



**GIG
CYMRU
NHS
WALES**

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



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|--|---|--------------------------|--------------------------|-------------------------------------|------------|
| Meeting Date | 20 February 2020 | | | Agenda Item | 3.1 |
| Report Title | Strategic 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 | Jane Williams, Equality Manager | | | | |
| Freedom of Information | Open | | | | |
| Purpose of the Report | The purpose of the report is to seek agreement to submit the draft Strategic Equality Objectives 2020-2024 to the Health Board for approval. | | | | |
| 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. No revisions have been made as the consultation responses generally agreed with the draft Equality Objectives.</p> <p>The Health Board is developing actions that will be included in our new Strategic Equality Plan. The consultation responses are being reviewed to help develop this action plan to support the delivery of the Equality Objectives.</p> | | | | |
| Specific Action Required (please choose one only) | Information | Discussion | Assurance | Approval | |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Recommendations | Members are asked to approve the draft Strategic Equality Objectives 2020-2024 for submission to the Health Board. | | | | |

STRATEGIC 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 plans 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 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 Equality Objectives. No revisions have been made as the responses generally agreed with the draft Equality Objectives.

Action Planning

The Health Board is developing actions that will be included in our new Strategic Equality Plan. The consultation responses are being reviewed to help develop this action plan to support the delivery of the Equality Objectives.

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

The Workforce and OD Committee is asked to approve the draft Strategic Equality Objectives 2020-2024 for submission to the Health Board.

| Governance and Assurance | | |
|--|---|-------------------------------------|
| Link to Enabling Objectives <i>(please choose)</i> | 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 | | |
| <i>(please choose)</i> | 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. | | |
| Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015) | | |
| 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 September 2017 meeting of ABMU Health Board. | |
| Appendices | Draft Equality Objectives 2020/2024 | |

Appendix 1

Draft Equality Objectives

Strategic Aim 1 - Support better health and well-being

Equality Objective: Reduce the difference in health inequalities between communities.

Equality Objective: Provide accessible health information to enable people to support their own health and wellbeing.

Strategic Aim 2 – Deliver better care

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

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

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

Equality Objective: Improve the well-being and experience of our staff.

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

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