

Equality, Diversity, Inclusion and Belonging



Welcome and Introduction:

Aim:

To provide participants with an update on equality legislation and best practice. Explore the links between equality, inclusion and belonging.

Objectives:

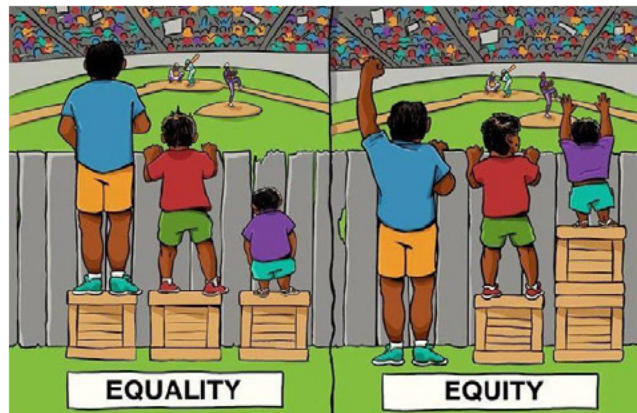
- State the 9 protected characteristics
- Explain how unlawful discrimination can occur
- Describe the process of Equality Impact Assessment



Where are we now?

- Everyone is treated equally and fairly in our society regardless of their background
- We have created a situation where people are afraid to do or say the “wrong” thing
- More could be done to make sure all groups of people are treated equally

Difference v Sameness



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Equality Act 2010:

- Equality Act came into force on 1 October 2010
- A single Act to replace 116 separate pieces of legislation
- Protects individuals from unfair treatment
- Promotes a fair and more equal society



The General Duty:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Foster good relations between different groups



Bwrdd Iechyd Prifysgol
Ran Abertawe
Swansea Bay University
Health Board



Public Sector Equality Duty (Wales) PSED (Wales):

- PSED (Wales) is about public bodies demonstrating Due Regard. It includes:
 - Setting equality objectives
 - Produce and publish a Strategic Equality Plan
 - Reporting and monitoring
 - Ensuring staff are aware of the General Duty (training)
 - Equality Impact Assessment
 - Annual reporting on staff, including equal pay



Equality Act 2010, updates:

- Retained EU Law (Revocation and Reform) Act 2023
- The Worker Protection (Amendment of Equality Act 2010) Act 2023
- Supreme court ruling April 2025



Protected Characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion/Belief (non belief)
- Sex
- Sexual Orientation



Discrimination:

- Direct
- Indirect
- Victimisation
- Harassment
- Perception
- Association



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Equality Impact Assessment:

- Key Steps:
 - Preparation
 - Resources and Relevance
 - Assessment of impact
 - Recommendations
 - Consultation
 - Decision making
 - Outcome report
 - Monitoring



Preparation:

- Fully understand the policy/service you are assessing. You also need to assess proposals to stop providing a service



Considering Resources and Relevance:

- Explore all avenues to obtain information, qualitative and quantitative data



Assessment of Impact:

- Review and evaluate the information, determine the impact and on whom



Recommendation:

- Focus on fairness is essential, consider the changes and improvements to be made



Consultation:

- Summarise what you have compiled into a draft EIA report, submit for consultation



Decision making:

- Use the information obtained to decide on a course of action, devise a formal action plan



Outcome report:

- Full EIA reports should be made publicly available in a variety of formats and versions



Monitoring:

- Consistently monitor the changes and impact, both negative and positive

