

Annex B IDTF Summary of Key Commitments (for reference)

Inclusive Data Taskforce - Summary of cornerstone commitments (April 2023)

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IDP1

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

*Objective: To enhance **trust** and trustworthiness in the provision and use of data*

Develop 'social contract'

ONS is developing a 'Social Contract' with research participants on the information they choose to share. This will provide clear information on why data are being collected, confidentiality and security arrangements and details on how their information will be used and shared. We will work with stakeholders to develop this product and test with relevant groups and populations in advance of an expected launch in summer 2022.

This work has been re-planned, and a small task and finish group established with colleagues from the devolved nations as well as independent experts from the new National Statistician's Inclusive Data Advisory Committee and authors of the social contract recommendation from the IDTF to advise and inform progress. ONS will lead the initial work engaging with 18-24 year olds whom internal research has shown to have lowest levels of trust in ONS across age groups. The work will explore what would enhance trust and perceived trustworthiness of government in relation to data sharing among this group.

Improve engagement with currently under-represented groups

Building on the 2021 Census community outreach in England and Wales, ONS will continue to engage through 2022 and 2023 with under-represented groups, to ensure their needs are reflected both in the analysis and outputs of the Census and in the research and plans for the National Statistician's recommendation on the future of the census and population statistics, as well as a much broader set of statistics and analysis.

Initially this has involved:

- Establishing an ONS Assembly, in order to establish a long-term forum for increased engagement with charities and bodies that represent the interests of marginalised or under-represented groups of the population. Assembly member organisations represent a

variety of characteristics such as age, disability and ethnicity, and cover both national bodies as well as England or Wales specific. The Assembly provides a mechanism for regular, open dialogue on ONS's progress in delivering more inclusive data and in support of the recommendations of the Inclusive Data Taskforce.

- Establishing a new Engagement Hub to ensure that we reach the widest possible set of users to reflect the entire population, making recommendations on how we collect, analyse and present analysis and statistics in ONS and across government.

Work will be undertaken across the three years, starting with two key initiatives:

Community Outreach Programme

- Phase 1 Sept-Nov: Partner toolkits using Census to engage on our data story
- Phase 2 Nov-March: Materials around Cost of Living to engage on our data story

Digital Public Engagement with Data Campaign

- Phase 1 Sept-Dec: Joint activity with ADRUK
- Phase 2 Jan-Mar: ONS digital advertising live

Future activities to engage public in data will be undertaken from April 2023.

Improve Workforce Diversity in ONS/Departments/Government

Develop and deliver inclusive leadership training to field force managers

In line with both the ONS People Strategy and its new Survey Strategy, ONS will aim to ensure that its workforce is fully representative of the people we serve. ONS Surveys Directorate is committed to exploring in 2022 the diversity and representativeness of its workforce, including social survey interviewer recruitment, to develop recommendations to address any potential barriers, so that it can create a more diverse workforce involved in collecting data from the public.

Initially this work involves creating leadership training and guidance to promote an inclusive mindset when recruiting staff, which will be rolled out throughout 2023. Commitment will be updated as further work is confirmed, including establishing targets for recruitment into these roles.

Improve Workforce Diversity in ONS/Departments/Government

The Government Analysis Function will work in partnership with the analytical professions across government to deliver its Diversity and Inclusion strategy, aiming to create a truly diverse and inclusive analysis community that is reflective of the UK society we serve. Priorities for 2022 and

Government Analysis Function - mentoring programme and development events for under-represented groups 2023 include launching a mutual mentoring programme, further dissemination of our function's first inclusion tool kit and 'leadership in analysis' development events for under-represented groups.

From May-July 2023, the GAF will run a new learning and development programme for analysts from lower socio-economic backgrounds. This will include mentoring with Senior Civil Service members.

IDP2 Take a **whole system approach**, working in partnership with others to improve the inclusiveness of UK data and evidence.

