

Equality, Diversity and Inclusion: Priorities for 2022 - 2023

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Strategic Equality Objectives

2020 - 2024

- **Objective 1: Understand and advocate for Diversity and Inclusion** – We will ensure a safe, inclusive environment where staff understand diversity and inclusion enabling them to develop, thrive and reach their full potential, and where all staff will be able to advocate for diversity and inclusion in the course of their work.
- **Objective 2: Attract, recruit, retain and develop our staff** – We will improve the recruitment, retention, progression and development of the staff employed by Public Health Wales so that the diversity mix of our workforce and Board reflects the diversity of Wales and the unique skills and experience they bring.
- **Objective 3: Fair Pay** – We will be a fair employer, and will identify our pay gaps for each protected characteristic. We will endeavour to halve the pay gaps for Gender, Ethnicity and Disability within the next four years.
- **Objective 4: Access to services and our environment** – We will ensure that our services, and the buildings we use, are accessible and capable of responding to the different and changing needs of the people who use our services /citizens
- **Objective 5: Listening, learning and responding** – We will be an organisation who listens to people who use our services and citizens (including under-represented groups), and actively use their insights to inform and direct our work.

Strategic Equality Objectives - continued

Ownership

- Objectives 1, 2 and 3 are focused on our staff, and on Public Health Wales as an inclusive employer.
- These are “owned” by People and OD: Managed by the Head of Employee Experience
- Objectives 4 and 5 are outward facing, and focused on Service Users.
- These are “owned” by the Equity and Engagement Team in QNAHPS, Managed by the Engagement and Collaboration Manager

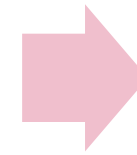
Priorities for 2022 - 23

#1 Diversity Dashboards

Roll out Diversity Dashboards to assist with Workforce planning at a Directorate Level by end June 2022



Outcome:
We will have detailed information on the diversity mix on a Directorate level which will enable us to target our recruitment in the right areas, and tackle our pay gaps



Links to:
SEP Objectives 1 & 3
People Strategy
Long Term Strategy
Gender Pay Gap reporting regulations (2017)
Workforce Equality Report

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#2 Fair Pay

Undertake a review of progress with narrowing the gender pay gap and bring a report back to PODCom in Sept / Oct 2022



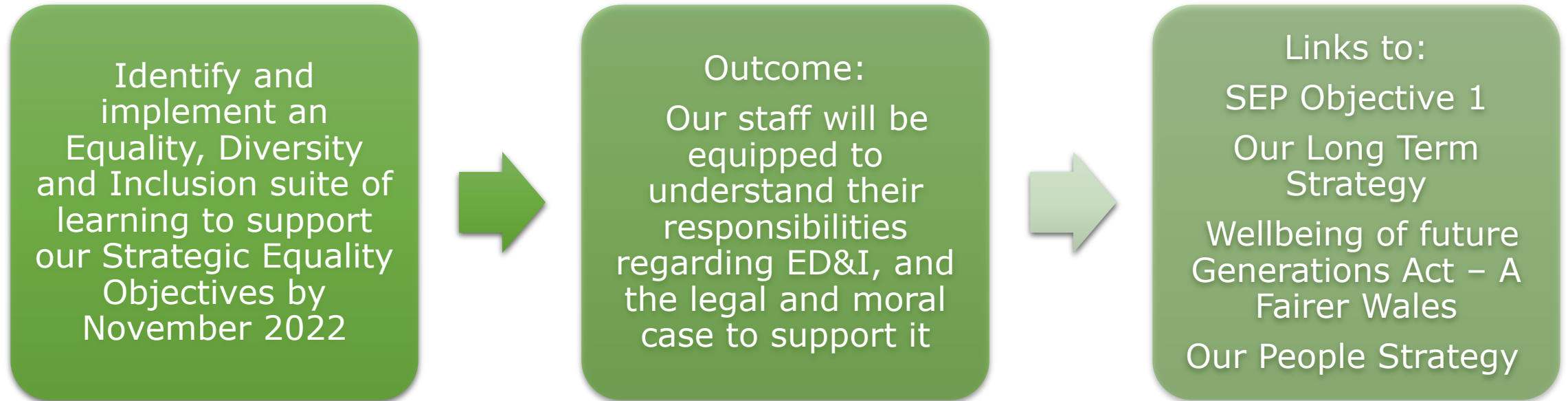
Outcome: We will have improved understanding so we can effectively address and reduce the gap



