



 <p>GIG CYMRU NHS WALES   Iechyd Cyhoeddus Cymru Public Health Wales</p>	<b>Name of Meeting</b>
	People and Organisational Development Committee
	<b>Date of Meeting</b>
	16 July 2025
	<b>Agenda item:</b>
	6

## Strategic Equalities Plan Priorities - Progress Update

<b>Executive lead:</b>	Neil Lewis, Director of People & OD
<b>Author:</b>	Ffion Grundy, Equality, Diversity and Inclusion Manager

<b>Approval/Scrutiny route:</b>	Director of People & OD
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<b>Purpose</b>
The purpose of this paper is to give an update on the progress with Strategic Equality Plan (SEP) 2024-2028 objectives during Year 1 and 2 of the periods the SEP covers.

<b>Recommendation:</b>				
APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
The Committee is asked to:				
<ul style="list-style-type: none"> <li>Take <b>assurance</b> on progress made with our Strategic Equality Plan 2024-2028 objectives.</li> <li>Provide comments and feedback to Ffion Grundy by 05 August 2025</li> </ul>				



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

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

Our Strategic Equality Plan contributes to all of our strategic priorities

<b>Strategic Priority/Well-being Objective</b>	All Strategic Priorities/Well-being Objectives
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<b>Summary impact analysis</b>	
<b>Equality and Health Impact Assessment</b>	An EHIA is not required as this is an update paper, and no decisions are required.
<b>Risk and Assurance</b>	Risks are being managed in accordance with the Board Assurance Framework.
<b>Health and Social Care (Quality and Engagement) (Wales) Act</b>	This report supports the implementation of the Health and Social Care (Quality and Engagement) (Wales) Act by demonstrating a transparent approach to delivering improvements that address the wider determinants of health, in line with the Duty of Quality.
<b>Financial implications</b>	There are no financial implications as this is an update on actions taken.
<b>People implications</b>	All people related actions will centre around supporting all staff and achieving the aims set out in the SEP



## 1. Purpose / situation

The purpose of this paper is to give an update on the progress with Strategic Equality Plan (SEP) 2024-2028 objectives during Year 1 and 2 of the periods the SEP covers.

## 2. Background

As part of our obligations under the Public Sector Equality Duty, we are required to consult on and refresh our Strategic Equality Objectives at least every four years.

Our Strategic Equality Plan 2024-28 was developed in full consultation with our staff, our diversity networks and trade union representatives, as well as community groups and members of the public. Following the consultation, the plan was reviewed and signed off by our Executive Team and Board.

We have six themes in our Strategic Equality Plan 2024-28 which are:

1. Our Workforce, Board and Committees
2. Listening to and Understanding our People
3. Fair Pay
4. Culture and Leadership
5. Data and Systems
6. Access to Services and our Environment

Our equality objectives encompass culture and behaviours, and fully incorporating them in all that we do. Objectives have measures and targets.

Our equality objectives support the actions set out in Welsh Governments Anti-racist Wales Action Plan and LGBTQ+ Action Plan as well as commitments in our Long-term Strategy. Additionally, we will make sure that the actions we take also support the forthcoming Disabled People's Rights Plan.

## 3. Description/Assessment

There has been some significant progress against the actions in the SEP since its launch in April 2024, which are detailed in full on the plan at Annex A. This plan is in place until March 2028 therefore progress is shown for years 1 and 2 (April-June) only.

Key areas to note (action number shown in brackets for reference to the plan in Annex A) are:



## **SEP Objective 1 - Our Workforce, Board and Committees**

### **Reach out to communities where our workforce, Board and Committees are under-represented when recruiting.**

- In February 2025, we held our first-ever Careers Discovery Day, welcoming 50 Year 10 students from three schools in Cardiff. The event was designed to inspire the students by showcasing the wide range of career opportunities in Public Health Wales. We received positive feedback from students who were inspired by the variety of careers available and left with a deeper understanding of the work Public Health Wales does and how their education choices can lead to meaningful roles in Public Health Wales. We attended Pride Cymru in 2025 alongside other NHS Wales organisations to promote ourselves as a diverse and inclusive organisation. We will also be attending the Eisteddfod Genedlaethol in Wrexham in August.
- We recruited 9 diverse members of staff as part of our Diverse Recruitment Panels initiative. As well as making sure we have representative recruitment panels this supports staff development We are currently encouraging additional diverse staff to be part of our Diverse Recruitment Panels.

### **Increase disclosure rates to 84-89% to understand the makeup of our workforce.**

- As of May 2025, 76% of our staff have disclosed their diversity data on ESR. We will continue to encourage staff to update their data by promoting it through comms and other routes, by creating an environment in which staff feel confident and comfortable with disclosing their personal information. We have also made a 'Call to Action' to our Leadership and Management Academy cohorts.

### **Work placement schemes for Disabled people, Minority Ethnic and economically disadvantaged groups to address employment gaps**

- We have partnered with Ethnic Minorities and Youth Support Team Wales (EYST) and in Summer 2025, we will offer 3 workshop sessions in Newport, Swansea and Cardiff to support ethnic minority people on how to complete job applications, how shortlisting works and support with interview techniques. We will promote our apprenticeship opportunities directly with their service user WhatsApp groups which consist consisting of approximately 10,000 individuals.
- Our apprenticeship programme is targeted to begin in September 2025.

