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Iechyd Cyhoeddus
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Public Health
Wales

Name of Meeting
Board
Date of Meeting
25 July 2019
Agenda item:
9.5.250719

Draft Strategic Equality Objectives 2020-2024

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Approval/Scrutiny route: Business Executive Team Board

Purpose

The purpose of this paper is to ask the Board to approve the proposed Strategic Equality Objectives for 2020-2024 for Public Health Wales, prior to going out for Public Consultation. Board members have provided earlier comments electronically which have been incorporated into this paper.

The objectives will return to the Board in early 2020 for final consideration following the public consultation.

Recommendation:

APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	NOTE <input type="checkbox"/>
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The Board is asked to:

- Approve the draft objectives for Public Consultation

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

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities.

This report contributes to the following:

Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	6 - Supporting the development of a sustainable health and care system focused on prevention and early intervention
Strategic Priority	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	An EQIA is not required as the proposed approach is focused on Equality, and no decision is required.
Risk and Assurance	As a Public Body, we are legally obligated to consult on the development and setting of our strategic equality objectives. 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
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes Theme 6 - Individual Care Theme 7 - Staff and Resources Choose an item.
Financial implications	There will be several costs associated with this work. We have engaged with Cognition Associates who are experts at leading Public Consultation exercises. This will be at a cost of £5000 There will also be costs for booking venues and catering for the consultation events (these are not yet known but are estimated at around £15000)

People implications

The objectives that are set will impact on the work undertaken across the organisation, as we will need to frame our work to ensure we meet them.

There has been opportunities for staff to provide input into the objectives.

1. Purpose / situation

The purpose of this paper is ask the Board to approve the proposed Strategic Equality Objectives for 2020-2024 for Public Health Wales, prior to going out for Public Consultation.

2. Background

The draft Strategic Equality Objectives and high-level actions were developed during May and June 2019 in collaboration with the staff Diversity Networks, Trade Unions and external stakeholders.

The feedback from the workshops has been grouped into the following five themes, with high level actions identified to support the objectives:

1. Understand and advocate for diversity
2. Attract, recruit, retain and develop
3. Pay gaps
4. Access
5. Listening, learning and responding

Involving internal and external stakeholders to develop draft objectives, and using information from the "Is Wales Fairer?" Report has enabled us to identify where we need to focus our work for 2020-2024. We also analysed the current breakdown of staff at each grade by protected characteristic, to help identify where we are under represented.

3. Description/Assessment

The draft objectives shown below also include high level actions to support the objectives. We will continue to reflect as we move through the Consultation process, and more detailed actions will be included in an action plan that will be presented to the Board with the final objectives when they have been developed, similar to the current arrangements.

There are a number of ways in which we can measure progress, and know we are achieving what we have stated. These include, but are not limited to:

- Workforce Diversity Figures
- Declaration Rates
- Recruitment figures by Protected Characteristic
- Applicant data by Protected Characteristic

- Training Figures
- Staff Survey results
- Gender Pay Gap (and other pay gap) information
- Workplace accessibility audits
- Diversity Monitoring for Service users
- Service User Experience Panels and feedback
- Equality Impact Assessment
- Regular reporting to the People & OD Committee

When the objectives return to Board in early 2020 to request final approval following consultation, progress measures will be included for Board consideration.

Following helpful feedback received from the Board, the following amendments have been made:

Objective 1:

- Wording updated to more accurately reflect the advocacy as well as the understanding
- Equality and Diversity training for all staff (not just managers)
- Train staff volunteers as Fair Treatment Officers who will act as an independent contact point to report bullying, harassment and abuse

Objective 2:

- Wording updated to include "All staff will feel valued, supported and respected"
- Last bullet point updated to "Introduce a coaching and mentoring scheme to enable staff from under-represented groups to reach their full potential"

Please note that in Objective 1, where reference is made to Equality and Diversity Training, this is on a colleague to colleague basis, and in addition to the "Treat Me Fairly" Training that is currently mandatory and is Patient focused.

