maintaining statistics that do not disclose information about individual businesses.
- Also with support from DLUHC, the ONS's creation of the new local analytical advisory service with the ambition of covering all four nations of the UK, known as ONS Local, aims to ensure local leaders and subnational organisations can access and utilise data, statistics, and analysis to support their decision making. This service is being co-designed with local analysts across England and the Chief Statistician in each of the devolved administrations.
- Over the last year, the Cabinet Office's Equality Hub has been researching user needs for explorative data dashboards. Development of the dashboards is still ongoing, with the first dashboard, on social mobility data, due to be published in September 2023.
- Following detailed user testing in 2022, the Welsh Government will be developing an interactive web-based viewer to present the results of the National Survey, improving accessibility while still maintaining the simplicity that is important to users.

- During 2022 to 2023, the Department for Education introduced supplementary dashboards alongside a number of their publications to increase the accessibility of data and analysis and this is now a standard offer for appropriate publications. Testing has also begun on a prototype public data Application Programming Interface (API) that will provide a new route to accessing departmental statistics.

- The Department for the Environment, Food and Rural Affairs (Defra) has been updating its Outcome Indicator Framework for the 25 Year Environment Plan digital dashboard in parallel to the underpinning scientific evidence. Consideration of data accessibility is central to the ongoing development of the dashboard.

- Defra's People and Nature Survey team have also developed the People and Nature Survey data explorer to provide access to data online. The data can be broken down by various demographic variables, including gender, ethnicity, and health condition or illness.

- The Department for Work and Pensions has made data from the Family Resources Survey available in their online tool Stat-Xplore, allowing users to create tables specific to their needs.

- In February 2023, the Office for Health Improvement and Disparities published its Spotlight dashboard, to improve the accessibility of data recording the public health outcomes of Inclusion health groups. Further development will occur in an iterative manner dependent on government and stakeholder priorities and data availability. Spotlight will be continuously maintained and updated.

- The Office for Standards in Education, Children's Services and Skills (Ofsted) has implemented the results of its recent review of statistical publications, commended by Office for Statistics Regulation (OSR), including actions to remove legacy online data products in favour of Web Content Accessibility Guidelines (WCAG) 2.1 compliant five year datasets whilst they continue to investigate alternative interactive platforms.

- The Northern Ireland Research and Statistics Agency (NISRA) has continued to develop new data visualisations including the 2021 Census Area Explorer, a Wellbeing Dashboard and Labour Market Insights Dashboard. More examples can be accessed on the NISRA Website.

- The Ministry of Justice (MoJ) launched the Data and Insights Hub (DIH) in mid-2022, which facilitates access to MoJ corporate data for internal use. Users can obtain the internal corporate data they want or need and a data champions network has been established to work on improving data literacy, enabling confidence and capability when it comes to using data tools, dashboards and apps released through the DIH.

Ensuring that language, literacy, format and comprehension are taken into account when presenting analysis and evidence

- In April 2022, the Cabinet Office's Equality Hub published a blog discouraging the use of the term 'BAME'. They have also published a progress update to the Inclusive Britain report, including findings from research with people from different ethnic groups to better understand the language and terminology that they identify with. The Cabinet Office will continue to review how media coverage of race and ethnicity issues impacts the communities being covered and develop recommendations to encourage responsible and accurate reporting on ethnicity issues.

- The Government Analysis Function has produced new e-learning, which explains best practice approaches to creating and publishing basic data visualisations.

- The Office for National Statistics (ONS) has presented its analysis and evidence in new and accessible ways. This includes making the UK Humanitarian Response Follow-up Survey accessible in Ukrainian and creating different report formats and videos to share the findings of qualitative research into children with Special Educational Needs and Disabilities.

- Building on the accessibility work undertaken as part of the delivery of the 2021 Census, the ONS has convened a working group to take forward the development of accessible communications.

- As part of its work to develop the National Statistician's recommendation on transforming statistics about the population, the ONS has undertaken a large-scale programme of user engagement, seeking feedback on its publications and website.

- The Home Office has introduced specific digital accessibility guidance for analysts producing statistics and research published on GOV.UK, to ensure these are accessible to all. In addition, there is a new group of Digital Accessibility champions within the analytical community working to improve the accessibility of statistical products and research reports for internal and external users.

- The ONS Sustainable Development Goals (SDGs) team, Cabinet Office's Equality Hub, the Department for Education and the Office for Students have embedded regular assessments of accessibility into their publishing processes and platforms.

- The Department for the Environment, Food and Rural Affairs and the Joint Nature Conservation Committee are reviewing Biodiversity Indicators and will be implementing the accessibility recommendations during 2023. The report and recommendations will be published in 2023.

- The Home Office, the Department for the Environment, Food and Rural Affairs and the Department for Levelling Up, Housing and Communities have all made good progress in making their publications available in HTML format.

- Alongside moving publications to HTML format and improving supporting spreadsheet-based tables, the Department for Levelling Up, Housing and Communities has also been designing interactive data dashboards on a range of local authority indicators to meet Web Content Accessibility Guidelines (WCAG) standards, improving accessibility for colourblind and partially sighted people and the way screen readers interact with their dashboards.

- The Northern Ireland Statistics and Research Agency (NISRA) is developing HTML publications to make their outputs more accessible. Examples include publications for Universal Credit, Cancer Waiting Times, Annual enrolments at grant-aided schools, the monthly Labour Market Report and Attitudes to walking, cycling and public transport. More publications will be developed in HTML format as Reproducible Analytical Pipelines are implemented across all of NISRA.

Future commitments

For the second year of the IDTF Implementation Plan, 2023 to 2024, there are an ambitious array of activities planned.

A significant proportion of these are continuing from 2022 into 2023.

