



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	26 March 2020	Agenda Item	3.6
Report Title	Strategic Equality Plan and Equality Objectives 2020-2024		
Report Author	Jane Williams, Equality Manager		
Report Sponsor	Kay Myatt, Head of Learning & Development Hazel Robinson, Director of Workforce and OD		
Presented by	Hazel Robinson, Director of Workforce and OD		
Freedom of Information	Open		
Purpose of the Report	The report seeks approval for Swansea Bay University Health Board's Strategic Equality Plan 2020-2024.		
Key Issues	<p>The Health Board has a legal requirement to publish its revised Strategic Equality Plan and Objectives by 1st April 2020.</p> <p>Feedback was used from early engagement with stakeholders and an evidence review to prepare the Health Board's draft set of Equality Objectives for consultation. The consultation responses generally agreed with the draft Equality Objectives. Minor revisions were made to the Objectives to take on board suggested changes.</p> <p>The Health Board has set out actions for the delivery of the Equality Objectives in its Strategic Equality Plan. These actions are based on relevant actions within its Clinical Services Plan 2019-2024 and Integrated Medium Term Plan 2020/21-22/23.</p>		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
			Approval
			<input checked="" type="checkbox"/>
Recommendations	<p>Members are asked to:</p> <ul style="list-style-type: none"> APPROVE the attached Strategic Equality Plan 2020-2024. 		

STRATEGIC EQUALITY PLAN AND EQUALITY OBJECTIVES 2020-2024

1. INTRODUCTION

Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Health Board has obligations to publish its revised Strategic Equality Plan and Objectives by 1st April 2020. Prior to publication, the Health Board is also required to consider the relevant information and engage with relevant stakeholders.

2. BACKGROUND

Legislation

The Equality Act (2010) introduced a general public sector equality duty that provides protection from discrimination across all the 'protected characteristics' of age, disability, sex, race, religion/belief, marriage/civil partnership, pregnancy and maternity, gender reassignment and sexual orientation.

As a public authority, the Health Board is covered by the general duty. The aim of the general duty is to ensure that public authorities consider how they can eliminate discrimination and positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities.

As a listed body, the Health Board is also covered by the specific equality duties in Wales. The broad purpose of the specific duties is to help listed bodies in their performance of the general duty and aid transparency. These duties cover a range of areas including equality objectives and strategic equality plans.

Strategic Equality Plan and Equality Objectives

In renewing its Strategic Equality Plan and Equality Objectives, the Health Board should set SMART outcome focused objectives which address the most pressing and persistent equality challenges facing Wales set out in [Is Wales Fairer? 2018](#) and other relevant reports. Is Wales Fairer? 2018 identifies the key inequalities in Wales in the areas of Education, Work, Living Standards, Health, Justice and Personal Security and Participation.

The Health Board's Equality Objectives and Strategic Equality Plan should relate to its corporate/ strategic plans. Responsibility for meeting the requirements of the Public Sector Equality Duty lays with all employees, senior leaders and Board members.

Engagement

Initial discussions were held with the Executive Team at an Equality workshop on 8 October 2019. It was agreed that the Equality Objectives be aligned to the two Strategic Aims in SBUHB's Organisational Strategy. Views were sought on whether SBUHB's current equality objectives should remain, be updated and whether new priorities should be included in our next Plan.

Engagement took place with key stakeholders to gather their views on the Equality Objectives at the Health Board's Accessibility Reference Group on 25 October 2019 and the Stakeholder Reference Group on 5 November 2019.

Evidence review

Evidence was obtained from *Is Wales Fairer? 2018*, the Organisational Strategy and Clinical Services Plan to identify the key inequalities within the SBUHB area. We used the feedback from our early engagement with stakeholders and the evidence review to prepare the Health Board's draft set of Equality Objectives for consultation.

Consultation

The Health Board undertook public consultation on proposed Equality Objectives 2020-2024 from 22 January 2020 to 10 February 2020. The consultation invited comments on:

- whether you agree with the draft Equality Objectives
- do you think something is missing from our Equality Objectives
- what problems with fairness do you think we should deal with first in our Health Board.

The Health Board posted the consultation on our internal and external websites and on social media. The consultation document was sent to organisations, forums and staff networks representing the interests of people from diverse backgrounds to invite their comments.

The draft Equality Objectives were presented to SBUHB's Stakeholder Reference Group on 28 January 2020 and SBUHB's Partnership Forum's Sub Group on 30 January 2020. Members were encouraged to submit consultation responses.