The updated draft objectives are as follows:

Objective 1: Understand and advocate for diversity

Public Health Wales will be a workplace free from discrimination, bullying, harassment and victimisation.

All staff will be able to advocate for inclusion and diversity in the course of their work, and articulate the value diversity brings to Public Health Wales.

To do this we will:

- Mandate Equality and Diversity Training for all staff
- Provide Unconscious Bias training for staff as part of Induction
- Train staff volunteers as Fair Treatment Officers who will act as an independent contact point to report bullying, harassment and abuse
- Produce an annual calendar, with regular awareness raising events such as an Annual Diversity and Inclusion Week and Understanding our Communities sessions

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 to more accurately reflect the communities we serve

We will enable the organisation to become an inclusive employer of choice.

All staff will feel valued, supported and respected

To do this we will:

- Actively recruit a diverse workforce by advertising in communities where we seek better representation, through careers fairs and publications
- Implement recruitment policies that support diverse applications
- Make better use of work experience, apprenticeships and paid intern placements to support our aim of a more diverse workforce
- Set up a Work placement Scheme for Disabled people to address the Disability employment gap and employ at least one individual a year – increasing to two by 2024
- Continue to actively engage with, promote, support and grow the staff diversity networks
- Introduce a coaching and mentoring scheme to enable staff from under-represented groups to reach their full potential

Objective 3: Fair Pay

Public Health Wales will be a fair employer, and will work to reduce the gender pay gap, the BAME pay gap and the disability pay gap.

To do this we will:

- Identify, report and address of the reasons for any pay gaps
- Ensure consistent and fair application of flexible working practices
- Further investigate and act on glass ceiling issues for certain groups
- Produce an Annual report of the Gender Pay Gap, progress made and plans to address it

Objective 4: Access to services and our environment

Public Health Wales will ensure our services are accessible and capable of responding to the different and changing needs of our Service Users/Citizens

Physical and other barriers to access will be removed from our places of work and practice.

To do this we will:

- Work with individuals/organisations from the sensory loss community to embed the All Wales Standards for Accessible Communication and Information, including online services/programs
- Identify a consistent approach to Diversity Monitoring of service users/ citizens
- Link with relevant partners to identify and address gaps in data and current recording systems
- Analyse data to inform and target interventions to improve and report on outcomes
- Work with stakeholders to ensure inclusive design principles for all new premises
- Adapt current facilities to remove barriers to access

Objective 5: Listening, learning and responding

We will be an organisation who listens to individuals and under-represented groups, and will actively use their insights to inform and direct our work.

To do this we will:

- Work collaboratively with service user experience and engagement to;
- Review existing Health information for service users identified in the "Is Wales Fairer?" Report who experience difficulties in accessing our services, and take action on the findings

- Support vulnerable communities and individuals to achieve healthier futures through regular, direct engagement and involvement in the development of our services/programs
- Strengthen and further embed the Equality Impact Assessment process

We will also be linking our strategic equality objectives to our Wellbeing Goals and organisational objectives.

3.1 Well-being of Future Generations (Wales) Act 2015

This report contributes /will contribute to the following Public Health Wales well-being objectives

- Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services
- Goal 7 - Strengthen our role in global health and sustainable development

Choose an item.



The plan ensures that work that has been undertaken, as well as work planned to continue in a sustained way in the future



Involving internal and external stakeholders and the general public ensures we develop objectives that tackle issues of concern and prevent them from getting worse



The work focuses on all of the Well-being goals, in particular, a more equal Wales.



This project is taking a fully collaborative approach, and will be linking with the wellbeing goals



As detailed in section 3 of this paper, involvement is at the centre of this project and will be working with diverse groups to ensure a robust set of objectives

4. Recommendation

The Board are asked to:

- **Approve** the draft strategic equality objectives for Public Consultation.