This is particularly the case where longer term, strategic, feasibility studies started in 2022, which will yield results allowing consideration and decisions on next steps.

Future commitments in 2023 to 2024

This includes:

- the ongoing delivery of the Government Statistical Service Harmonisation Plan to review data collection standards and definitions for both survey and administrative data, to ensure they keep up with developing society. Priorities include a new UK wide social economic background harmonised standard for online data collection; a new marital status harmonised standard for online data collection; a new disability harmonised standard for online data collection; a new ethnicity harmonised standard for online data collection; an initial review of the sexual orientation standard; and updating the harmonisation webpages on sex to reflect a suite of existing technical guidance for data collectors.

- the continued implementation of the Office for National Statistics (ONS) Survey Strategy and other data collection expansions in departments such as the Department for Education, Department for Transport, the Office for Students, and the Welsh and Scottish Governments to fill data gaps, including those people living outside of private households. The ONS will be evaluating the impact of implementing an Adaptive Survey Design on the transformed Labour Force Survey to inform any future changes regarding oversampling or further targeting of data collection on other surveys.

- research into increased use of administrative data in departments such as HM Revenue and Customs, Home Office, Department for Levelling Up, Housing and Communities, Department for Energy, Security and Net Zero, Scottish Government, Northern Ireland Statistics and Research Agency, Ministry of Justice and in the ONS in the context of designing the future system for the production of population, migration and social statistics.

- continuing to increase collaboration across the UK statistical system and identifying opportunities to work together, including with the devolved administrations, and with the ONS playing an increasingly proactive role in facilitating this through the new Government Statistical Service Sub-Committee on Inclusive Data.

- further development of data linkage methods and approaches, and the delivery of future versions of the Integrated Data Service (IDS) to enable enhanced intersectional analysis of datasets linked across government organisations, including development of the Equality Data Asset (EDA) prototype to the next stage. This will iteratively bring together a range of record level, longitudinal datasets held across government, enabling more robust and in-depth analysis of equality.

Future commitments on trust — Inclusive Data Principle 1

Create an environment of trust and trustworthiness which allows and encourages everyone to count and be counted in UK data and evidence.

Enhancing trust and trustworthiness in the provision and use of data

- The Office for National Statistics (ONS) will continue to lead a Task and Finish Group addressing the 'social contract' recommendation of the Inclusive Data Taskforce, with the aim of taking forward findings from research with young people about what inspires their trust and what their specific information needs are in relation to sharing personal data. Decisions will be taken in the summer of 2023 about next steps, based on the advice of the project's Task and Finish group comprised of independent experts and representatives from the devolved administrations.

- Kings College London will continue to use Citizen Science to collect data with communities in 2023. The first cohort of citizen science projects has been recruited, and will begin working in June, with projects concluding in December. They encompass 35 projects in total, three of which are based in the UK, working on biodiversity, accessibility and urban mobility.

Widening engagement and building trust with prospective respondent groups

- As part of plans for consultation and engagement around the National Statistician's recommendation on transforming statistics about the population, the ONS Engagement Hub, through networks of charities, community leaders of under-represented groups and forums such as the ONS Assembly, will work with organisations representing different sections of society in 2023, specifically engaging in discussions about these future plans.

- The ONS is currently engaged in discovery work exploring different ways of engaging with under-represented community groups in the context of voluntary household surveys. Implementation of new approaches based on the findings is expected in 2024 to 2025.

Increasing diversity among staff, facilitating trust among potential participants

- A new training module to raise awareness and build skills in inclusive recruitment practices is being designed for trial among those in Office for National Statistics' (ONS) Social Surveys Field Manager roles. Once delivered in 2023, the ONS will evaluate its impact with a view to using the practices for all recruitment in the ONS.

- The Government Analysis Function and the ONS will continue training and mentoring initiatives aimed at increasing the diversity of the workforce. This includes introduction of a new learning and development programme for analysts from lower socio-economic backgrounds which will be launched in May 2023.

Understanding and addressing the practical barriers to participation, including in relation to accessibility

- The Welsh Government Equality, Race and Disability Evidence Units are researching the fundamental barriers to collecting, analysing, and reporting equality data across Wales's public sector bodies. The core aim is to provide the Units with an evidence base to enable them to co-ordinate and encourage improved equality data collection based on evidence.

- The Scottish Government will implement wide-range work to improve inclusivity of data and evidence, as outlined in the Equality Evidence Strategy 2023 to 2025, developed following public consultation in 2022.

- From April 2023, the Office for National Statistics' (ONS) Time Use Survey will become part of the Economic Statistics Centre of Excellence. During 2023, there will be a review of the ONS survey alongside other time use surveys to look at survey design, data collection, response and the suitability of instruments for different population groups. The findings and supplementary user research will underpin the approach taken for 2024 and beyond.

- As part of the ONS social survey transformation programme, the ONS will consider how community engagement with under-represented groups may be enhanced. They also aim to reinforce and introduce new mechanisms for meeting respondent inclusivity needs in the course of their data collection.

- The National Institute of Health Research (NIHR) publishes diversity data to shed light on any impediments in its systems or biases in its processes leading to under-representation of some groups in its research. During 2023, their diversity data collection will be expanded to include all protected characteristics included in the Equality Act (2010). Its next diversity data report will be published in 2026 to enable trend analysis while allowing sufficient time for the interventions they have introduced to improve inclusivity to have an impact.

- The UK Research and Innovation Prevention Research Partnership (UKRI-PRP) funded Violence, Health and Society Consortium (VISION) (City, University of London) has researched barriers to disclosure of violence affecting minoritized populations. A briefing paper based on the findings is expected to be published in Spring 2023.

Future commitments on systemic working — Inclusive Data Principle 2

Take a whole system approach, working in partnership with others to improve the inclusiveness of UK data and evidence.

