




|   |  |
|---|--|
|  <p>GIG CYMRU NHS WALES   Iechyd Cyhoeddus Cymru Public Health Wales</p> | <p><b>Name of Meeting</b><br/>People and Organisational Development Committee</p>  |
|   | <p><b>Date of Meeting</b><br/>20 January 2026</p> <p><b>Agenda item:</b><br/>6</p> |

| Annual Equality and Workforce Report 2024-25 |   |
|--|---|
| <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> | Business Executive Team 17th 2025<br>People & OD Committee 20th January 2026 |
|---------------------------------|--|

|   |
|---|
| <b>Purpose</b>  |
| The purpose of this paper is to provide background information to accompany the Annual Equality and Workforce Report 2024-25 and provide a summary of the findings and background explanation to accompany PHW’s Gender Pay Gap Report 2024-25. |

|   |                                      |                                       |                                   |                                       |
|---|--------------------------------------|---------------------------------------|-----------------------------------|---------------------------------------|
| <b>Recommendation:</b>  |                                      |                                       |                                   |                                       |
| APPROVE<br><input checked="" type="checkbox"/>  | CONSIDER<br><input type="checkbox"/> | RECOMMEND<br><input type="checkbox"/> | ADOPT<br><input type="checkbox"/> | ASSURANCE<br><input type="checkbox"/> |
| The Committee is asked to:  |                                      |                                       |                                   |                                       |
| <ul style="list-style-type: none"> <li><b>Approve</b> the Annual Equality and Workforce Report 2025.</li> </ul> |                                      |                                       |                                   |                                       |

**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:

|  |  |
|--|--|
| <b>Strategic Priority/Well-being Objective</b> | All Strategic Priorities/Well-being Objectives |
|--|--|

**Summary impact analysis**

|  |  |
|--|--|
| <b>Equality and Health Impact Assessment</b>                       | No EHIA is required as this work specifically addresses identified inequalities and mitigating actions   |
| <b>Risk and Assurance</b>  | As a Public Body, we are legally obligated to publish information about our Gender Pay Gap. 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. |
| <b>Health and Social Care (Quality and Engagement) (Wales) Act</b> | 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.   |
| <b>Financial implications</b>                                      | There are no financial implications other than translation of the Annual Equality and Workforce Report 2025.   |
| <b>People implications</b>   | People implications include opportunities and development for the groups where inequalities have been identified to level the playing field.   |



## 1. Purpose / situation

The purpose of this paper is to:

- Provide background explanation to accompany the Annual Equalities Report 2024-25.

## 2. Background

### 2.1 Annual Equality Report

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.

Last year PODCOM asked for a clearer connection between the content of the Annual Equality Report and our Strategic Equality Plan (SEP) objectives and a focus on quality over quantity. In response, this year's report focuses on impactful intersectional outcomes reported against each SEP objective.

## 3. Description/Assessment

### 3.1 Annual Equality Report

The Annual Equality and Workforce Report contains contributions from across the organisation, sourced via Executive Directors, which highlight the work undertaken to further advance equality, reported against the six SEP objectives. Content is also provided by NHS Performance and Improvement and their workforce data is integrated in the report.

The report is written retrospectively to cover the period between 1 April 2024 – 31 March 2025.

It also 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 includes feedback from members of our seven Staff Diversity Networks and 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 in all areas except Disability.

Following feedback from BET and PODCOM, a number of changes have been made to the format:

- Annual Equality Report (AER) and Annual Workforce Report (AWR) combined in a single document.
- Reporting compiled against each SEP objective.
- Use of PHW branded material instead of an external designer for this year’s report in line with the Welsh Language Standards Annual Report 2024-25, saving costs of approximately £1.5k.

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

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

|                     |   |                      |   |
|---------------------|---|----------------------|---|
| <b>Hirdymor</b>     |  | <b>Long Term</b>     | The report sets out work that has been undertaken, as well as work planned to continue in a sustained way in the future   |
| <b>Atal</b>         |  | <b>Prevention</b>    | Taking action to address the Gender Pay Gap will prevent the gap from widening and help us to achieve fairer pay, structures and outcomes. By focusing on the work undertaken with various groups enables us to ensure equity of access to our services, thus preventing problems in future |
| <b>Integreiddio</b> |  | <b>Integration</b>   | The work focuses on all the Well-being goals, in particular, a more equal Wales.  |
| <b>Cydweithio</b>   |  | <b>Collaboration</b> | There are examples given in the reports showing collaborative working between different parts of the  |



organisation, our staff networks, and 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.

#### 4. Recommendation

The Committee is asked to:

- **Approve** the Annual Equality and Workforce Report 2025.