## **SEP Objective 2 - Listening to and understanding our people**



**Continue to actively grow, engage with, promote and support our staff diversity networks**

- Between November 2024 and January 2025, we launched an EDI survey to understand the experiences of staff relating to disabilities, neurodiversity, caring responsibilities and reasonable adjustments. Results have been analysed and an action plan has been developed.
- We launched a Carer’s Policy in November 2024 to support staff with caring responsibilities.
- In June 2025, we re-launched our Men’s Network to create a space for connection, championing positive masculinity, supporting men’s health and wellbeing, encouraging dialogue on fatherhood and identity and creating a culture of allyship.

**Continuously improve understanding and knowledge of equality, diversity and inclusion by undertaking external assessments and learning from others**

- In June 2024, PHW were ranked 31<sup>st</sup> most inclusive LGBTQ+ employer by the charity Stonewall in its annual Workplace Equality Index (WEI). This is a significant increase compared to our ranking in 2022, which was 64<sup>th</sup> in the UK. In October 2024, the People and OD Directorate were awarded Gold with Distinction award in the Diverse Cymru Cultural Competency Framework. Both these accolades demonstrate our commitment to EDI and promote our organisation as inclusive.

**Prioritise the development of awareness and knowledge of neurodiversity in our staff and managers by developing and implementing a range of resources and guidance on Neurodiversity for staff and Managers**

- In April 2024, we launched the Neurodiversity sub-group as part of the Porffor Network to support staff who are neurodiverse as well as parents and carers with neurodiverse children and raise awareness and knowledge across PHW. Several network meetings and awareness raising session have been held since its launch.
- Neurodiversity factsheets have been developed to support staff and managers. These include factsheet on ADHD, Autism, Dyscalculia, Dysgraphia, Dyslexia, Dyspraxia, OCD and Tourette Syndrome and have been promoted with network members and on the Porffor intranet page.

**SEP Objective 3 - Fair Pay**

**Publicly report our Gender, Ethnicity and Disability Pay Gaps, the progress made and plans to address them each year**



- Our Gender, Ethnicity and Disability Pay Gap reports were published in March 2025 and in April this year the Board approved proposed actions to address our gender, ethnicity and disability pay gap which include;
  - Establish transparent aspirational goals, monitor progress and report openly.
  - Executive and Divisional Directors to understand their diversity data, know the numbers and act on them
  - Financial investment for a specialist review of our recruitment processes to help us understand barriers to progress for minority groups and an Apprenticeships Programme.

#### **Achieve Living Wage Employer accreditation and display on our recruitment pages**

- Our accreditation has been confirmed and all directly employed staff are paid at or above the Living Wage.

#### **SEP Objective 4 – Culture and Leadership**

#### **Apply the learning from our 2023 culture assessment that will enable us to close the gap between current and ideal culture**

- We have identified measures to track our progress against the actions agreed to close the gap between our current and ideal culture and increase employee engagement which includes a pulse survey launching June 2025.
- We have designed a dashboard for organisational insight and assurance and have developed an integrated action plan which responds to colleague feedback received via several sources (including the Culture Assessment and Staff Engagement Survey)
- Integrated action plans have also been developed at directorate level and divisional level within HPSS.
- Accredited a further cohort of Cultural Advocates, to confidently and effectively support their senior team in the delivery of our culture change programme.

#### **Embed our values and behavioural framework and measure progress, to ensure being valued and an inclusive environment is the lived experience of everybody at PHW**

- We continue to embed Being Our Best in everything we do. To help us understand how the framework is being used and what we can do to better embed it.
- We have worked with colleagues at the Public Health Collaborating Unit (Bangor University) to undertake an evaluation, designed to evaluate the current level of integration, adoption and effectiveness of Being Our Best across the organisation and this has given us insight which will guide future work

#### **Celebrate equality, diversity and inclusion and increase awareness through our learning and development programmes and staff networks**



- As well as having a suite of specialist EDI learning and development we embed EDI into all our learning as a matter of course.
- All inclusion and network news articles published on our intranet signpost to Vinci Works e-learning to enable staff to learn more about diverse experiences.
- All network meetings and awareness raising sessions are now proactively promoted with the Board and Exec team through a specific calendar. Our Chair, Pippa, regularly attends event and encourages other Board members to do the same.

### **SEP Objective 5 - Data and Systems**

**Embed Equality Impact Assessments so that they are being completed to a consistent, timely and high standard across Public Health Wales. This will require an appropriate level of structure, governance and support for staff**

- We are currently reviewing the way our equalities work is undertaken and an update on the external facing objectives will be provided in the annual equalities report.

### **SEP Objective 6 - Access to Services and our Environment**

**Work to ensure all existing and new premises meet the needs of the people who use them**

- We are currently reviewing the way our equalities work is undertaken and an update on the external facing objectives will be provided in the annual equalities report.

The full details of the progress to date can be seen on the spreadsheet in Annex A.

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

Hirdymor



Long Term

The actions that have been undertaken so far, together with those planned enable us to strive towards a long-term aim of a fully inclusive and supportive culture where everyone can be their best.



The actions help to create an environment free of discrimination, thus preventing problems in the future.



Collaborating with staff across the organisation to deliver the actions, including POD, Procurement, Service Delivery and Communications will enable us to achieve the aims set out in our Strategic Equality Plan and IMTP.



The network chairs sought the views of their members before making these requests, therefore we know that this comes from people across the organisation. We have collaborated with various groups and stakeholders across the organisation to deliver what is required.



Our staff networks allow us to work in a collaborative way to build the inclusive culture and progress the equality agenda.

#### 4. Recommendation

The Committee is asked to:

- Take **assurance** on progress made with our Strategic Equality Plan 2024-2028 objectives.
- Provide comments and feedback to Ffion Grundy by 05 August 2025