Review the recommendations of the Taskforce, monitor and report on progress towards implementing them

- The National Statistician's Inclusive Data Advisory Committee will continue to provide external, transparent monitoring of progress.

- In collaboration with stakeholders across the Government Statistical Service (GSS), a special sub-committee on inclusive data reporting to the GSS Analysis and Evaluation Committee was convened for the first time in May 2023. It will benefit from the advice of the National Statistician's Inclusive Data Advisory Committee in developing plans for delivering the commitments made in the Implementation Plan.

- The Inter Administration Committee will continue to support improving data inclusivity through its work programme which is monitored quarterly.

- The Office for National Statistics (ONS) will build on the momentum gained in 2022 to strengthen its convening role across the UK statistical system, including through the governance mechanisms outlined.

Engage in international initiatives to improve inclusivity of statistics

- The Office for National Statistics (ONS) will progress the formal process of proposing a new United Nations City Group on Inclusive Data in 2023. This will involve exploring and approaching relevant UN groups to endorse the United Nations (UN) City Group, applying to host a side event at the United Nations Statistical Commission in March 2024; and soft lobbying of the group in relevant international events and conferences, for example, the United Nations Economic Commission for Europe (UNECE) expert meeting on dissemination and communication of statistics in October 2023.

- In 2023, the ONS will engage with the Inclusive Data Charter (IDC) Network to raise awareness internationally of the Inclusive Data Taskforce Recommendations. The ONS will use the Inclusive Data Charter Network as a forum for sharing updates and learning from the work being undertaken across the UK to make data more inclusive.

Share knowledge through engagement with academics, user groups and others across and outside government

- The Office for National Statistics (ONS) will continue to identify and facilitate knowledge sharing across statistical producers.

- The ONS plans to publish a toolkit for use by analysts across government to include essential administrative data quality questions to consider during analysis and processing of administrative data for statistical purposes, as well as questions to ask data suppliers about administrative data quality. They will also carry out further research to identify methods for exploring quality, inclusivity and representativeness in administrative data for statistical purposes.

- The Fatherhood Institute will continue its Contemporary Fathers in the UK project funded by the Nuffield Foundation, engaging with national research and statistical organisations to improve the visibility and differentiation of fathers in national large-scale statistical datasets. The project will now be completed in Autumn 2023.

- In 2024, the Office for Students will publish data and analysis on the profile, experiences and outcomes of care-experienced students, based on data collected using a recently enhanced definition.

- The Ministry of Justice (MoJ) will continue its fellowship programmes, embedding academics within the MoJ to undertake cross-cutting research projects, and linking disparate data sources to provide new insights as part of the Administrative Data Research (ADR) UK-funded Data First Programme.

Consider joint financing of data collection to develop cost-effective solutions

- The Cabinet Office's Equality Hub will continue to explore a joint funding initiative to establish a survey of disabled people across the UK focused on lived experiences and barriers faced.

Future commitments on coverage — Inclusive Data Principle 3

Ensure that all groups are robustly captured across key areas of life in UK data and review practices regularly.

Identifying under-represented groups and developing strategies to address under-representation

- The Office for National Statistics (ONS) will continue comparisons using the 2021 Census for England and Wales with relevant administrative data to assess the representativeness of different data sources. Alongside this, the ONS will publish new research in summer 2023, alongside the public consultation underpinning the National Statistician's recommendation on transforming statistics about the population. This will include further developments to population estimates, updating their research on ethnicity and housing to 2021, and new research on developing evidence on health, housing and longitudinal outcomes, including on under-represented groups such as veterans and refugees. In May 2023, the ONS will also publish a paper discussing different definitions and population bases that will help statistics be more inclusive.

- Work on admin-based ethnicity statistics will continue, involving incorporating additional data sources to improve population coverage, review and refinement of the rule applied to deal with multiple ethnicity records for an individual, further exploring methods to adjust for missingness, and engaging with data suppliers to better understand and improve data collection practices. This work will be used to inform the National Statistician's recommendation on transforming statistics about the population. Work to produce admin-based ethnicity statistics for 2021, which will include both aggregate-level and record-level comparisons with Census 2021, and updating admin-based housing by ethnicity statistics to 2021, is planned for later in 2023.

- The Cabinet Office's Equality Hub will continue work to address ethnicity data gaps identified as part of recommended actions included in the Inclusive Britain report.

- The UK Research and Innovation Prevention Research Partnership (UKRI PRP) funded Violence, Health and Society Consortium (VISION) (City, University of London) will continue development of a Risk of Bias tool to be applied to the use of data regarding ethnicity and immigration status. This tool will be trialled and critically reviewed by researchers through 2023 and 2024 and will be published by the end of 2024.

- The Equality and Human Rights Commission will continue to review key datasets and subjects used in their Measurement Framework, publishing a new data gaps strategy in 2024 to inform revisions to their Measurement Framework for future iterations of their regularly published report, 'Is Britain Fairer?'.

- The Department for Transport will introduce an increased sample size on its National Travel Survey from 2023 to meet the need for more robust and timely data for analysis of certain demographic groups.

- The Home Office will work with the ONS to undertake analysis of hate crime using a multi-year pooled dataset of the Crime Survey for England and Wales, expected to be published in 2025.

Improving the inclusivity of administrative data collection

- The Office for Students will continue the enhanced data collection of personal characteristics information for higher education students, with statistical reporting of experiences and outcomes in 2024.

- HM Revenue and Customs will continue to evaluate options for including additional demographic information as part of their administrative data collection, with initial recommendations expected to be agreed by mid-2023.