*Objective: Establish **governance and monitoring structures** to ensure positive progress and impact is made*

Establish National Statistician's Advisory Committee A new independent National Statistician's advisory committee on inclusive data will be launched in early 2022, to advise on priorities, ongoing improvements and evaluate progress, as UK society evolves.

Establish cross-Government Statistical System Forum In collaboration with key stakeholders and data producers across the statistical system, in Spring 2022 ONS will set up a governance mechanism for delivering and publicly reporting on the IDTF Implementation Plan. This will include how to reach widely across the public and different population groups.

This forum will be a sub-committee of the GSS Analysis and Evaluation Committee, chaired by ONS, and will meet quarterly to review progress, identify opportunities, and address any barriers to progress across the GSS.

*Objective: Actively **engage in international initiatives** to improve inclusivity of statistics*

International engagement

In 2021/22, explore the creation of a new United Nations City Group on inclusivity.

Feasibility work is being undertaken, engaging with key stakeholders to identify support and next steps for this. Initial discussions indicate this could be established in 2025, to allow time for discussion with UN partners. Further scoping and engagement work to identify the potential need and focus for a proposed group will build on the initial feasibility work.

IDP3

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

*Objective: Improve coverage of **non-private household** populations*

Improve coverage of homelessness in UK data

In 2022, the Department for Levelling Up, Housing and Communities, jointly with ONS, are scoping out work to estimate populations not resident in private households and understand their experiences in relation to the general population. This includes work to look at people sleeping rough and in hostels and shelters. It is expected work will continue beyond 2022.

ONS has published an [evidence review](#) of existing data on different types of homelessness in relation 'hidden' homelessness. The review highlights the challenges, complexities and main data gaps around 'hidden' homelessness and discusses some future work happening in that space. This review will be complemented by a review by Scottish Government, now due to be published in the summer, which will explore the methods used to count these populations, outlining the core populations that are likely to be hidden, and exploring the international approaches taken to identifying these groups.

Research is currently being carried out to explore the development of a methodology for capturing the scale of women experiencing 'hidden' homelessness across the UK. Subject to available funding, future research will likely involve piloting this methodology across the UK.

<p>Research into hidden homelessness in Scotland</p>	<p>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 us address gaps in provision and make Scotland's homelessness system more responsive to people's needs.</p>
<p>Explore feasibility of individual-level homelessness data in Wales</p>	<p>Welsh Government is exploring the introduction of individual-level homelessness data collection to enable a greater understanding of the situations of those who find themselves at risk of homelessness and enable improved evaluation of homelessness prevention measures. During 2022, the feasibility and success of collecting these data from pilot Local Authorities will be assessed to determine the viability of rolling it out across other Local Authorities in subsequent years.</p>
<p>Review evidence base on communal establishment data</p>	<p>During 2022 and 2023, ONS will undertake a review of existing data sources on communal establishments across UK countries. The review will identify relevant data gaps and areas for improvement.</p> <p>This work will likely be conducted in phases. There will be an initial high-level review of data source availability for different communal establishments as well as transient population groups, such as people experiencing homelessness. This will help us determine where the biggest data gaps are, and based on that, we will likely focus on a few particular population groups to better understand how these are captured in UK data and evidence and how coverage of these groups may be improved. A strategic cross-ONS group to guide this work has been established, and expert advice will be sought to identify the priority populations groups to consider as well as next steps.</p>
<p>Explore feasibility of collecting survey data from non-private household populations</p>	<p>ONS will carry out 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, when necessary. This work will take place during the first half of 2022 and will include integrating lessons learned from the 2021 Census for England and Wales.</p>

A feasibility study will be completed (aligned with and dependent upon the above high-level review of data source availability), following which further work will be confirmed.

Objective: To identify under-represented groups and develop strategies to address underrepresentation

Set-up mechanism to regularly review under-representation in UK statistics

The Inter-Administration Committee and the UK Census and Population Statistics Strategic Group should set up a mechanism to regularly review who is under-represented in UK statistics or data collection exercises, and lead work to address this.

