



**AGENDA ITEM**

2.2.4

**CTM MANAGEMENT BOARD**

**EQUALITY REPORT:  
STRATEGIC EQUALITY PLAN 2021-25  
& EQUALITY ANNUAL REPORT 2019-20**

<b>Date of meeting</b>	(25/03/2021)
<b>FOI Status</b>	Open/Public
<b>If closed please indicate reason</b>	Not Applicable - Public Report
<b>Prepared by</b>	Liz Jenkins, Equality, Diversity and Inclusion Manager Adam Pearce, Equality & Welsh Language Officer
<b>Presented by</b>	Hywel Daniel, Director for People
<b>Approving Executive Sponsor</b>	Executive Director of Workforce & Organisational Development
<b>Report purpose</b>	FOR APPROVAL

**Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)**

<b>Committee/Group/Individuals</b>	<b>Date</b>	<b>Outcome</b>
Not applicable.	(DD/MM/YYYY)	Choose an item.

**ACRONYMS**

SEP	Strategic Equality Plan
EIA	Equality Impact Assessment

## 1. SITUATION/BACKGROUND

- 1.1 Under the Public Sector Equality Duty as detailed in the Equality Act 2010, the Health Board is required to produce a Strategic Equality Plan (Appendix 1) (henceforth SEP) for each four year period which outlines both the steps already taken and the actions planned to comply with the "General Duty" under the act. Under the General Duty, the Health Board (like all public sector organizations) is required to "give due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
  - advance equality of opportunity between people who share a relevant protected characteristic and those who do not
  - foster good relations between people who share a protected characteristic and those who do not.
- 1.2 The Health Board's SEP for the 2020-2024 period was previously approved by the board and published, however following the exceptional circumstances of the Covid-19 pandemic, all Health Boards were asked to review their Strategic Equality Plans taking into account the effects of the Pandemic on services, and the issues arising from it; this has resulted in a revised and updated plan to cover the 2021-2025 period.
- 1.3 The revised plan reflects our shift from Equality to 'Equality, Diversity and Inclusion' and this is apparent in our objectives in relation to our workforce and each of the protected groups. Other changes include greater detail in relation to the protected groups identified with particular reference to disability, race, age and socio-economic disadvantage. There is an increased emphasis on the importance of robust and transparent equality impact assessments (EIAs), specifically to not just reduce inequality but to increase equality. This will be embedded in the decision making process.
- 1.4 As well as the Strategic Equality Plan, again, under the Public Sector Equality Duty as detailed in the Equality Act 2010, the Health Board is required to produce and publish an Annual Report by the end of each financial year outlining the steps it has taken to comply with the "General Duty" under the Act. This is attached as a separate document.
- 1.5 The attached Annual Report (Appendix 2) covers the 2019-2020 financial year, and covers the general reporting duty as well as various specific reporting requirements such as gender pay. It needs to be published by 31 March 2021.



## 2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

2.1 The Board is requested to consider both the revised Strategic Equality Plan and the Annual Report and approve both for publication.

## 3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

3.1 Failure to publish the plan and report in time could lead to the Board failing to meet its obligations under the Public Sector Equality Duty.

## 4. IMPACT ASSESSMENT

<b>Quality/Safety/Patient Experience implications</b>	There are no specific quality and safety implications related to the activity outlined in this report.
<b>Related Health and Care standard(s)</b>	Governance, Leadership and Accountability If more than one Healthcare Standard applies please list below:
<b>Equality impact assessment completed</b>	Not required
<b>Legal implications / impact</b>	Yes (Include further detail below) The Annual Report and Strategic Equality Plan need to be published by 31 <sup>st</sup> March 2021 to remain compliant with the Equality Act 2010.
<b>Resource (Capital/Revenue £/Workforce) implications / Impact</b>	Yes (Include further detail below) Some proposed actions in the SEP have resource implications as detailed in the document itself.
<b>Link to Strategic Well-being Objectives</b>	Co-create with staff and partners a learning and growing culture

## 5. RECOMMENDATION

5.1 That the Board **APPROVE** the plan and report for publication.