- The UKRI PRP VISION consortium will continue development of a measurement framework for protected characteristics, based on the findings of an assessment of data collected by the Crime Survey for England and Wales, medical records, mental health survey data, police and specialised services data. The draft framework will be submitted for further consultation with data users and providers during 2023.

- The Ministry of Justice is scoping work to improve the capture of disability data collected in the prison and probation data systems. This will ensure alignment with the harmonised standards and legislation, and support monitoring, policy development and operational delivery of services.

Working together to ensure that UK administrative data reflect relevant characteristics, including by linking relevant datasets

- The Office for National Statistics (ONS) and the Home Office will continue to work together to refine migration statistics based on Home Office administrative data. Specifically, they are in the early stages of developing a method for using Home Office administrative data to estimate the migration patterns of EU visa holders and other EU nationals with settled status in the UK under the EU Settlement Scheme.

- The Home Office will continue to work with the ONS on the Refugee Integration Outcomes (RIO) cohort study. Building on the first iteration of RIO, the next iteration will link Census 2021 data to the Cohort Study. Subject to funding, plans also include extending the study to other refugee groups for example, Ukrainian or Afghan.

- The ONS will also explore how to expand the Refugee Integration Outcomes study to include data not captured through administrative data linkage, such as perceptions on help and access to services, health and well-being.

- The Home Office is working with the Department for Levelling Up, Housing and Communities and the Local Government Association to develop quarterly migration statistics at a local level, supporting a place-based approach so that local communities and others can utilise this data to understand and respond to local needs. Further work is also planned to utilise the data to identify and assess local needs such as how they can best support resettlement and integration of asylum seekers and refugees, to inform policy and operational responses.

Addressing issues with the data infrastructure that cannot be resolved by existing surveys and improvements to administrative data

- In 2023, the Office for National Statistics (ONS) will continue to focus on "Inclusivity by Design" as part of its survey strategy, including development of guidance by the end of the year on how to proactively build-in inclusivity and accessibility in surveys. This will also include launching two domain specific strategies - for Business and Social surveys - in early 2023 to 2024.

- The Cabinet Office's Equality Hub will continue to explore a joint funding initiative to establish a survey of disabled people across the UK focused on lived experiences and barriers faced.
- The Home Office will continue to explore ways to improve the collection of personal characteristics data in all their data collections, increasing awareness of the importance of collecting these data and fostering a greater commitment to collecting this at the outset of a system or process.
- The findings of the ONS research to understand how data on personal characteristics is collected by data suppliers will contribute to the planned consultation on the National Statistician's recommendation on transforming statistics about the population.
- As part of transforming statistics about the population, the ONS will continue to explore the role of household surveys to gather data on protected characteristics where there is no or limited potential in administrative data and this will be considered as part of the user consultation planned for 2023.

Evaluating and addressing issues with the coverage of populations not resident in private households

- Following scoping work in relation to estimating populations not resident in private households, the Office for National Statistics (ONS) published an evidence review of existing data on 'hidden' homelessness across the UK in March 2023, highlighting the complexities and data gaps in relation to this population. Subject to funding, the ONS will pilot the approach suggested by its research into capturing the scale of women experiencing "hidden" homelessness across the UK.
- The Welsh Government will continue work to establish an individual-level homelessness data collection. A pilot project for sharing samples of existing data is being carried out with local authorities, aiming for agreement to share initial data by mid-2023. Following an initial round of engagement with local authorities a data specification will continue to be developed during 2023.
- Scottish Government is currently in the process of commissioning research into hidden homelessness to reach a better understanding of those people who are homeless, at imminent risk of homelessness or who face housing insecurity but do not appear in Scotland's official figures. An improved understanding of the different routes into and out of homelessness will help to address gaps in provision and make Scotland's homelessness system more responsive to people's needs.
- Based on an initial high-level review of data source availability for different communal establishments, and advice from a strategic group and topic experts, the ONS will identify key population groups on which to focus, to better understand how they are captured in UK data and evidence and how coverage of these groups may be improved.

- During 2022, the ONS began a review of existing administrative data sources relating to communal establishments across UK countries. Based on the findings of an initial high-level review of data sources available for different communal establishments and transient population groups, such as people experiencing homelessness, the ONS will evaluate the feasibility and value of collecting survey data from these populations.

Ensure the diverse needs of a range of users are taken into account in data collection and reporting activities

- During 2023, the Office for National Statistics (ONS) will carry out user research to understand user needs for capturing ethnicity within the Management Expectations Survey.

- The Department for Environment, Food and Rural Affairs (Defra) will progress development of its User Engagement Strategy.

- The Department for Communities will continue to progress work to develop strategies to improve social inclusion for the Northern Ireland Executive. These will focus on disability, gender equality, LGBTQI+ and poverty.

Future commitments on disaggregation — Inclusive Data Principle 4

Improve the UK data infrastructure to enable robust and reliable disaggregation and intersectional analysis across the full range of relevant groups and populations, and at differing levels of geography.

Improving the granularity of data to enable meaningful disaggregation

- The Office for National Statistics (ONS) will progress work outlined in the subnational statistics analysis workplan, producing more timely, granular and harmonised subnational statistics related to a range of topics including welfare, wellbeing and housing, crime and justice, and health and social care.

- In response to their consultation on the Ethnicity Facts and Figures website, the Cabinet Office's Equality Hub have committed to working with departments to improve the granularity of datasets and reduce the use of binary white/other than white classifications.

- The Department for Education has begun mandatory collection of Education, Health and Care (EHC) Plan data at the level of the child instead of aggregate Local Authority level data. The first publication will be in late spring 2023. Mandatory collection of these data will continue in future.

- In 2023 to 2024, the Department for Culture, Media and Sport, in partnership with Arts Council England, will increase the sample size for the Participation Survey to 175,000, enabling Local Authority level estimates to be produced.