Once established, the new cross-GSS forum will be tasked with progressing this rather than the Inter-Administration Committee and the UK Census and Population Statistics Strategic Group.

Use 2021 Census to assess representativeness of key data sources

ONS will compare the 2021 Census for England and Wales with relevant administrative data to assess the representativeness of different data sources and how best to ensure that more marginalised groups are included in statistics going forward.

Publish analysis and recommendation to address non-response bias
(Cabinet Office Equality Office)

The Cabinet Office's Equality Hub will undertake an analysis using data from the 2021 Census for England and Wales Non-Response Link Study to understand levels of non-response and non-response bias for different groups. This could be used to develop recommendations on reducing non-response for different groups. Options for analysis (whether to be carried out in-house or commissioned) will be considered in early 2023, with publication of an analytical report in late 2023.

Introduce Adaptive Survey Design to Transformed Labour Force Survey to drive-up response from under-represented groups

ONS is investigating the feasibility of introducing responsive data collection into its operational design during 2022. This approach would involve targeting data collection towards under-represented groups to increase the presence of such groups in the data.

An Adaptive Survey Design (ASD) has been developed for the Transformed LFS which allows us to target field interviewer resource at those areas least likely to respond to the survey. A first iteration of the design is being implemented in November 2022.

This is being informed/complemented by monitoring of quality targets which aim to drive up response from historically under-represented groups and reduce non-response bias in the data. We are already monitoring our survey operation against these targets and will continue to adapt the survey design in response to performance against these targets.

Implement National survey of disabled people
(Cabinet Office)

In 2022/23 the Cabinet Office's Disability Unit will implement a survey of disabled people across the UK focused on lived experiences and barriers faced, to better understand the experiences of disabled people in society and inform targeted policy making and the evaluation of the National Disability Strategy.

In 2022, a minimal viable product was produced by ONS which needs to be piloted before roll out. Funding is currently being sought to take this further.

Objective: To improve the inclusivity of administrative data collection

HMRC: Evaluate approach to collection of protected characteristics data

HMRC will evaluate its approach to protected characteristics data collection, including an assessment of the feasibility of collecting additional demographic information that is not currently routinely collected. Initial recommendations will be made by mid-2023.

Home Office and ONS jointly working to include refugees in migration statistics

The Home Office will continue to work with ONS and other government departments to facilitate secure and appropriate access to the administrative data needed to understand migration, including enabling relevant and necessary linkage work.

ONS has been working with the Home Office on the Refugee Integration Outcomes (RIO) cohort study which involves linking administrative data to cohorts of 121,000 resettled refugees and those granted asylum between 2015 and 2020. The aim of the study is to understand integration

outcomes over time. A [report on the pilot project](#) was published in June 2022. RIO Iteration 1 has linked Home Office Exit Checks data (flows to and from the UK) and NHS Personal Demographic Service (PDS) health data (internal migration moves, access to GP services). The next iteration will link Census 2021 data to the Cohort Study. Future plans include:

- extending researcher access to the Study to the wider research community
- extending RIO to other refugee groups in the future (subject to funding) e.g. Ukraine, Afghanistan.

We are also working with the Ukraine Humanitarian Response Insights survey team on how best to extend RIO to include data possibly not captured through administrative data linkage e.g. perceptions on help and access to services, health and well-being.

Objective: Cross-cutting data improvement programmes

Develop improvement plans for Scottish equalities data

Scottish Government has carried out an equality data audit to assess the collection and publication of data on the nine protected characteristics in the Equality Act 2010 across the organisation, focusing on a range of datasets, including those used to produce official and national statistics, administrative data, and ad hoc research datasets used to inform Ministerial decision-making. Improvement plans will be put in place in 2022.

This will be complemented by a new Equality Evidence Strategy for 2023-2025, which the Scottish Government has consulted on, and will publish in March 2023. Further work will be confirmed once this Strategy is published.

