

 <p> <b>GIG</b>          CYMRU  <b>NHS</b>          WALES       </p>	Iechyd Cyhoeddus Cymru Public Health Wales	<b>Name of Meeting</b> People and Organisational Development Committee <b>Date of Meeting</b> 8 November 2023 <b>Agenda item:</b> 4.4 and 4.5
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## Annual Equality Report and Annual Workforce Reports 2022-23

<b>Executive lead:</b>	Neil Lewis, director of People and OD
<b>Author:</b>	Sarah Brewer, Head of Employee Experience
<b>Approval/Scrutiny route:</b>	Business Executive Team – September 2023 People & OD Committee – November 2023

### Purpose

The purpose of this paper is to provide background explanation to accompany the following:

- Annual Equality Report 2022-23
- Annual Workforce Report 2022-23

### Recommendation:

APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
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The Committee are asked to:

- Take **assurance** and **approve** the reports.

### Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

<b>Strategic Priority/Well-being Objective</b>	1 - Influencing the wider determinants of health
<b>Strategic Priority/Well-being Objective</b>	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
<b>Strategic Priority/Well-being Objective</b>	Choose an item.

### Summary impact analysis

<b>Equality and Health Impact Assessment</b>	Not required as this is a report detailing the work undertaken to advance equality during 2022-23.
<b>Risk and Assurance</b>	As a Public Body, we are legally obligated to produce an Annual Equality Report, and information about the diversity of our workforce. Failure to do this would link to risk number 727: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities.
<b>Health and Care Standards</b>	This report supports and/or takes into account the <a href="#">Health and Care Standards for NHS Wales</a> Quality Themes  Theme 6 - Individual Care Theme 1 - Staying Healthy Theme 7 - Staff and Resources
<b>Financial implications</b>	There will be a cost associated with professional design for publication which costs approximately £1100 + VAT, based on the costs of producing previous reports. Provision has been made in the budget for this.
<b>People implications</b>	None

## 1. Purpose / situation

The purpose of this paper is to provide background explanation to accompany the Annual Equality Report 2021-22 and Annual Workforce Report 2021-22.

## 2. Background

As part of our obligations under the Public Sector Equality Duties, we are required to publish an Annual Equality Report, detailing the work the organisation has undertaken to further advance equality. We are also required to publish annual data on the diversity of workforce. The two are presented as a separate document, as has been the case in previous years.

## 3. Description/Assessment

The **Annual Equality Report** contains contributions from various across the organisation, provided via departmental Equality contacts, and gives an account of the work undertaken to further advance equality, grouped by protected characteristic.

The report is written retrospectively to cover the period between 1 April 2022 – 31 March 2023. References are made in the report to events which have since happened but would not have happened during the reporting period. The report has

been compiled using updates on activity undertaken to advance equality and address health inequalities from each Directorate.

The **Annual Workforce Report** contains information about the profile of our workforce and our work to create a diverse and inclusive culture.

Both reports need to be published by the 31 March 2024 in line with the requirements set out in the Public Sector Equality Duty 2011. Time is built in for PODCOM approval, translation and design.

#### **4. Recommendation**

The Committee are asked to:

- Take **assurance** and **approve** the reports.