- In 2023, the Department for Culture, Media and Sport will also publish research into the suitability of using a model-based method to obtain Local Authority level metrics for the Community Life Survey.

- The Department for Work and Pensions will publish data and analysis from the boosted Family Resources Survey 2022 to 2023 in March 2024. The boost to the Family Resources Survey sample is under review following a return to a target of achieving 20,000 households from April 2023.

- The Welsh Government is currently developing plans for the National Survey for Wales for 2024 to 2025. During 2023 to 2024 they will continue work to review the survey approach, looking at opportunities for sample boosts and data linkage to improve the granularity of data.

- The Equality, Race and Disability Units of the Welsh Government are currently identifying opportunities for sample boosts and data linkage, to improve granularity of data as part of the project that began in late 2022, and is now in the scoping and development stage.

Targeted oversampling to address specific gaps in knowledge

- Following the introduction of its Adaptive Survey Design (ASD) for the Transformed Labour Force Survey in November 2022, the Office for National Statistics (ONS) will be evaluating its impact to inform any future changes regarding oversampling or further targeting of data collection. Results from the first iteration of the ASD are expected from May 2023.

- The Department for Education will continue to use targeted oversampling of groups with historically lower response rates in its Parent, Pupil and Learner Panel Survey during the academic year 2022 to 2023.

- The Department for Education will continue to undertake targeted oversampling of disadvantaged groups in its Children of the 2020s (EOPS-A), Five to Twelve (EOPS-B) and Growing Up in the 2020s (EOPS-C) cohort studies. Fieldwork and delivery of the data will continue throughout 2023, with results from the first wave published in 2024.

- Following the findings of initial analysis on the available protected characteristic data for the Individuals, Small Business and Agents (ISBA) survey, HM Revenue and Customs plan to conduct a full feasibility study to assess the potential to increase the representation of ethnic minority groups.

- The Welsh Government's Equality, Race and Disability Evidence Units are undertaking a feasibility study to assess whether increasing the sample size for minority groups through targeted oversampling will enhance the availability, quality, and granularity of equalities data collected by the National Survey for Wales.

Promoting an intersectional approach to developing, exploring and presenting equalities data

- The Office for National Statistics (ONS) will continue to work in partnership with the Cabinet Office's Equality Hub to develop an Equality Data Asset, iteratively bringing together a range of record level, longitudinal datasets held across government, enabling more robust and in-depth analysis of equality. During 2023 to 2024, building on lessons learned in the development of the prototype in the Secure Research Service (SRS), Companies House data will be linked as appropriate with 2021 Census data as part of the ongoing development of the Integrated Data Service (IDS). Priorities for future iterations of the Equality Data Asset and inclusion of further variables will also be considered.

- The ONS will publish the results of ongoing intersectional analysis on the 2021 Census for England and Wales during 2023 to 2024.

- The ONS will continue its work in 2023 to 2024 using linked datasets to enable more granular and intersectional analysis of social mobility, shaped by stakeholder engagement and user interest.

- As part of the publication of the human capital indicator framework, the ONS planned to undertake intersectional analysis in 2022 on the drivers of knowledge and skills acquisition across the lifespan. This was delayed with the indicator framework, data collection and analysis now expected in 2023 to 2024.

- In 2023, Natural England, an arm's length body of the Department for Environment, Food and Rural Affairs (Defra) will publish a report on the effect of ethnicity and disability on access to the natural environment based on the People and Nature Survey.

- Natural England plan to improve the intersectional analysis of the People and Nature Survey, subject to funding being agreed.

- The Equality and Human Rights Commission will publish the next iteration of *Is Britain Fairer?*, which will outline the findings of intersectional analyses in relation to the labour market, poverty and health.

- The Welsh Government will progress work outlined in its Equalities Evidence Strategy. This includes work by the Race Disparity Evidence Unit to measure the impact of the Anti-racist Wales Action Plan, to understand whether it has made a real change to people's lives and experiences. An initial assessment and a framework for measuring change are being developed.

- The Welsh Government's Race Disparity Evidence Unit will pilot research on the protected characteristics of Public Sector Bodies boards. A data collection tool has been developed and publication is scheduled for winter 2023.

- The ONS will continue to work with National Records of Scotland and Northern Ireland Statistics and Research Agency to agree an approach to delivering UK-wide analysis from the censuses.

- The Ministry of Justice has revised its intersectional analysis to provide a robust assessment of whether and to what extent there are intersectional effects on judicial appointments which they will publish in the Diversity of Judiciary Bulletin in July 2023.

Ensuring that the diverse needs of a range of users are taken into account in data collection and reporting activities

- The Office for National Statistics (ONS) will continue work on transforming statistics about the population. This includes a new public consultation planned for summer 2023, which will ask how far the proposal meets user needs, and what should be prioritised in ongoing research. The results of the consultation will inform a recommendation by the National Statistician on the future of population and migration statistics in England and Wales.

- As a further refinement of the overall implementation of the ONS Survey Strategy which began in 2022, work will begin in late spring of 2023 to develop two domain-specific strategies for Business and Social surveys.

Future commitments on concepts — Inclusive Data Principle 5

Ensure appropriateness and clarity over the concepts being measured across all data collected.

This Inclusive Data Principle has synergies with Inclusive Data Principle 7 on Harmonisation. Further information can be found in that Future Commitments section.

Ensuring measures for different population groups accurately reflect current standards and legislation

- In 2022, the Welsh Government considered ways of co-producing and working alongside disabled people to develop evidence in line with the social model of disability, including undertaking a literature review and seeking advice from their Disability Rights Taskforce. Based on the findings, they plan to commission work to develop a theory of change in Spring 2023.