Links to:
Strategic Equality Plan
Gender Pay Gap Reporting Regulations
Public Sector Equality Duty
Socio-economic Duty

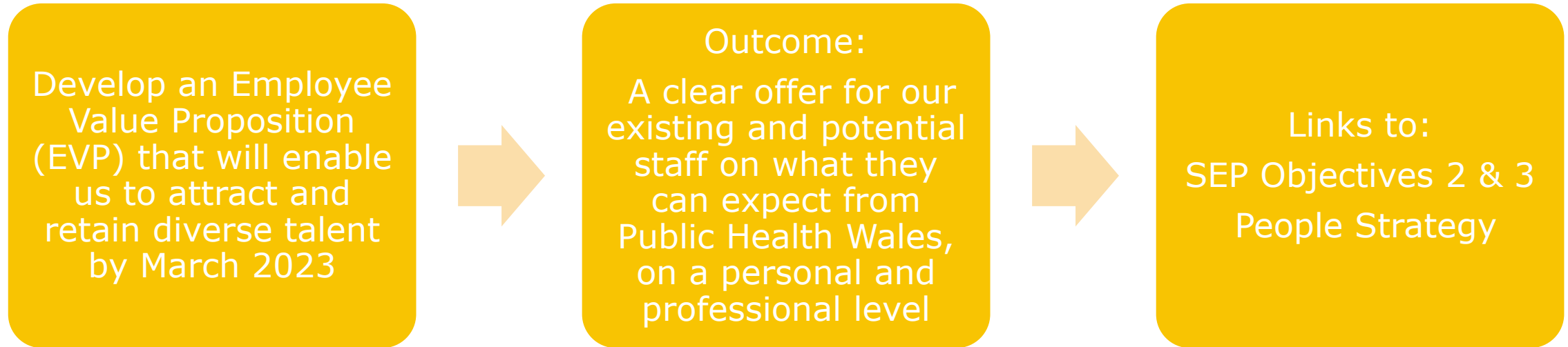
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#3 – ED&I Learning and Development



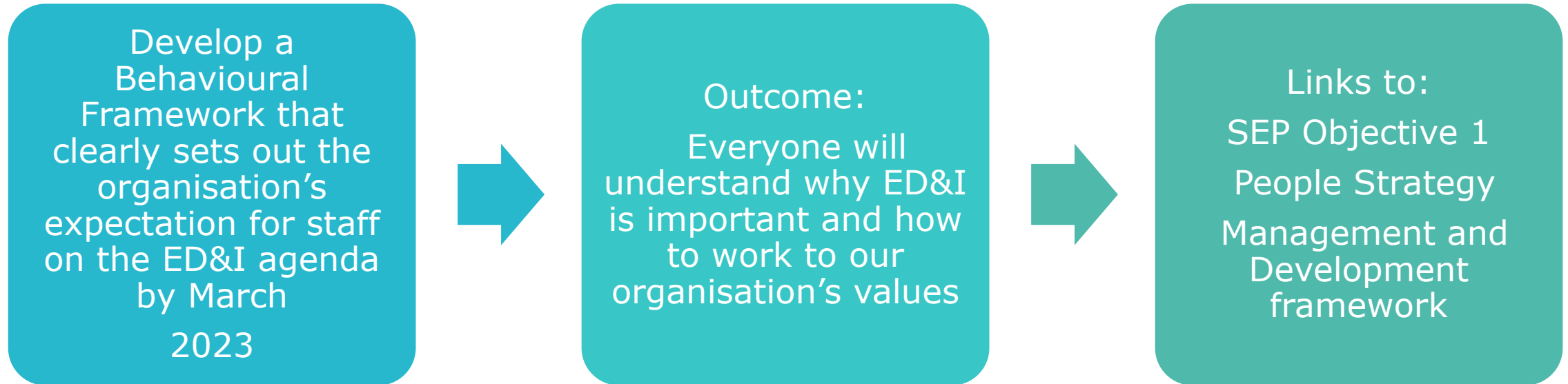
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#4 – Employee Value Proposition (Investment Bid submitted)



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#5 – Behaviours and Competency Framework (Investment Bid submitted)