Develop social inclusion strategies and associated action plans for Northern Ireland

Department for Communities (DfC) is leading on the development of the new social inclusion strategies for the Northern Ireland Executive, including a Disability Strategy, Gender Equality Strategy and Sexual Orientation/LGBTQI+ Strategy. While DfC is leading strategy development

they are cross-Executive strategies which Northern Ireland Statistics and Research Agency (NISRA) will feed into.

Strengthen equality evidence to address inequality in Wales

The Welsh Government's Equality Data Unit (WG EDU) will look to strengthen equality evidence (qualitative and quantitative) to address inequality in Wales. Intersectionality is at the heart of WG EDU evidence. The WG EDU will be looking to deliver evidence to support the areas identified with the Wales Strategic Equality Plan and the LGBTQ+ Action Plan, to give a more complete picture of evidence for various small populations and disadvantaged groups across Wales, including people with characteristics protected under the 2010 Equality Act such as LGBTQ+, gender and age. The Unit will be established in 2022, developing its programme and mapping existing evidence. In 2023, the initial high priority analysis will be delivered, and key research projects will begin.

The EDU, along with a Race Disparity Unit and Disability Disparity Unit, have been set-up and work is underway to confirm programmes of work, based on priorities identified following consultation on a new Equality Evidence Strategy, due to be published in 2022.

IDP4

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.

*Objective: Improve the **granularity** of data to enable **meaningful disaggregation***

Review granularity of ethnicity data across government
(Cabinet Office Race Disparity Unit)

The Cabinet Office's Race Disparity Unit will work with other government departments and organisations to improve the granularity of ethnicity data, including reducing the amount of data published (only) for White and Other than White. The Cabinet Office's Race Disparity Unit will also encourage other public sector bodies to avoid use of the term 'BAME', as part of commitments set out in the RDU Quality Improvement Plan.

A review of the granularity of existing datasets has been completed as part of the consultation on reforming the Ethnicity facts and figures website. The Equality Hub are currently analysing the results of the consultation.

As part of [Inclusive Britain Action 7](#), the Equality Hub will also lead work to:

- engage with people from different ethnic groups to better understand the language and terminology that they identify with
- review how media coverage of race and ethnicity issues impact the communities being covered.
- develop recommendations which will encourage responsible and accurate reporting on race issues by June 2023

<p>Introduce individual level data collection on Education, Health and Care Plans</p> <p>(Department for Education)</p>	<p>Department for Education will begin voluntary collection of Education, Health and Care (EHC) Plan data at the level of the child instead of aggregate Local Authority level data, in January 2022. This will enable more in-depth analysis to be carried out and potential for data to be matched to other relevant datasets, to facilitate greater understanding of policy issues related to children with Special Educational Needs. First publication of data and mandatory collection will begin in 2023.</p>
<p>Introduce targeted over-sampling of under-represented/disadvantaged groups</p> <p>(Department for Education)</p>	<p>The Department for Education Parent, Pupil and Learner Panel Survey will use targeted oversampling of under-represented groups, including those who are 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. Research has been commissioned across the 2021-22 and 2022-23 academic years and will likely be re-commissioned in future years.</p> <p>Department for Education Children of the 2020s cohort study and Pupils of the 2020s cohort study, part of the Education and Outcomes Panel Studies (EOPS), will follow children from 9 months to 5 years of age and from early in their primary education (Year 1 or 2) until the end of primary school (Year 6) respectively. Both studies will include targeted oversampling of disadvantaged groups, to better understand the relationship between attainment, disadvantage, and a range of personal and household characteristics. Both studies will be set up and piloted during 2021/22</p>

with fieldwork and delivery of the data from the first wave in 2022/23, and subsequent waves in the following 3 years.

*Objective: To promote an **intersectional** approach to exploring and presenting equalities data.*

Equality Data Asset proof of concept: linking data to enable analysis in the Integrated Data Service

(ONS/Cabinet Office)

ONS and the Cabinet Office will work to develop a linked dataset (the Equality Data Asset) through the Integrated Data Service, bringing together a range of record level, longitudinal datasets held across government, enabling more in-depth intersectional analysis and exploration of how people's lifepaths vary by different dimensions of equality. Over the course of 2022, processes to acquire initial datasets will be well-established, with an ongoing programme of work to develop the Asset and explore options to enhance the breadth and richness of data on equalities and outcomes over subsequent years.