- The Cabinet Office will continue to work with Government Departments and the Office for National Statistics (ONS) to understand and improve socio-economic background declaration rates in the Civil Service workforce. This data will then be used to develop a data-driven, evidence-led approach to improving inclusion within the Civil Service.

- The Department for Levelling Up, Housing and Communities has worked closely with the local authority Central and Local Information Partnership (CLIP) groups, reviewing new data requirements. In December 2022, changes to nationality breakdowns for the homelessness statistics (H-CLIC) data collection were approved and from April 2023 will include breakdowns for those returning or arriving from Syria, Afghanistan, Hong Kong or Ukraine.

- The Office for National Statistics (ONS) has introduced a respondent-centric approach to the end-to-end design of its surveys, with the aim of making the survey experience relatable, understandable, and appropriate for respondents. In 2022, this approach was used specifically in the development of the Transformed Labour Force Survey. The ONS will now review the outcomes of this approach and the insights generated to inform how this can be rolled out to other surveys.

Ensuring clarity in the language used in collecting and reporting data

- The Office for National Statistics (ONS) will continue delivery of the Government Statistical Service (GSS) Harmonisation Plan, which summarises the plans for reviewing and updating harmonised standards, definitions, and guidance. See Inclusive Data Principle 7 for further information.

- The Executive Office in Northern Ireland drafted guidance on monitoring ethnic populations to provide a standardised framework to help public bodies collect information in a consistent but flexible manner, improving service delivery and equality for different ethnic and migrant populations living in Northern Ireland. The draft guidance was produced and considered during 2022, with implementation and publication in 2023 subject to agreement by all relevant bodies.

Ensuring transparency about how data have been collected in the sharing and reporting of data

- In 2023, HM Revenue and Customs (HMRC) will commence a review of metadata relating to the official statistics they produce and will improve published information about how data have been collected, where necessary.

- The Office for National Statistics (ONS) will continue to publish information about the administrative data sources that have been used in the transformation of statistics about the population, including information about the quality of the sources. This builds on the reports that have been published on the quality of administrative data used for Census 2021 and the quality of administrative data sources used to develop the Statistical Population Dataset for England and Wales. Publications are planned in 2023, which will cover data sources used in population, migration, income, education, and housing statistics. The publications will help producers and users to understand the strengths and limitations of the sources, covering how the data have been collected and processed.

Future commitments on methods — Inclusive Data Principle 6

Broaden the range of methods that are routinely used and create new approaches to understanding experiences across the population of the UK.

Widening the range of methods used to collect more inclusive data

- In Summer 2023, the Office for National Statistics (ONS) will consult the public on transforming statistics about the population. The results of this will inform the National Statistician's recommendation for the way forward.

- In 2023, qualitative and quantitative research to inform understanding of inclusivity of administrative data will continue, with findings from this work contributing to the National Statistician's recommendation on transforming statistics about the population.

- The ONS has published the pilot innovative qualitative research exploring inclusivity and representativeness in administrative data for statistical purposes in the ONS working paper series. The ONS will continue to carry out further research to identify quantitative and qualitative methods to explore quality, inclusivity and representativeness in administrative data for statistical purposes.

- In 2022, the ONS began a programme of qualitative research with statistically under-represented communities, focusing on those highlighted in the Inclusive Data Taskforce recommendations. A further publication is expected in the autumn of 2023 focusing on domestic abuse survivors' experiences of temporary 'safe' accommodation in England. Another publication will follow in early 2024 on the lived experiences of displaced young people in England (including managed migrants, refugees and asylum-seekers).

- The ONS will continue developing the Integrated Data Service (IDS) throughout 2023. The programme will continue to develop new analysis tools to help researchers and analysts make best use of the data in the IDS, prioritising open-source tools such as R and Python in alignment with the Reproducible Analytical Pipeline (RAP) Strategy.

- In the context of the Sustainable Development Goals and indicators, the ONS will explore the need for a non-official sources protocol for qualitative data to assess the suitability of using specific qualitative data sources to monitor progress towards the 2030 agenda. This is anticipated during 2023.
- The Ministry of Justice will develop work to apply wage decomposition methods to better understand factors influencing pay and reward inequality, scoping the feasibility of applying this approach to their gender pay gap report.

Data linkage for enhanced analysis

- The Office for National Statistics (ONS), together with the Cabinet Office's Equality Hub, will complete and publish analyses exploring how maternal ethnicity, socio-economic status and other factors influence infant mortality. This work will allow development of more targeted interventions for maternal health disparities.
- The Department for Energy, Security and Net Zero have been working with the ONS and Administrative Data Research UK to link data from the UK Household Longitudinal Study (Understanding Society) with data on household energy consumption among those giving consent for the linkage. This will enable exploration of patterns of consumption for different types of household. A research-ready dataset is expected to be available in the Secure Research Service (SRS) in 2023.
- In 2022, the ONS published a high-level design for a Census Data Asset which would be a fully representative and inclusive prospective linkage study for the population, using relevant survey and administrative data, and ethnographic studies. It would enable granular, longitudinal analysis of diverse population groups. This has set the scene for work that could happen in 2023 and beyond, pending funding decisions.

Enhancing the availability of longitudinal data, including capturing temporary experiences

- The Department for Levelling Up, Housing and Communities will progress pilot work with the Ministry of Justice, Office for National Statistics and Department for Health and Social Care linking homelessness data with a range of data sources. These projects will provide more detailed information on homelessness and rough sleeping and the relationships with prison discharge and substance use, as well as exploring repeat homelessness.
- The Department for Education will continue data collection for its Longitudinal Study of Young People in England 2, and the EOPS programme comprising Children of the 2020s, Five to Twelve, and Growing Up in the 2020s.
- In Northern Ireland (NI) work will continue to develop a NI Longitudinal Education Outcomes database in collaboration with the Department of Education, the Department for the Economy and academics in the Queen's and Ulster Universities.