The consultation responses were reviewed to consider whether any further changes are needed to the draft Equality Objectives. Minor revisions were made to the draft Objectives to take on board suggested changes.

Action Plan

The Health Board has set out actions for the delivery of the Equality Objectives in its Strategic Equality Plan. These actions are based on relevant actions within its Clinical Services Plan 2019-2024 and Integrated Medium Term Plan 2020/21-22/23.

3. GOVERNANCE AND RISK ISSUES

The Equality and Human Rights Commission will be monitoring the publication of revised Strategic Equality Plans and Equality Objectives. The Commission has a role as regulator of the Equality Act 2010 and will undertake regulatory action to ensure all public bodies comply with the general and specific duties.

The Health Board will mitigate this risk by publishing its revised Strategic Equality Plan and Equality Objectives by the legal deadline of 1st April 2020.

The Health Board is facing significant resource challenges which could have an impact on diversity and inclusion work. We will seek to mitigate this by using creative approaches, developing new ideas and working through existing challenges with other leading organisations and inclusion experts.

4. FINANCIAL IMPLICATIONS

The Health Board's equality objectives and strategic equality plan will relate to its corporate/ strategic plans.

5. RECOMMENDATION

Members are asked to :

- **APPROVE** the attached Strategic Equality Plan 2020-2024.

Governance and Assurance		
Link to Enabling Objectives (please choose)	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input checked="" type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input checked="" type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input checked="" type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input checked="" type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input checked="" type="checkbox"/>
Health and Care Standards		
(please choose)	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
The Health Board's equality objectives and strategic equality plan will relate to its corporate/ strategic plans.		
Financial Implications		
The Health Board's equality objectives and strategic equality plans will relate to its corporate/ strategic plans.		
Legal Implications (including equality and diversity assessment)		
Public sector organisations have a legal requirement to publish their revised Strategic Equality Plan and Objectives by 1st April 2020.		
Staffing Implications		
The Health Board's Equality Objectives and Strategic Equality Plan will relate to its corporate/ strategic plans.		
Working towards SBUHBU's Strategic Equality Objectives will enable the Health Board to demonstrate how it is contributing towards the well-being of future generations. Our Equality Objectives cut across all the well-being goals. They will particularly support progress towards 'a more equal Wales'.		
Report History	Strategic Equality Plan 2017-2020 approved by meeting of ABMU Health Board on 28 September 2017.	
	Public consultation on proposed Equality Objectives 2020-2024 from 22 January 2020 to 10 February 2020.	
	Draft Strategic Equality Objectives 2020-2024 approved by meeting of Workforce and OD Committee on 20 February 2020.	
Appendices	Appendix 1 - Draft Strategic Equality Plan 2020/2024	



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

Strategic Equality Plan and Equality Objectives 2020-2024



Contents

Introduction	1
Public Sector Equality Duty	1
Our approach	2
How we developed our Equality Objectives	2
How equality links with other policy areas	3
• Well-being of Future Generations (Wales) Act 2015	3
• Welsh Language	5
• Socio-economic Duty	5
How we will deliver the Equality Objectives through our Action Plan	5
• Reduce health inequalities	6
• Communicate according to individual needs	8
• Emotional and mental wellbeing	9
• Mental health services for children and young people	10
• Staff wellbeing and experience	11
• Pay differences	13
• Workforce diversity	14
Appendix 1	16

Introduction

Swansea Bay University Health Board (formerly ABMU) was created on 1 April 2019 after responsibility for providing healthcare services in the Bridgend County Borough Council area passed from ABMU to Cwm Taf Morgannwg University Health Board.

Swansea Bay UHB covers a population of around 390,000 in the Neath Port Talbot and Swansea areas. The health board employs approximately 12,500 staff.

This Strategic Equality Plan sets out our Equality Objectives with supporting actions to help ensure that everyone is treated fairly. We want to be always improving and review progress each year against the Objectives.

Public Sector Equality Duty

As a requirement of the Public Sector Equality Duty (Equality Act 2010), Swansea Bay University Health Board has a duty to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Under the Equality Act (2010), the 9 'protected characteristics' are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership (in relation to being treated differently at work).

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 laid a further foundation for taking equality forward in Wales. Under these regulations, Swansea Bay UHB is required to prepare and publish Equality Objectives every four years.

Our Approach

We recognise that promoting equality and human rights is key to securing the best possible life chances and health outcomes for the people we serve. We have committed to support a human rights based approach to the way in which we work.

