



 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	<p>Name of Meeting People and Organisational Development Committee</p> <p>Date of Meeting 21 October 2024</p> <p>Agenda item: 4</p>
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Annual Equality and Workforce Report 2024

Executive lead:	Neil Lewis, Director of People & OD
Author:	Sarah Brewer, Head of Employee Experience

Approval/Scrutiny route:	Business Executive Team – September 2024 People & OD Committee – October 2024
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Purpose
The purpose of this paper is to provide background explanation to accompany the Annual Equality and Workforce Report 2023-24.

Recommendation:				
APPROVE <input checked="" type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
The Committee is asked to: <ul style="list-style-type: none"> Approve the Annual Equality and Workforce Report 2024 for translation and publication on our website 				



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

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

Strategic Priority/Well-being Objective	All Strategic Priorities/Well-being Objectives
Strategic Priority/Well-being Objective	Choose an item.
Strategic Priority/Well-being Objective	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	No EHIA is required as this is a report on the work undertaken in the 2023-24 reporting year
Risk and Assurance	
Health and Social Care (Quality and Engagement) (Wales) Act	Clearly setting out the work undertaken and how this fits with our strategic priorities helps to make links between work programmes and provide a better quality of service.
Financial implications	There are no financial implications other than translation and design of the report which has been included in the 2024-25 spending plan. Report design costs approx. £1500.
People implications	No people implications – the report is written to be aligned to the 7 strategic priorities which everyone is already working to.



1. Purpose / situation

The purpose of this paper is to provide background explanation to accompany the Annual Equality and Workforce Report 2023-24.

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 and publish annual data on the diversity of our workforce.

The Workforce Report is presented as part of the Annual Equality Report, but in a separate section towards the back of the document, as requested by the Business Executive Team in 2023. The data in Annex A has been produced in collaboration with colleagues in DKR.

3. Description/Assessment

The Annual Equality and workforce Report contains contributions from across the organisation, sourced via the Business Planning Leads, and gives an account of the work undertaken to further advance equality, reported against the seven strategic priorities.

The report is written retrospectively to cover the period between 1 April 2023 – 31 March 2024. References are made in the report to events which have since happened but would not have happened during the reporting period. The report has been compiled using updates on activity undertaken to advance equality and address Health inequalities from each Directorate.

The second part of the report is the Annual Workforce Report. This report contains information on the work done within the organisation to create a diverse and inclusive culture, where people can be their best at work. It also includes feedback from members of the seven Staff Diversity Networks and contains information on the diversity mix of our organisation, using data obtained from the Electronic Staff Records (ESR) and TRAC online recruitment system. Workforce data is shown in comparison to the Welsh population, which compares our profile favourably with all areas except Disability.

Following feedback from the Business Executive Team in 2023, a number of changes have been made to the format of this year's report.

These are:



- Annual Equality Report (AER) and Annual Workforce Report (AWR) now combined into a single document of two parts.
- Reduced the overall length of the report from 40 pages (AER) and 32 pages (AWR) last year to 39 pages for 2023-24.
- Reported the work undertaken through the Business Planning Leads under each of the organisation’s Strategic Priorities, as opposed to by protected characteristic which has been the format for previous years.
- Collaborated with colleagues in Data, Knowledge and Research to format and present the data in a better format.

We have been unsuccessful in our quest to gain a better understanding of the number of times the documents have been accessed on our website, but we are assured that we have never received any questions or Freedom of Information requests as a result of publishing these reports.

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

Hirdymor		Long Term	The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future
Atal		Prevention	By focusing on the work undertaken with various groups enables us to ensure equity of access to our services, thus preventing problems in future
Integreiddio		Integration	The work focuses on all of the Well-being goals, in particular, a more equal Wales. The report is also aligned to our 7 strategic priorities in order to show how these support equity of service
Cydweithio		Collaboration	There are examples throughout the report showing collaborative working, between different parts of the organisation, and also with other organisations.
Cynnwys		Involvement	The report explains in detail how it has involved diverse stakeholders and worked with them to further develop and inform people of our services.



4. Recommendation

The Committee is asked to:

- Approve the Annual Equality and Workforce Report 2024 for translation and publication on our website