Future commitments on harmonisation — Inclusive Data Principle 7

Harmonised standards for relevant groups and populations should be reviewed at least every five years and updated and expanded where necessary, in line with changing social norms and respondent and user needs.

Learning from other countries and international bodies to ensure that harmonised standards remain appropriate and relevant

- The Office for National Statistics (ONS) will play an active part in the United Nations Economic Commission for Europe (UNECE) Taskforce on Population Concepts and Definitions to ensure this work informs transformation of statistics about the population. This will include seeking to add the capability to apply and report on new definitions and concepts in addition to the "usually resident" standard UN definition. The priorities and needs of users will be understood through the planned public consultation in summer 2023 on the future of population and social statistics in England and Wales.

- Through 2023 and 2024, the ONS-led Titchfield City Group on Ageing-related Statistics and Age-disaggregated Data will continue collaboration with the international community to develop reference guidance, with the aim of publishing recommendations in 2025.

Improving the harmonisation and comparability of data across the countries of the UK, regions and over time

- The Office for National Statistics (ONS) will continue work outlined in the Harmonisation workplan. In 2023 to 2024, they plan to publish:
  - a new UK-wide social economic background harmonised standard for online data collection
  - a new marital status harmonised standard for online data collection
  - a new disability harmonised standard for online data collection
  - a new ethnicity harmonised standard for online data collection
  - an initial review of the sexual orientation standard and update the harmonisation webpages on sex to reflect a suite of existing technical guidance for data collectors.

- The ONS will review the Harmonisation workplan in early 2024 and agree a new two-year strategy to reviewing the standards.
- The ONS will continue to work on improving the coherence and comparability of data on key shared priorities across the UK and the devolved administrations. Current priorities are the impact of the Coronavirus pandemic on the economy including economic inactivity, productivity and income and earnings, green jobs, inter-regional trade following the UK's exit from the European Union, and health. The ONS will continue to publish releases in 2023 with new UK-wide comparable data in some topics and explaining the differences across the UK in others where comparability cannot be achieved.
- The ONS will publish an update on the Government Statistical Service Coherence workplan in late 2023/4.
- The Cabinet Office's Equality Hub will work with other Government Departments and agencies to understand when data collections will be updated to collect data based on the new ethnicity harmonised standard following its publication planned for early 2024.
- The Cabinet Office's Equality Hub is considering a qualitative study with local authorities to understand data availability for different groups and recommend where it might be improved with regard to harmonisation and other data quality issues.

Ensuring the wider use of harmonised standards when collecting and reporting data

- HM Revenue and Customs will evaluate the impact of their new process introduced in 2022 to ensure that research bids consider the collection of protected characteristics data for individuals.
- HM Revenue and Customs will produce data standards for the collection of protected characteristics information in existing data collected by HMRC and in data that may be collected in the future.
- The Cabinet Office's Equality Hub will use the findings from research with people from different ethnic groups to better understand the language and terminology that they identify with, undertaken in response to Action 7 in the Inclusive Britain report, to support a review of how media coverage of race and ethnicity issues impact communities being covered. They will develop recommendations which will encourage responsible and accurate reporting on race issues.

Ensure UK data and evidence are equally accessible to all, while protecting the identity and confidentiality of those sharing their data.

Creating a 'one-stop-shop' of equalities data and analysis

- The Office for National Statistics' (ONS) Centre for Equalities and Inclusion will be working with other producers of relevant online tools to develop a prototype Equalities Data Portal by the end of 2023, with testing and further refinement to take place during 2024.

- The Welsh Government Equality, Race and Disability Evidence Units are in the process of assessing the requirements for a one-stop shop for Wales-based equality, race and disability evidence, alongside advice and guidance to support others with the collection and use of equality data. They are looking at user requirements and how any tool would sit next to the other evidence dissemination tools already available or being developed.

Improving access to administrative data for a wide range of users

- As part of their work leading a data openness initiative with the Universities and Colleges Admissions Service (UCAS) and the Office for National Statistics (ONS) (the GRADE data sharing project), the Office of Qualifications and Examinations Regulation (Ofqual) have made relevant administrative micro-data available to accredited researchers through the ONS Secure Research Service (SRS). This enables independent research based on pseudonymised data, including allowing scrutiny into the awarding of grades and in particular on protected groups. Further data will be shared in the future depending on demand.

- In Northern Ireland (NI) the Educational Outcomes Linkage (EOL) has been developed as part of the Economic and Social Research Council (ESRC) funded Administrative Data Research NI initiative to enable accredited researchers to access linked administrative data collected by the Department of Education. The dataset was launched in March 2023 and is regarded as phase one of a wider project to create an NI Longitudinal Educational Outcomes database which will be developed in collaboration with the Department of Education, the Department for the Economy and academics in the Queen's and Ulster Universities.

- The Home Office has been working with the ONS to develop a linked dataset, the Refugee Integration Outcomes (RIO) cohort study, to better understand outcomes for resettled refugees and those granted asylum. The plan is to extend access to this dataset to the wider research community.

Publishing existing administrative data that enhance understanding of inclusivity

- The Scottish Government has been progressing work to improve the equality breakdowns available from the National Performance Framework (NPF) indicators. They will continue to work to improve transparency where breakdowns are not currently provided.

Improving existing tools and developing new citizen-driven tools to improve data accessibility

- The Department for the Environment, Food and Rural Affairs (Defra) will continue to update its dashboard for the 25 Year Environment Plan Outcome Indicator Framework.

- Alongside regular maintenance and updates, the Office for Health Improvement and Disparities will continue to develop its Spotlight dashboard in an iterative manner, depending on government and stakeholder priorities and data availability.

