



**CYFARFOD BWRDD PRIFYSGOL IECHYD  
UNIVERSITY HEALTH BOARD MEETING**

<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>	Ros Jervis – Director of Public Health Lisa Gostling – Director of Workforce and OD
<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)**

Ar Gyfer Penderfyniad/For Decision

**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 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 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 reports are being presented to Board for assurance on the work undertaken to meet the PSED Duties and HDdUHB's equality objectives, prior to publication.

**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.

The reports were considered by the Partnership Leads of the Staff Partnership Forum on 13 July 2020 and the People, Planning and Performance Assurance Committee on 27 August 2020 and comments received have shaped the final version of the reports presented to Board.

### Asesiad / Assessment

Whilst we have a statutory responsibility to produce these reports they are also a key factor in enabling us to reflect on our work towards meeting our equality objectives, acknowledge some of our achievements, and consider areas for further development. As the Annual Report is a public facing document and must be made available for scrutiny, plain language has been used.

HDdUHB has recognised that in order to provide safe, sustainable, accessible and kind services for all, the needs of protected groups must 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, and are 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. The Annual Report provides broad and wide ranging illustrative examples, recognisable by the public, as actions aimed towards eliminating discrimination and enhancing equality of opportunity.

In March 2020 the Board approved a revised Strategic Equality Plan and Objectives for the period 2020-2024, and ensuring that all services are proactive in taking action to promote equality, diversity and inclusion is a key priority. In addition the Health Board will need to:

- Continue to integrate equality, diversity and human rights into core health board systems and processes, including for 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, communication 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 in to force on 31 March 2021 and evidenced in decision-making at Board and Committee level;
- Ensure appropriate action is taken to address the impact of COVID-19 on protected groups and those experiencing socio-economic disadvantage.

In addition to the above, during the year we will review the recently approved SEP and Objectives 2020-2024 in light of emerging evidence regarding the impacts of COVID-19 on protected groups and those experiencing socio-economic disadvantage to ensure that these remain relevant.

### Argymhelliad / Recommendation

The Board 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; and
- approve the reports for publication in line with our statutory duties.

<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/FinalHDUHBSEPObjectives2016-2020.pdf">http://www.wales.nhs.uk/sitesplus/documents/862/FinalHDUHBSEPObjectives2016-2020.pdf</a></li> </ul>
Rhestr Termiau: Glossary of Terms:	Included within the body of report
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Cyfarfod Bwrdd Iechyd Prifysgol: Parties / Committees consulted prior to University Health Board:	Partnership Leads of the Staff Partnership Forum - 13 July 2020 People, Planning and Performance Assurance Committee - 27 August 2020

<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 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.
<b>Risg: Risk:</b>	Challenges from staff or the public in relation to equality and human rights can result in financial and reputational damage to the Health Board.
<b>Cyfreithiol: Legal:</b>	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.
<b>Enw Da: Reputational:</b>	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.
<b>Gyfrinachedd: Privacy:</b>	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.
<b>Cydraddoldeb: Equality:</b>	<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 the Health Board's stated equality objectives. Publishing the report within the prescribed timescale is one of the specific Public Sector Equality Duties.</p>