



Agenda Item

8.1.6

CTM Health Board

Annual Equality Report 2024-2025

Dyddiad y Cyfarfod / Date of Meeting	27/11/2025
Statws Cyhoeddi / Publication Status	Open/ Public
	Not Applicable
Awdur yr Adroddiad / Report Author <i>If you do not wish for your name to be included in the public domain, please only include your job title</i>	Alex Grand, EDI Strategic Lead Lisa Whiteman-Pearce, Head of OD and Inclusion
Cyflwynydd yr Adroddiad / Report Presenter <i>If you do not wish for your name to be included in the public domain, please only include your job title</i>	Hywel Daniel, Executive Director for People
Noddwr Gweithredol yr Adroddiad / Report Executive Sponsor	Hywel Daniel, Executive Director for People

Pwrpas yr Adroddiad / Report Purpose	For Approval
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Engagement (internal) undertaken to date (including receipt/consideration at Committee/Group)		
Committee / Group /Forum Individuals	Date	Outcome
Operational Delivery Committee	28/10/2025	Endorsed for Board Approval
Executive Leadership Group	29/09/2025	Approval
Hywel Daniel, Executive Director for People	10/09/2025	Approval
Hayleigh Jones – Deputy Director for People	08/09/2025	Approval subject to amendments



Hannah Williams, Assistant Director of Leadership and Culture	08/08/2025	Approval subject to amendments

Acronyms / Glossary of Terms	
SEP	Strategic Equality Plan
EDI	Equality, Diversity and Inclusion

1. Situation /Background

- 1.1 The Annual Equality Report is a requirement under the Equality Act (Statutory Duties) (Wales) Regulations 2011, providing a summary of our activity and progress for the given reporting period – April 2024 to March 2025. The deadline for publication is 31 March 2026.
- 1.2 This year, we have structured the main body of the report under each of the SEP pillars: Services, People, Community and Infrastructure and are pleased to be able to confidently report a breadth of activity and progress under each.
- 1.3 There is a lot we can be proud of, including work undertaken through the Community Leaders' Network to improve health information, reduce barriers to vaccine uptake and inform this winter's vaccination strategy and the Maternity Databank Initiative, directly supporting pregnant service users experiencing data poverty. We have continued to encourage and support our Staff Networks, with membership increasing this year and them starting to better work together on intersectional opportunities and concerns. We successfully launched the new mandatory Anti-Racism e-learning programme, and are on track to meet the December 2025 deadline of 85% completion.
- 1.4 As well as, rightly, acknowledging progress we have made, we must address significant challenges within CTMUHB, including our Gender Pay Gap and matters highlighted in the Workforce Race Equality Standard – which continue to include the lower likelihood of successful interview outcomes for Black, Asian and Minority Ethnicity staff and higher likelihood of experiencing formal capability procedures.
- 1.5 Whilst these, and other challenges, have specific, targeted, actions in the SEP Delivery Plan, we are also addressing them systemically through the People Plan 2025-2030 in which EDI is embedded throughout. Resourcing and structures within the People Directorate have changed to better support EDI priorities and ambitions.



1.6 Albeit outside of the reporting period, we presented a revised governance, assurance and delivery framework to Strategic Development Committee in July 2025. This reflects our need to have a more structured and robust approach to delivering our SEP, including accountable owners and better in-year reporting, and to ensure we appropriately challenge our activity, prioritising work that will make a measurable difference to our people and communities.

1.7 We will continue to encourage and facilitate learning and knowledge sharing, but this will be a separate forum to the new pan-organisation SEP Delivery Group who will, as above, be accountable for planning, delivery, and outcomes measurement.

2. Specific Matters for Consideration

2.1 None.

3. Key Risks / Matters for Escalation

3.1 None.

4. Assessment

Objectives / Strategy	
Dolen i Nod (au) Strategol BIP CTM / Link to CTMUHB Strategic Goal(s)	Improving Care
	If more than one applies please list below: Inspiring People
Dolen i Feysydd Strategol BIP CTM / Link to CTMUHB Strategic Areas	Living Well
	If more than one applies please list below: Growing Well
Dolen i Ddeddf Llesiant Cenedlaethau'r Dyfodol – Nodau Llesiant / Link to Wellbeing of Future Generations Act – Wellbeing Goals 150623-guide-to-the-fg-act-en.pdf (futuregenerations.wales)	A More Equal Wales
	If more than one applies please list below:
Dolen i Hwyluswyr Ansawdd (Canllawiau Statudol Dyletswydd Ansawdd (llyw.cymru)) / Link to Enablers of Quality	Culture and Valuing People
	If more than one applies please list below:



(Duty of Quality Statutory Guidance (gov.wales))	
Dolen i Feysydd Ansawdd (Canllawiau Statudol Dyletswydd Ansawdd (llyw.cymru)) / Link to Domains of Quality (Duty of Quality Statutory Guidance (gov.wales))	Person Centred If more than one applies please list below:
Effaith Amgylcheddol/ Cynaliadwyedd (5R) / Environmental /Sustainability Impact (5Rs)	No - Not Applicable If more than one applies please list below:

Impact Assessment		
Ansawdd Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Ansawdd? / Quality Have you undertaken a Quality Impact Assessment Screening?	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
	Outcome:	If no, please include rationale below: This is a statutory requirement summarising of activity and achievements and does not include decisions or other matters for approval.
Cydraddoldeb a'r Gymraeg Ydych chi wedi ymgymryd â Sgrinio Asesiad o'r Effaith ar Gydraddoldeb a'r Gymraeg? / Equality and Welsh Language Have you undertaken an Equality and Welsh Language Impact Assessment Screening?	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
	Outcome for Equality (delete as appropriate): POSITIVE Outcome for Welsh Language (delete as appropriate): NEUTRAL	If no, please include rationale below: This is a statutory requirement summarising of activity and achievements and does not include decisions or other matters for approval.
Cyfreithiol / Legal	There are no specific legal implications related to the activity outlined in this report.	
	This is a statutory requirement, summarising of activity and achievements	
Enw da / Reputational	Yes (Include further detail below)	
	Positive outcomes for staff and a more equitable workplace.	
Effaith Adnoddau (Pobl /Ariannol) / Resource Impact (People / Financial)	There is no direct impact on resources as a result of the activity outlined in this report.	

5. Recommendation

5.1 We recommend the Board Approves the Annual Equality Report 2024-2025 ahead of publication.

6. Next Steps

6.1 With approval:

- Publishing in Welsh and English - December 2025