Development of Intersectional Analysis methods

ONS will explore methods for undertaking robust intersectional analysis using a range of data sources, including the 2021 Census for England and Wales

IDP5

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

*Objective: To ensure **measures for different populations accurately reflect current standards and legislation** and a **clear conceptual understanding underpins accessible and appropriate data collections***

Research on how information can be collected to reflect the social model of disability

(Welsh Government)

Welsh Government will investigate developing evidence that is in line with the social model of disability from 2022.

Following discussion at a Disability Task Force Working Group, where members were invited to be involved in scoping the work at an outline level, work is underway to procure this research, to

explore how information can be collected to reflect the social model of disability. It will act as a pilot for co-production, with anticipated delivery in July 2024.

Updating harmonisation standards and guidance for data in line with societal change

The GSS Harmonisation Plan sets out the plans and timescales for review and updating of the current GSS harmonised standards and guidance.

This work is summarised in the [Winter 2022 harmonisation update](#) and includes:

- work to review the current disability associated standards ('long lasting health conditions and illness harmonised standard', 'activity restriction harmonised standard' and 'impairment harmonised standard'), working with stakeholders and user groups to make sure disability standards meet user needs. ONS has published [the findings of this research and engagement work](#).
- development of a new socio-economic background standard for use in online surveys, which will be published in early 2023. Further work will be completed to adapt this for additional survey modes.
- work to review the current ethnicity standard, working with stakeholders and user groups to meet user needs. ONS has published [the initial findings of this research and engagement work](#).
- work to update guidance in relation to collecting and reporting data on sex and gender identity.

Work for 2023 to 2024 includes:

- Review and update the sexual orientation standard by the end of 2023
- Update the gender identity standard, developing guidance for face-to-face and telephone interviews and conducting research to explore the feasibility of a closed question by the end of 2023
- Update the sex harmonisation guidance by early 2023 to reflect a suite of existing technical guidance for data collectors

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- Undertake the redesign of the disability standard for online mode by the end of 2023 and then begin work on the telephone and face-to-face modes. Work to design the telephone and face-to-face modes for the mental health standard will begin in 2024.
 - Building on the publication of our initial findings, we will complete our research into how to best capture ethnicity data, which will then be used to update the ethnicity standard
 - Work is underway with data collectors and processors to develop guidance on harmonisation of administrative data. This is a long-term piece of work which will continue throughout 2023 and 2024.

IDP6

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

*Objective: To **widen the range of methods** used to collect more inclusive data*

Programme of qualitative research with seldom heard groups

During 2022, ONS is undertaking qualitative research to examine the lived experiences of groups who are currently under-represented in UK data and evidence including: disabled adults' experiences accessing and engaging with activities, goods and services across the UK; the school experiences of children with special educational needs and disabilities in England; and the lived experiences, priorities and needs of Gypsy and Traveller communities.

The research on disabled adults' experiences was published in July, with the other two projects due to be published in November and December 2022 respectively.

Two further projects have been procured, exploring the experiences of domestic abuse survivors in the context of temporary 'safe' accommodation, and the lived experiences of young displaced people (migrants and refugees).

*Objective: Use **data linkage** to enable enhanced analysis*

Transformation of population and migration statistics

As part of the transformation of the population social statistics system, ONS will develop longitudinal assets. These will enable the flagging of disadvantaged groups and of transitory states of interest to support subsequent analysis.

This programme of work is extensive, this includes:

- Enhancing the availability of longitudinal data to understand life outcomes – an initial proof of concept study will be undertaken with a cohort of refugees.
- Producing more timely multivariate statistics – an initial proof of concept for income and ethnicity has been developed, with work ongoing to understand housing and ethnicity.
- Increasing the timeliness of population statistics.

