



**PWYLLGOR CYNLLUNIO POBL A SICRWYDD PERFFORMIAD  
PEOPLE PLANNING AND PERFORMANCE ASSURANCE COMMITTEE**

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	27 August 2020
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Strategic Equality Plan Annual Report April 2019 - March 2020
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Sarah Jennings – Director of Partnerships and Corporate Services Lisa Gostling – Director of Workforce and OD Anna Bird, Assistant Director of Strategic Partnerships, Diversity and Inclusion
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Jackie Hooper - Senior Diversity and Inclusion Officer Annmarie Thomas – Head of Workforce: Utilisation and Resourcing

**Pwrpas yr Adroddiad (dewiswch fel yn addas)**

**Purpose of the Report (select as appropriate)**

Er Sicrwydd/For Assurance

**ADRODDIAD SCAA**

**SBAR REPORT**

Sefyllfa / Situation

The Public Sector Equality Duty (PSED) requires that all public authorities covered under the specific duties in Wales produce an annual equality report by 31<sup>st</sup> March each year. The Strategic Equality Plan (SEP) Annual Report appended covers the period April 2019 – March 2020 and reports progress on the final year of the four year life span of Hywel Dda University Health Board's (HDdUHB) Strategic Equality Plan and Objectives 2016-2020.

The report has been considered by the Staff Partnership Forum membership and will be presented to Public Board for approval in September 2020. The Annual Workforce Equality Report containing statistical information on staff as at 31<sup>st</sup> March 2020, forms part of the statutory reporting duties and is presented and published alongside the SEP Annual Report.

The People, Planning and Performance Assurance Committee (PPPAC) is requested to receive the SEP Annual Report 2019/20 and Annual Workforce Equality Report for assurance on the work undertaken to meet the PSED Duties and HDdUHB's equality objectives.

Cefndir / Background

The Equality Act 2010 covers discrimination relating to the following nine protected characteristic groups: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. Public bodies are required to consider needs, by reference to these characteristics, when designing and delivering public services.

As a public sector body, HDdUHB must, in its policies and practices, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by or under the Act;

- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not;
- Foster good relations between persons who share relevant protected characteristics and persons who do not.

The public sector in Wales has an obligation to fulfil Public Sector Equality Duties as prescribed in law. The specific duties in Wales cover:

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing for Impact
- Equality Information
- Employment Information
- Pay differences
- Staff Training
- Procurement
- Annual Reporting
- Publishing
- Welsh Ministers Reporting
- Review
- Accessibility.

### Asesiad / Assessment

The SEP Annual Report 2019/20 highlights areas of relevance to HDdUHB's duties under the Equality Act where processes, developments and initiatives have contributed to meeting its duties. It is not an exhaustive account and PPPAC are asked to note that links are provided to relevant examples of the HDdUHB's work, which are contained in other reports.

HDdUHB has recognised that financial decisions must be made alongside due regard to how a reduction in resources, or changes to how services are provided, may impact adversely on protected groups which will result in information and services becoming inaccessible to some groups.

Our Health and Care Strategy has recognised that in order to provide safe, accessible and kind services for all, the needs of protected groups need to be at the forefront of the decision making process. Introducing mechanisms to break down barriers traditionally faced by protected groups creates a safer, more accessible and inclusive environment for all, reflective of the Health Board's values. An example is the recently approved Black, Asian and Minority Ethnic (BAME) Board Advisory Group, which was established in July 2020.

There is increasing expectation from the Equality and Human Rights Commission (EHRC) that over time, public sector bodies will be able to demonstrate incremental and increasing progress towards meeting the equality duties, backed up by robust evidence. Also, that HDdUHB will take note of the emerging evidence about the differential and negative impacts of COVID-19 on protected groups and those experiencing socio-economic deprivation and take appropriate action to address these issues.

In summary, the next steps for HDdUHB are to:

- Work towards achieving the SEP Objectives set out in the refreshed Strategic Equality Plan and Objectives 2020-2024 published in April 2020;
- Continue to integrate equality, diversity and human rights into core health board systems and processes for both turnover and transformation programmes;

- Promote, encourage and adopt a pro-active approach across all sites, wards and departments towards developing initiatives to meet our equality duties and stated equality objectives;
- Provide accessible information and fair and equitable services for protected groups, delivered with dignity and respect;
- Continue to align our equality objectives work with our actions to meet the requirements of the Social Services and Well-being (Wales) Act 2014 and the Well-being of Future Generations (Wales) Act 2015;
- Ensure mechanisms are in place to respond to the new Socio-economic duty when it comes into force on 31<sup>st</sup> March 2021 and evidenced in decision-making at Board and Committee level;
- Review SEP and Objectives in the light of emerging evidence regarding the impacts of Covid-19 on protected groups and those experiencing socio-economic disadvantage;
- Ensure appropriate action is taken to address the impact of COVID-19 on protected groups and those experiencing socio-economic disadvantage.