Equality and human rights are an integral part of our values and behaviours and underpin our ways of working. Our values are:

	Caring for each other - in every human contact in all of our communities and each of our hospitals.
	Working together - as patients, families, carers, staff and communities so that we always put patients first.
	Always improving - so that we are at our best for every patient and for each other.

How we developed our Equality Objectives

We engaged and consulted with stakeholders, public and third sector organisations and staff to gather views on the priority areas of inequality to be addressed over the next four years. On the basis of this feedback and the evidence contained within the **Equality and Human Rights**

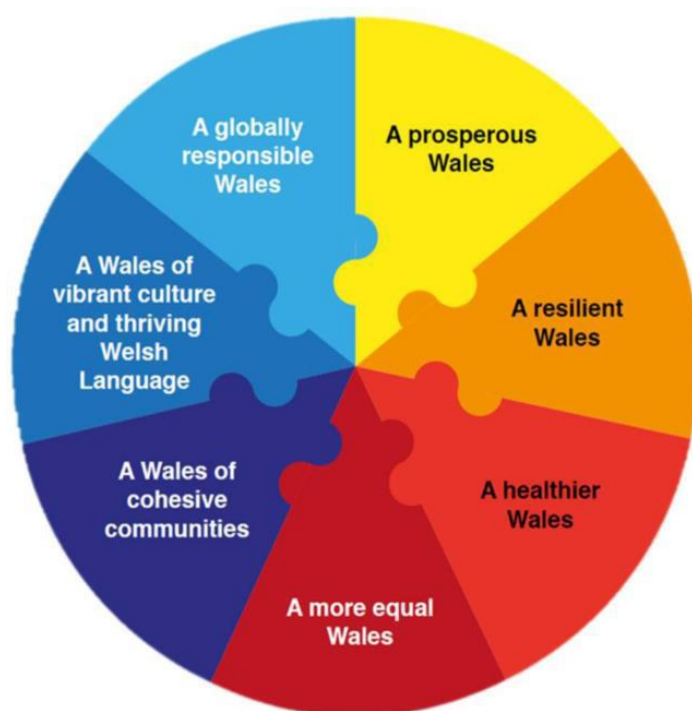
Commission (EHRC) report ‘Is Wales Fairer 2018?’, we developed our Equality Objectives. Appendix 1 shows how the Equality Objectives cover the different groups of people that may have one or more ‘protected characteristics’.

Three of the revised Objectives refine the previous Objectives. There is one new Equality Objective to improve workforce diversity. We have brought our work to improve Accessible Communication and Information under the umbrella of one Equality Objective.

How equality links with other policy areas

Well-being of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act 2015 sets out a duty to carry out sustainable development with a view to improving the economic, social, environmental and cultural well-being of Wales. It contains seven well-being goals to make Wales a prosperous, resilient, healthier, more equal and globally responsible country with cohesive communities, a vibrant culture and a thriving Welsh language. The well-being goals are:



Our Equality Objectives will cut across all the well-being goals and in particular will support progress towards the following goals:

Goal	Description of the goal
A healthier Wales	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

In delivering our Strategic Equality Objectives, we will take account of the five ways of working described in the Act:



These five ways of working will guide our work in delivering our Equality Objectives by helping us to:

- look to the **long term** so that we do not compromise the ability of future generations to meet their own needs
- take an **integrated** approach so we join up our work where it makes sense to do so
- continue to **involve** a diversity of the people we serve and our staff in shaping the decisions that affect them
- maintain and develop our **collaborative** work with others to find shared sustainable solutions
- continue to seek understanding of the root causes of inequalities to **prevent** them from occurring and mitigate against any negative impacts.

Welsh Language

Although Welsh language is not a protected characteristic under the Equality Act (2010), it is recognised that the equality and Welsh language agendas complement and inform each other. This is further supported through the Goal within the Wellbeing of Future Generations Act – ‘A Wales of vibrant culture and thriving Welsh language’. Our intention is to support that principle through our Strategic Equality Objectives and ensure they serve to promote and protect the Welsh language.

Socio-economic Duty

The Socio-economic Duty of the Equality Act will be enacted on 29 September 2020. The duty will require the Health Board, when making strategic decisions, to consider how its decisions could help to reduce the inequalities associated with socio-economic disadvantage. The Welsh Government is working with stakeholders to produce guidance to prepare public bodies for the commencement of the Duty. This will be addressed as an integral part of the implementation of this plan.

