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Iechyd Cyhoeddus
Cymru
Public Health
Wales

Name of Meeting
People and Organisational
Development Committee
Date of Meeting
14 October 2021
Agenda item:
4.1 and 4.2

Annual Equality Report 2020-21 & Annual Workforce Report 2020 - 21

Executive lead:	Neil Lewis, Director of People and Organisational Development
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Author:	Sarah Morgan, Interim Head of Employee Experience
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Approval/Scrutiny route:	Neil Lewis, Director of People and Organisational Development Business Executive Team (6 September 2021)
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Purpose

The purpose of this paper is to provide background explanation to accompany the Annual Equality Report 2020-21 and the Annual Workforce Report 2020 - 21.

Recommendation:

APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	NOTE <input type="checkbox"/>
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The Committee is asked to:

- **Consider** and review:
 - Annual Equality Annual Report 2020/21 (Item 4.1 on agenda)
 - Annual Workforce Report (Item 4.2 on agenda)
- **Approve** the two reports, noting that the documents will be published following approval.

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities.

This report contributes to the following:

Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	Choose an item.
Strategic Priority	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	An EQIA is not required as the plan is focused on Equality, and no decision is required.
Risk and Assurance	As a Public Body, we are legally obligated to produce an Annual Equality Report, and information about the diversity of our workforce. Failure to do this would link to risk number 727: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes Theme 6 - Individual Care Theme 7 - Staff and Resources Choose an item.
Financial implications	There will be a cost associated with having the documents professionally designed for publication which costs approximately £1100 + VAT – based on the costs of producing the 2019-20 reports. Provision has been made in the budget for this.
People implications	None

1. Purpose / situation

The purpose of this paper is to provide background explanation to accompany the Annual Equality Report 2020-21 and Annual Workforce Report 2020-21.

2. Background

As part of our obligations under the Public Sector Equality Duties, we are required to publish an Annual Equality Report, detailing the work the organisation has undertaken to further advance equality. The organisation is also required to publish annual data on the diversity of workforce. The Workforce Report is presented as a separate document, in the same way it was for 2019-20.

3. Description/Assessment

The attached Annual Equality Report contains contributions from various parts of the organisation, which has been provided via the departmental Equality Champions and gives an account of the work undertaken to further advance equality, grouped by Protected Characteristic.

The report is written retrospectively to cover the period between 1 April 2020 – 31 March 2021. References are made in the report to events which have since happened but would not have happened during the reporting period.

The second report presented is the Annual Workforce Report which contains information on the diversity mix of our organisation, using data obtained from the Electronic Staff Records (ESR) and TRAC online recruitment system. This report also contains information on the work done within the organisation to create a diverse and inclusive culture, where people can give of their best at work.

Both reports need to be published by the 31 March 2022 in line with the requirements set out in the Public Sector Equality Duties 2011. Time is built in for PODCOM approval, translation and design.

3.1 Well-being of Future Generations (Wales) Act 2015

This report contributes /will contribute to the following Public Health Wales well-being objectives

Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services

Goal 7 - Strengthen our role in global health and sustainable development

Choose an item.



The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future



By focusing on the work undertaken with the various protected characteristics, enables us to ensure equity of access to our services, thus preventing problems in future



The work focuses on all of the Well-being goals, in particular, a more equal Wales.



There are examples throughout the report showing collaborative working, between different parts of the organisation, and also with other organisations.



The report explains in detail how it has involved diverse stakeholders and worked with them to further develop and inform people of our services.

The Committee is asked to:

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- Annual Workforce Report 2020/21 (Item 4.2 on agenda)
- **Approve** the two reports, noting that the documents will be published following approval.