### Argymhelliad / Recommendation

PPPAC is requested to receive the Strategic Equality Plan Annual Report 2019/20 and Annual Workforce Equality Report for assurance on the work which has been undertaken to meet the PSED and HDdUHB's equality objectives.

<b>Amcanion: (rhaid cwblhau)</b> <b>Objectives: (must be completed)</b>	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	4.1 Provide assurance to the Board on compliance with legislation, guidance and best practice around the workforce and OD agenda.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	N/A
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	All Health & Care Standards Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2019-19</a>	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS 4. Improve Population Health through prevention and early intervention, supporting people to live happy and healthy lives 5. Offer a diverse range of employment opportunities which support people to fulfill their potential 8. Transform our communities through collaboration with people, communities and partners

<b>Gwybodaeth Ychwanegol: Further Information:</b>	
Ar sail tystiolaeth: Evidence Base:	<ul style="list-style-type: none"> <li>• Equality Act 2010</li> <li>• Public Sector Equality Duties (Wales) 2011 <a href="http://www.wales.nhs.uk/sitesplus/862/page/61509">http://www.wales.nhs.uk/sitesplus/862/page/61509</a></li> <li>• Health Board's Strategic Equality Plan and Objectives</li> <li>• <a href="http://www.wales.nhs.uk/sitesplus/documents/862/FinalH DUHBSEPObjectives2016-2020.pdf">http://www.wales.nhs.uk/sitesplus/documents/862/FinalH DUHBSEPObjectives2016-2020.pdf</a></li> </ul>
Rhestr Termiau: Glossary of Terms:	Included within the body of report
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Cynllunio Busnes a Sicrhau Perfformiad: Parties / Committees consulted prior to Business Planning and Performance Assurance Committee:	Staff Partnership Forum membership

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	Financial resources to facilitate progress against set equality objectives will need to be an ongoing consideration. There will be costs associated with providing specialist training to staff in relation to meeting identified training needs on equality issues where external expertise and/or lived experience is required/recommended. The Strategic Partnership, Diversity and Inclusion Team hold a small budget and co-ordinate the delivery of a corporate training programme. However, training provided to individuals as an identified training need will also need to be met from relevant departmental and corporate training budgets.
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	There is evidence to show that generally, protected groups are disadvantaged at all stages relating to the planning, development and delivery of public sector services. The development of realistic and deliverable objectives set through an equality lens and underpinned by human rights principles, and positive progress against those objectives, will improve the quality of services delivered and patient care, not just for protected groups but for the population as a whole.
<b>Gweithlu: Workforce:</b>	There is evidence to show that generally, protected groups are disadvantaged when seeking employment and during their careers, facing prejudice and discrimination within exclusive working environments. Also, it is known that staff perform better when they can be themselves in the workplace. Embedding equality into core functions and Health Board's value base, setting objectives which engender the recruitment and retention of a diverse workforce, increasing staff

	<p>knowledge and breaking down barriers faced by protected groups will lead to increased wellbeing amongst staff and can result in lower sickness absence levels, conserving valuable staff and financial resources.</p>
<p><b>Risg: Risk:</b></p>	<p>Challenges from staff or the public in relation equality and human rights can result in financial and reputational damage to Health Board.</p>
<p><b>Cyfreithiol: Legal:</b></p>	<p>Non-compliance with the duties of the Equality Act 2010 risks the issue of a letter of non-compliance by the Equality and Human Rights Commission and legal challenges through judicial review and employment tribunals.</p>
<p><b>Enw Da: Reputational:</b></p>	<p>The SEP Objectives are designed to reduce the likelihood of reputational damage by prescribing fair and equitable treatment of staff and service users and taking action to meet the objectives. Producing an Annual Report on equality objectives is a requirement of the PSED. Non-compliance with the PSED would result in legal challenges and consequent financial and reputational damage to the organisation.</p>
<p><b>Gyfrinachedd: Privacy:</b></p>	<p>Information gathered for equality data monitoring purposes can include details on sensitive personal information. Data provided in the Annual Report is anonymised in reports and cannot be traced back to the individuals concerned.</p>
<p><b>Cydraddoldeb: Equality:</b></p>	<ul style="list-style-type: none"> <li>• Has EqIA screening been undertaken? <b>No</b></li> <li>• Has a full EqIA been undertaken? <b>No</b></li> </ul> <p>The report describes progress towards meeting the Public Sector Equality Duties and meeting Health Board's stated equality objectives. Publishing the report within the prescribed timescale is one of the specific Public Sector Equality Duties.</p>