How we will deliver the Equality Objectives through our Action Plan

We have a clear strategic direction in our Organisational Strategy and Clinical Services Plan that describes our ambition, aims, objectives and priorities. Our Integrated Medium Term Plan sets out how we will deliver these over the next three years.

The Health Board has two important functions to fulfil:

- improve population health so that people can stay well
- deliver high quality care when people need it.

The health and wellbeing assessments for our population were used in the development of our Clinical Services Plan. Working with partners, we are using this information together with the Area Plan and Public Services Plan to tackle the areas of high inequality.

We have set out the high level actions that the Health Board will take to deliver the equality objectives over the next four years within the following Action Plan.

Equality Objective 1

Reduce health inequalities.

Rationale

There was strong support for continuing to prioritise this objective. The health and well-being needs for our population were used in the development of our Clinical Services Plan 2019 – 2024. We are using this information with partners to ensure we tackle the areas of high inequality. Key areas of inequality include deprivation and life expectancy:

- The Health Board has more deprived communities than average for Wales, with over a quarter of our communities falling into the most deprived categories. Urban parts of Swansea, Neath Port Talbot and upper valley communities are particularly deprived.
- The Health Board has a high rate of suicide, particularly in Neath Port Talbot.
- More than 1 in 5 children and young people aged under 20 live in poverty in Wales. Swansea West is one of the top 25 electoral wards with the highest levels of child poverty in the UK.
- Life expectancy continues to rise but the difference in life expectancy between the least and most deprived area is 9.7 years. There is also a 20 year (male) and 18 year (female) gap in healthy life expectancy.

Our Clinical Services Plan outlines how we aim to effectively support some of the most disadvantaged and vulnerable individuals in our society due to their increased likelihood of experiencing poverty, poor diet, less exercise and use of tobacco, alcohol and / or illegal substances. People with severe mental illness or learning disabilities also experience significant health inequalities often as a consequence of difficulties they experience in accessing timely, appropriate and effective care.

The Marmot review indicated that ‘Giving every child the best start in life’ is essential to reducing health inequalities across the life course. This is one of our Wellbeing Objectives and our IMTP identifies this as a high priority for the Health Board.

Evidence

The EHRC report ‘Is Wales Fairer 2018?’ highlighted health outcomes amongst the most vulnerable groups are not good enough. In Wales, non-disabled people reported good health almost twice as frequently (95.5%) as disabled people (51.2%).

The EHRC recommended prioritising action to reduce health inequalities experienced by people sharing different protected characteristics in Wales. Recommended action included ensuring healthcare services are tailored to the particular needs of areas and individuals to close the gaps in life expectancy between people living in the most and least deprived areas.

Actions

1. Undertake the following technical work to understand how our services address health needs:
 - a. set out the process to undertake a health equity audit (year 1)
 - b. undertake and evaluate health equity audit (year 2/3) to inform the development of a targeted approach to address health inequality.
2. Continue to roll out Making Every Contact training aimed at giving clinicians the skills to incorporate healthy conversations into all clinical encounters.
3. Address two areas to improve services for people with learning disabilities. Work to reduce health inequalities through:
 - a. Consolidation of specialist pathways, including epilepsy, dementia and autism
 - b. Working jointly with NHS partners to deliver an acute hospital liaison service to identify and support vulnerable people.

Equality Objective 2

Communicate with patients, families and carers according to their individual needs.

Rationale

There was strong support for prioritising this objective from our stakeholders. The provision of accessible health information enables people to support their own health and well-being. We will be advised by the Health Board's Stakeholder and Accessibility Reference Groups.

The objective also takes account of the enhanced provision for carers' right to support in the Social Services and Well-being (Wales) Act 2014. This includes the availability of easy access to information and advice.

Evidence

The objective links to the All Wales Standards for Accessible Communication and Information for People with Sensory Loss. The Standards highlight that evidence demonstrates ineffective communication is a patient safety issue and can result in poorer health outcomes.

The Equality and Human Rights Commission's report 'Is Wales Fairer 2018?' included a recommendation to ensure healthcare is accessible to all in Wales without discrimination. In particular, they recommended an improvement in the accessibility and quality of translation services available to migrants, refugees and asylum seekers when accessing healthcare.

Actions

1. Work with partners to implement and embed the All Wales Standards for Accessible Communication and Information for People with Sensory Loss.
2. Ensure that people who face language and communication barriers can access our services.
3. Work with partners to ensure healthcare information is communicated in a variety of formats to suit people's needs.