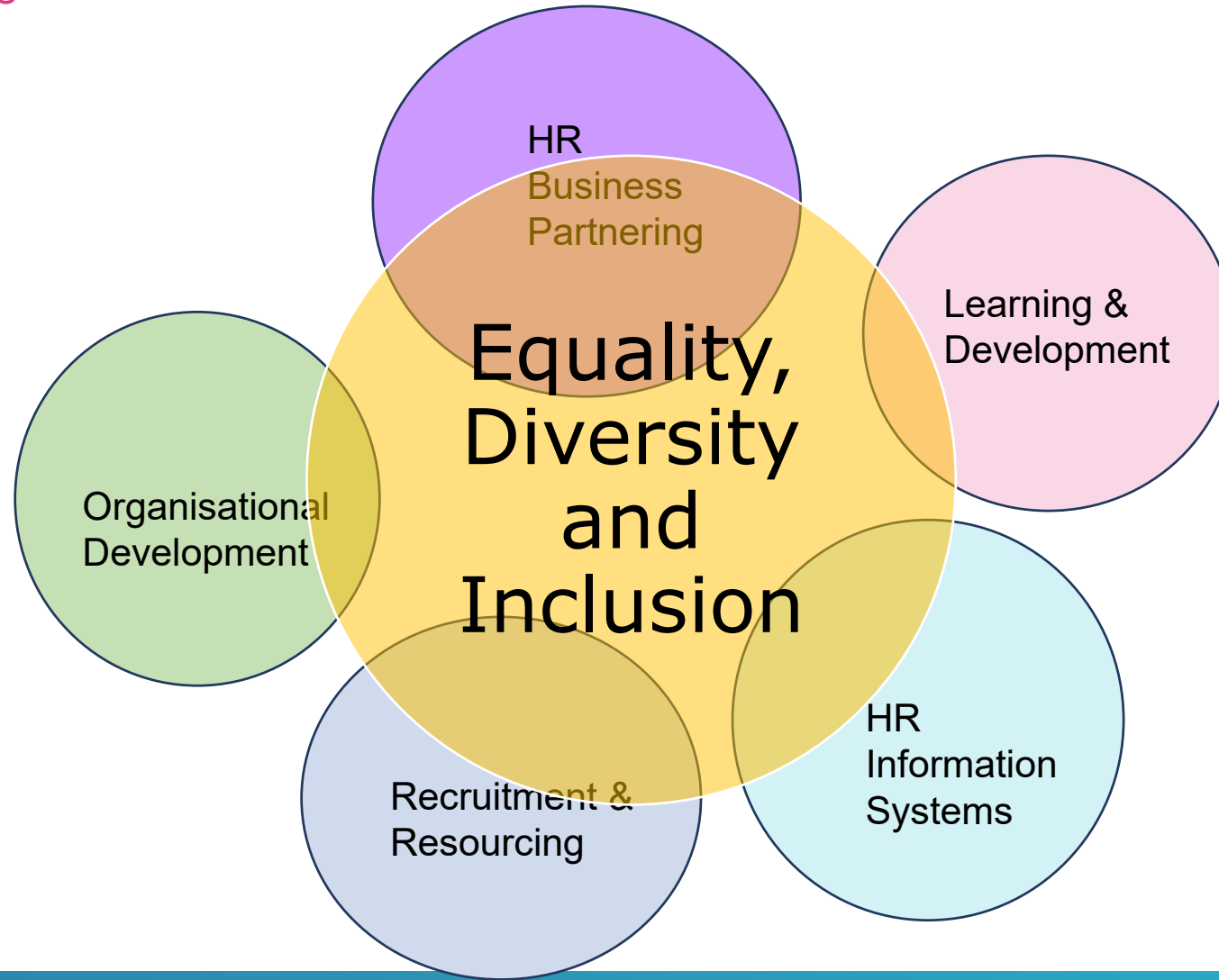
Priorities for 2022-23

#5 - Legal Reporting Obligations

- Annual Equality Report (End March)
- Annual Workforce Equality Report (End March)
- Gender Pay Gap Report (End March)
- Welsh Language Standards Report (September)
- Twice yearly reporting to Welsh Government on Advancing Equality and Welsh Language (End April and October)
- Strategic Equality plan to be renewed every 4 years (work to commence in 2023)

Embedding into the work of the wider People & OD Directorate

Working with Colleagues across teams



Questions?