- The Scottish Government will continue to update and improve the Equality Evidence Finder, taking on board user feedback gathered during the Equality Evidence Strategy consultation.

- The Cabinet Office's Equality Hub will continue development of explorative data dashboards, with the first dashboard, on social mobility data, due to be published in September 2023.

- The Welsh Government plans to develop an interactive web-based viewer to present the results of the National Survey for Wales, improving accessibility while still maintaining the simplicity that is important to users.

- In 2022, the Department for Culture, Media and Sport explored the feasibility of using the Integrated Data Service (IDS) as a platform for users to visualise the Participation Survey data. Although the existing platform will not fully meet the Department's needs, other options for visualising their data will be explored in 2023.

- The People and Nature Survey team in the Department for the Environment, Food and Rural Affairs (Defra) will publish all project outputs in HTML from 2023 to 2024 onwards.

- The Northern Ireland Statistics and Research Agency (NISRA) is developing HTML publications to make their outputs more accessible. Examples include publications for Universal Credit, Cancer Waiting Times, Annual enrolments at grant-aided schools, the monthly Labour Market Report and Attitudes to walking, cycling and public transport. More publications will be developed in HTML format as Reproducible Analytical Pipelines are implemented across all of NISRA.

- The Home Office will continue to develop its statistical releases to ensure that they are suitable for expert and non-expert users. This will include increasing the number of datasets available in an open-data format for users to conduct their own analyses.

- The Department for Education will continue testing a prototype public data Application Programming Interface (API) and prioritise development of the API capability as an additional route for users to access departmental statistics in a new way over the next year. This summer the Explore Education Statistics service is leading a programme of research for users of official statistics, refreshing current understanding to help inform future developments and ensure continued engagement with the user base.

- The Office for Standards in Education, Children's Services and Skills (Ofsted) has committed to further exploring both alternative interactive platforms and application programming interfaces (APIs) to make data and insights as widely available as possible to meet diverse user needs.

Ensuring that language, literacy, format and comprehension are taken into account when presenting analysis and evidence

- Following implementation of planned updates, the Cabinet Office's Equality Hub will commission the latest accessibility audit of the Ethnicity Facts and Figures website.

- In 2022, the Cabinet Office's Equality Hub published a progress update to the Inclusive Britain report, including findings from research with people from different ethnic groups to better understand the language and terminology that they identify with. They will continue to review how media coverage of race and ethnicity issues impacts the communities being covered and develop recommendations to encourage responsible and accurate reporting on ethnicity issues.

- The Office for National Statistics (ONS) will continue work to review communications and publications best practice to inform the development of its accessibility guidance and has convened a working group to take forward the development of accessible communications. The ONS will build on learning from Census 2021 to improve access to outputs, using tools such as 'Create a Custom Dataset' to share results from other surveys.

- The Department for the Environment, Food and Rural Affairs (Defra) and the Joint Nature Conservation Committee are reviewing Biodiversity Indicators and will implement the accessibility recommendations during 2023.
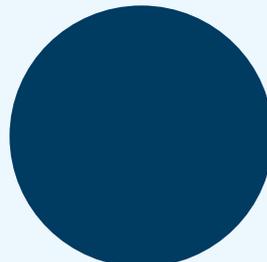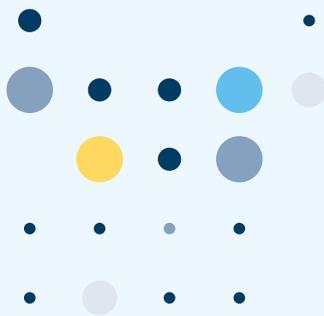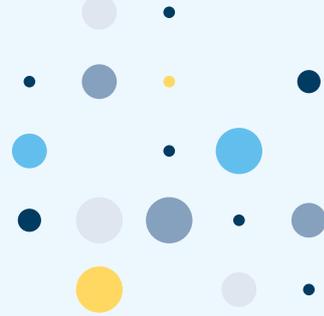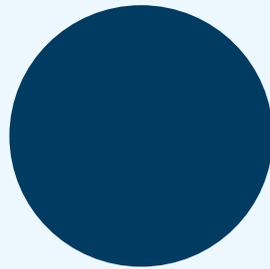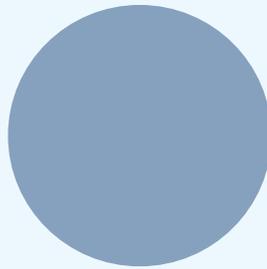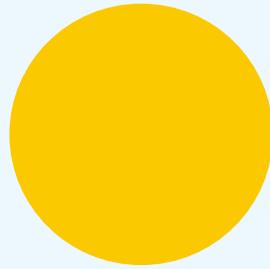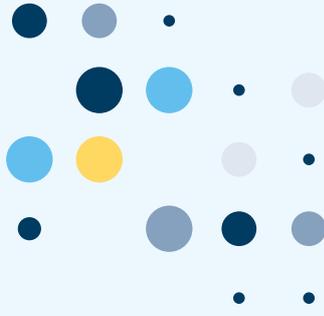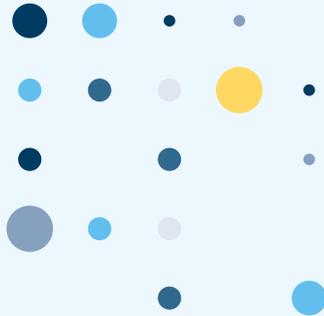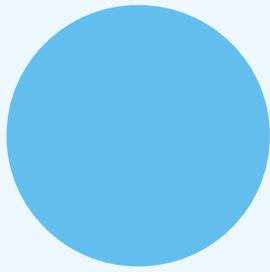
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