

 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting Business Executive Team Meeting</p> <p>Date of Meeting July 2020</p> <p>Agenda item: 5.8</p>
--	--

<h2>Strategic Equality Plan and Objectives 2020 -2024</h2>				
Executive lead:	Phil Bushby, Director of People and Organisational Development			
Author:	Sarah Morgan, Diversity and Inclusion Manager			
Approval/Scrutiny route:	Business Executive Team – February 2020 People and OD Committee – February 2020			
Purpose				
The purpose of this paper is to support and provide background context to the Strategic Equality Plan and Objectives following the public consultation and feedback received.				
Recommendation:				
APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	NOTE <input type="checkbox"/>
The Board is asked to: <ul style="list-style-type: none"> • To approve the updated Strategic Equality Plan prior to publication 				

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	Choose an item.
Strategic Priority	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	An EQIA is not required as the plan is focused on Equality, and no decision is required.
Risk and Assurance	As a Public Body, we are legally obligated to consult on and refresh our strategic equality objectives at least every four years. 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 a cost associated with Work Placement Schemes which are as yet unknown. This can come from the existing budget which is currently ring-fenced for work placements. There will also be costs associated with advertising our jobs within communities and groups to attract the diverse candidates we want which is estimated to be around £1500 per annum. Other costs, such as service development and inclusive buildings, are as yet unknown.
People implications	Objectives 1-3 particularly relate to staff, and the people implications associated with these

	are explained in this paper, and also in the Strategic Equality Plan
--	--

1. Purpose / situation

The purpose of this paper is request approval of the Strategic Equality Plan and Objectives for 2020-2024 following the public consultation and feedback received. The plan is recommended to the Board by both the Business Executive Team and People and Organisational Development Committee.

2. Background

As part of our obligations under the Public Sector Equality Duties, we are required to consult on and refresh our Strategic Equality Objectives at least every four years.

The 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. A public consultation took place between August and November, where various organisations and members of the public were consulted with to further develop the draft objectives.

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 attached Strategic Equality Plan contains the equality objectives for Public Health Wales to cover April 2020 – March 2024.

The objectives have been further developed following a public consultation, where feedback was received by a number of organisations who represent people with different and multiple protected characteristics. As well as holding a workshop to discuss our plans in detail, feedback was received via email from some organisations who had accessed the consultation document through our Internet, and also from some who were sent the document and actively invited to provide feedback.

The five themes that were identified and presented to the Board in July remain the same.

These are:

1. Understand and advocate for diversity
2. Attract, recruit, retain and develop our staff
3. Fair Pay
4. Access to services and our environment
5. Listening, learning and responding

In developing the objectives, we have also incorporated the findings from the "Is Wales Fairer?" report, The Welsh Government Strategic Equality Objectives and the Socio-economic duty.

Appendix 1 of the document contains a chart to show the linkages between these reports, as well as our organisation's strategic priorities and the Wellbeing of Future Generation Act Goals.

A Stakeholder Reference Group is being set up with representatives across the nine protected characteristic groups and communities to enable us to deliver the actions in our plan, and to monitor progress.

Following the Business Executive Team Meeting in February, some amendments were made. The plan was then presented to the People & Organisational Development Committee in February, and was recommended to Board for approval.

Due to the current situation regarding the work around Covid-19, we were not able to publish our Strategic Equality Plan and Objectives by the 31 March 2020, as required by the Public Sector Equality Duties (2011). The Welsh Government and Equality and Human Rights Commission have been informed of this, and a six-month extension has been granted to all Public Bodies. In addition to this, it is possible that there could be some delay in delivering some of the actions. Work is being undertaken to prepare as much as possible for a return to "Business as usual" so that the actions in the plan can be picked up quickly. The People and OD Committee will continue to hear regular progress updates on this work so they can be assured that work is underway and actions being delivered.

We have ensured that we have taken into account the needs of staff who are pregnant, have underlying health conditions or direct caring responsibilities in our management of the response to the Covid-19 situation, and have advised staff who fall into these groups to work from home.

As the first version of the plan was fully consulted on and developed with stakeholders before the pandemic, the document has been updated in order to put the plan and pandemic in context. The plan also covers how the organisation is responding to current issues around Black Lives Matter, as

well as the report that was published in June by Professor Emmanuel Ogbonna, Chair of the First Minister's BAME Socio-economic Subgroup.

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 report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future



By focusing on the work undertaken with the various protected characteristics, enables us to ensure equity of access to our services, thus preventing problems in future



The work focuses on all of the Well-being goals, in particular, a more equal Wales. This is shown in Appendix one.



We have worked collaboratively and extensively with people from other organisations to develop the strategic equality objectives



The plan explains in detail how we have involved diverse stakeholders and worked with them to further develop and inform people of our services.

4. Recommendation

The Board is asked to:

- **To approve the updated Strategic Equality Plan prior to publication.**