All of this work will inform a recommendation to the National Statistician in late 2023 regarding the future of the Census and population estimates. These proof of concepts were published in February 2023, and a public consultation will begin in summer 2023, to inform the NS recommendation and decision ([this blog provides the latest updates and overview](#) of the work). Further work is underway to improve the scope and outputs, working to meet unmet user needs. This includes further work on the Refugee Integration Outcomes study ([see IDP3](#)) and feasibility research into admin-based veteran statistics. This is being completed alongside work to establish frameworks for quality assessment and improvement.

Development of Integrated Data Service (IDS)

ONS will explore data linkage as a mechanism for researching the experiences of particular groups and populations, as part of the development of the Integrated Data Service, to provide new insights into different population groups. This will include: linking benefits data to the 2021 Census for England and Wales and other sources, to support analysis of 2021 outcomes and other events (health, mortality) for those in receipt of disability-related benefits; and linkage of historic targeted surveys to support analysis of longer-term outcomes for both individuals and households.

The Equality Data Asset prototype ([see IDP4](#)) will prove the end-to-end process for this.

Initially this work involves developing and implementing the full ‘public beta’ version of the IDS, planned to go live in early 2023. Following its release, work will be undertaken developing

enhanced analytical tooling and functionality, alongside broadening and streamlining access to the service.

IDP7

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.

Objective: Ensure regular review of harmonised standards in line with changing social norms

Implement mechanism for regular review of definitions for data collection

A GSS Harmonisation Plan will be published by ONS in early 2022, setting out the plans and timescales for review and updating of the current GSS harmonised standards and guidance.

This plan will be updated in 2024 (and every two years) to reflect current priorities. Reviews already completed in 2022 included National Identity, Welsh Language and Religion standards. [See IDP5](#) for more details on current work to review and update standards and guidance.

*Objective: Improve **the harmonisation and comparability** of data cross the countries of the UK, regions and over time*

Continue GSS Coherence Work Programme

ONS will review the June 2021 published GSS Coherence Work Programme in collaboration across the 4 nations of the UK to ensure that it has a strong focus on inclusivity. An updated coherence Work Programme will be published in 2022.

Work programme will be reviewed and published annually. 2021/22 priorities have included:

Adult social care (ASC):

- Describe how the devolved nature of ASC impacts data.
- Provide further insight into unpaid carers through the publication of an article using [Opinions and Lifestyle Survey data](#) (Great Britain).

- Provide a publication on the life expectancy of residents in care homes in England and Wales.
- Publish an update to the [new annual release on deaths in the care sector in England and Wales](#).
- Continue the programme of work to better understand self-funders of ASC.
- Provide input to the [English Health Statistics Steering Group](#).

Income and earnings:

- Engage with users to promote the coherence work.
- Work with the OSR to formally close their 2015 review on [income and earnings statistics recommendations](#).
- Publish the work plan and promote income and earnings coherence work with users.
- Improve the signposting and accessibility of income and earnings statistics.
- Scope out a new online interactive tool where users can explore the complex landscape of income and earnings statistics in one convenient location.
- Provide a cross-GSS vehicle to help producers address the recommendations in OSR's [review of income-based poverty statistics](#).

IDP8

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

*Objective: Improve **access to administrative data** for a wide range of users*

Explore feasibility of developing equality data and analysis tool

The ONS Centre for Equalities and Inclusion will facilitate consideration of development of a centralised, explorable and accessible UK-wide equalities data and analysis resource in the context of the development of the Integrated Data Service.

Work is underway to explore the feasibility of this by end of March 2023.

*Objective: Improve existing tools and develop new citizen-driven **tools to improve accessibility of data***

Flexible table builder
developed and published –
Census 2021 data

ONS has published their ['Create a Custom Dataset' product](#). This flexible table builder is part of the release of the results of the 2021 Census for England and Wales to enable users to select the characteristics of interest to build their own tables, subject to statistical disclosure controls, enabling the exploration of intersectionalities.