Equality Objective 3

Work with partners to improve the emotional and mental well-being of our population.

Rationale

This objective is a priority within our IMTP. It is driven by the need to deliver quality care and support through co-production for some of the most vulnerable individuals within our communities. The improvement of mental health services is informed by the Together for Mental Health strategy, the National Dementia Strategy, the Social Services and Well-being (Wales) Act 2014 and the Well-being of Future Generations Act (Wales) 2015.

We worked collaboratively with people with lived experience of mental health conditions, carers and local authorities to agree a **Strategic Framework for Adult Mental Health**. The Framework provides a clear direction of travel for enhancing the availability of services across health and social care to meet the needs of a wide range of individuals. It covers **building resilience at community level** to addressing low level **wellbeing** difficulties or isolation, to improving the range of **specialist services** available to people with the most complex needs. The strategic framework provides the basis for change for coming years.

Evidence

This objective strongly links to the Equality and Human Rights Commission's challenge to improve access to mental health services. The EHRC report 'Is Wales Fairer 2018?' identified that in 2016 men in Wales were over four times more likely than women to die by suicide.

Our IMTP recognises that we have significant challenges remaining. The pressures on well-being and mental health services continue as we seek to fully address the needs of our population. The demand for services continues to increase. Rates of suicide rate in the Swansea Bay area continue to be high, particularly in the Neath Port Talbot area.

Actions

1. Deliver the Adult Mental Health Strategic Framework.

2. Continue our work co-ordinating cross community action to reduce the risk of suicide and self-harm in our communities.

Equality Objective 4

Work in partnership to improve emotional and mental health services for children and young people in the Swansea Bay area.

Rationale

This objective is a priority within our IMTP 2020/21-22/23. West Glamorgan Regional Partnership Board partners have an agreed Delivery Plan for Emotional Health and Wellbeing for Children and Young People. The Delivery Plan has an agreed strategic direction with specific actions and priorities.

Our IMTP recognises that actions have been taken to stabilise these services but identifies more radical changes are required to transform the service in the medium to long term. An integrated model of primary and secondary CAMHS is being implemented in partnership with Cwm Taf Morgannwg University Health Board. This will include a single point of access / entry to the service via a telephone triage system, available 5 days a week. It will allow those in contact with children and young people to access advice and consultation from CAMHS or alternative services where appropriate.

An emotional health and well-being service will be developed for Swansea Bay. The service will help improve the mental health and emotional well-being of children in primary schools facing significant challenges such as anxiety, low mood, anger, low self-esteem, self-harm and risk taking behaviours.

Evidence

This objective strongly links to findings and recommendations in the EHRC 'Is Wales Fairer 2018?' Report. The EHRC concluded there remain concerns about access to Child and Adolescent Mental Health Services and psychological therapies in Wales.

Their recommendation was to improve the provision of timely children and young people's mental health services. The EHRC recommended implementing an improvement plan for local primary mental health support services for children and young people in Wales.

Actions

1. Ensure effective local primary Child and Adolescent Mental Health Services (CAMHS) are in place.
2. Implement an integrated model of primary and secondary CAMHS in partnership with Cwm Taf Morgannwg University Health Board, including a single point of access.
3. Implement an emotional health and well-being service hosted by CAMHS.

Equality Objective 5

Improve the wellbeing and experience of our staff.

Rationale

There was strong support for continuing to prioritise this objective. It supports the Living Our Values campaign which is a key part of our movement to shape our culture. Our aim is to create a culture of openness, honesty, civility and compassion.

We will maintain our focus on creating a more inclusive environment, where everyone has the opportunity to be themselves. Our aim is to enable staff to fulfil their potential no matter what their background and circumstances (including their socio economic background and circumstances).

Evidence

The Health Board's Workforce and Organisational Development (OD) Framework 2019-2022 highlights that evidence demonstrates that organisational performance is directly linked to levels of employee engagement. This includes quality, user satisfaction, mortality, financial, improvement, productivity and staff absenteeism.

The overall engagement score for staff from the 2018 Staff Survey demonstrates that it has increased from 3.68 in 2016 to 3.81 in 2018. Our Workforce and OD Framework commits to continuing to build on this improvement.

Evidence highlights that staff perform better when they can be themselves at work ('Unhealthy Attitudes', Stonewall). The Health Board aspires to be an exemplary employer which promotes equality of opportunity and values diversity.

