

# Equality Gap Analysis

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# Background

Work to date

- Recent unsuccessful exercise to appoint a Board Equality Adviser
- Request to undertake a gap analysis of the Diversity and Inclusion work for our organisation, utilising in house expertise to address the known gaps.
- Work spans several Directorates, namely People & OD, Health Knowledge and Research, Quality Nursing and Allied Health Professionals and Health Protection and Screening Services.

# Areas to focus on

Workforce

Network  
Engagement

Data and  
Service User  
Monitoring

Monitoring  
Outcomes

Engaging with  
communities where  
there is low uptake  
of services

# Two Phases

Spanning 2021 – 2023

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Phase 1: Short term actions which can be implemented between October 2021 – March 2022, and preparatory work to get the infrastructure in place for Phase 2.

Phase 2: Longer term areas which will require consultation and consideration, before being agreed by the Business Executive Team (BET) as an organisational direction of travel.

# Phase one

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- Diversity and Inclusion training for all staff Band 8a and above (approx. 390 staff)
- Review of recruitment process to identify points where different groups are not progressing through to shortlisting and interview stages and identified actions to address them
- Introduce work placements via Kickstart Scheme – primarily aimed at under-represented groups
- Overarching Data Collection Strategy
- Screening department to scope out existing barriers to service user diversity monitoring and formulate an action plan
- Implementation of Civica system for engaging with communities and capturing feedback

# Phase Two

2022-2023

- Roll out D&I Training to next tier of Managers (Bands 5-7)
- Further promote and monitor uptake of Skills Boosters training package recently implemented
- Introduce Apprenticeships with agreed targets around under-represented groups
- Work with Universities and others in the talent pipeline to further understand barriers to applying for PHW vacancies
- Further embed Civica system and identify KPIs
- Implement actions around data collection from strategy

# Other considerations

- Non recurring budget available for 2021-22 only. Additional work will require a successful Investment Bid in 2022
- Socio-economic Duty came in to force on 1 April 2021
- Resources and capacity
- Consultation and development of new Strategic Equality Plan (SEP) starts Summer 2023

# Questions?