Actions

1. Promote the importance of creating an inclusive working environment to support every staff member to bring their whole self to work.
2. Support the development of Staff Networks for LGBT+, Women and BME staff.
3. Work with Health Education and Improvement Wales (HEIW) to co-produce a Health and Wellbeing Framework across the health and social care workforce.
4. Undertake the following measures to support the health and well-being of our staff:
 - a. Develop interventions to focus on mild to moderate mental health problems
 - b. Implement training for managers to use the Health and Safety Executive (HSE) Stress Management Standards alongside training in managing mental health in work
 - c. Work closely with organisations such as Time to Change Wales to reduce the stigma and discrimination of mental health
 - d. Continue to deliver initiatives such as mental health awareness and HSE stress assessment for managers, self-management courses for menopause, stress and mental health
 - e. Continue developing the Wellbeing Champion Network beyond the current 300 Champions.
5. Consider what steps need to be taken to improve our readiness for an ageing workforce and support staff to work longer safely.

Equality Objective 6

Identify and take action to address gender, ethnicity and disability pay differences.

Rationale

There was strong support for this objective. There needs to be greater focus on improving the collection of equality workforce data. This is required to close the gaps in the data held on the Electronic Staff Record for the protected characteristics of disability, race, religion or belief and sexual orientation.

The Health Board will need to use a cross-cutting approach to look at the many factors related to employment and pay inequalities. This includes encouraging people from different backgrounds and circumstances into roles where they are under-represented as well as challenging gender stereo typing.

Evidence

This Objective reflects the EHRC recommendation for employers to address gender, ethnicity and disability pay differences, occupational segregation and employment gaps. The EHRC's key findings in 'Is Wales Fairer 2018' highlighted a gender pay gap persists in Wales, despite a small narrowing of the gap. Median hourly earnings were higher for men in Wales (£11.36) than women (£9.80) in 2016/17, representing a 13.7% gender pay gap.

The [2018/2019 employment data report](#) for the former ABMU Health Board shows the average full time basic pay is higher for male than female staff across all staff groups with the exception of Allied Health Professionals.

Actions

1. Develop a flexible working project to support flexible working practices across the organisation. This will provide opportunities for staff with caring responsibilities and staff who need reasonable adjustments.

2. Improve equality workforce information for the protected characteristics of disability, race, religion or belief and sexual orientation.
3. Offer career coaching and mentoring to help address pay differences.
4. Review and develop workforce policies to promote equality in employment practices. This will include the development of a policy to support carers in the workplace.

Equality Objective 7

Increase diversity in our workforce to reflect the communities we serve.

Rationale

This is a new objective. It reflects feedback from engagement on the priority areas of inequality to be addressed over the next four years. The objective is also a response to the EHRC recommendation to public bodies to increase diversity in their workforce to reduce inequality.

Evidence

The EHRC's key findings for work in 'Is Wales Fairer 2018' included:

- Disabled people's employment rate in Wales is less than half that for non-disabled people.
- Apprenticeships remain strongly gender segregated. Ethnic minorities and disabled people are under-represented in apprenticeships.

Actions

1. Support all working-age people into employment opportunities and to gain and maintain sustainable employment, particularly for under-represented groups.

2. Ensure our Apprenticeship Programme is accessible to everyone by taking forward action to support disadvantaged groups into Apprenticeship places and address any barriers to participation.
3. Extend the roll out of Project SEARCH into Swansea and Neath to support people with learning disabilities to have work experience.

Strategic Equality Objectives 2020-2024

Appendix 1

This table sets out how the Swansea Bay University Health Board equality objectives relate to different groups of people that may have one or more 'protected characteristics'

Objectives	Protected Characteristics								
	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation
1. Reduce health inequalities	√	√	√		√	√	√	√	√
2. Communicate with patients, families and carers according to their individual needs	√	√	√		√	√	√	√	√
3. Work with partners to improve the emotional and mental well-being of our population	√	√	√		√	√	√	√	√
4. Work in partnership to improve emotional and mental health services for children and young people in the Swansea Bay area	√	√	√		√	√	√	√	√
5. Improve the wellbeing and experience of our staff	√	√	√	√	√	√	√	√	√
6. Identify and take action to address gender, ethnicity and disability pay differences	√	√	√	√	√	√	√	√	√
7. Increase diversity in our workforce to reflect the communities we serve	√	√	√	√	√	√	√	√	√