



 <p>GIG CYMRU NHS WALES Iechyd Cyhoeddus Cymru Public Health Wales</p>	Name of Meeting
	Board
	Date of Meeting
	25 January 2024
	Agenda item:
	6.2

Strategic Equality Plan and Objectives 2024 -2028

Executive lead:	Neil Lewis, Director of People and Organisational Development
Author:	Sarah Brewer, Head of Employee Experience

Approval/Scrutiny route:	Business Executive Team – 6 December 2023
---------------------------------	---

Purpose
The purpose of this paper is to seek the Executive Team’s support to recommend the Public Health Wales Board approve the 2024-2028 Strategic Equality Plan and Objectives following public consultation.

Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input checked="" type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input type="checkbox"/>
The Board is asked to:				
<ul style="list-style-type: none"> Approve the Strategic Equality plan and Objectives 2024-28. 				

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	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
--	--

Summary impact analysis

Equality and Health Impact Assessment	An EqHIA has been undertaken by consulting with people from all protected characteristics for their views and understanding of impact on the actions. The objectives in the plan have been updated in line with the feedback and mitigating actions identified.
Risk and Assurance	As a Public Body, we are legally obligated to consult on and refresh our strategic equality objectives at least every four years. 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 Social Care (Quality and Engagement) (Wales) Act	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
Financial implications	Whilst there will be indirect costs associated with implementing the objectives, there are no direct costs associated with achieving Board approval.
People implications	Objectives 1-4 particularly relate to staff, and the people implications associated with these are explained in this paper, and also in the Strategic Equality Plan



1. Purpose / situation

The purpose of this paper is to seek the Executive Team's support to recommend to the Board that they approve the 2024-2028 Strategic Equality Plan and Objectives following public consultation.

2. Background

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

The Strategic Equality Objectives and high-level actions were developed between April and June 2023 in collaboration with the Staff Diversity Networks, Trade Unions and external stakeholders. This included a workshop with the Board at the end of June, whose comments and recommendations were incorporated into the draft objectives. A subsequent public consultation on the draft objectives took place between August and November, where various organisations and members of the public were consulted to further develop the draft objectives. Their feedback has been incorporated into the final set of objectives in the attached Strategic Equality Plan.

It is noteworthy that the approach that has been taken to develop the objectives by PHW has been highly commended by the Office of the Future Generations Commissioner, who has asked to use it as a case study to show how the Five Ways of Working [Well-being of Future Generations \(Wales\) Act 2015 – The Future Generations Commissioner for Wales](#) should be applied.

3. Description/Assessment

The attached Strategic Equality Plan contains the equality objectives for Public Health Wales to cover April 2024 – March 2028.

The six themes that were identified and presented to the Board in June have remained the same following the public consultation.

These 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

In addition to feedback from our Staff Diversity Networks, Board and a range of third sector organisations, we have also aligned the strategic equality objectives to feedback received and included in our Long Term Strategy, Welsh Government's Anti Racist Wales action plan and Welsh Race Equality Standards, the Welsh Government's LGBTQ+ action plan and the requests coming from the Staff Networks in the Board meetings.

Following feedback in the Board workshop in June, where suggestions were made of simplifying the objectives so that they were more understandable, the Strategic Equality Plan and objectives have been through a "Plain English" process to ensure they will be meaningful for a wide ranging audience.

A detailed action plan will be developed that will sit behind the Strategic Equality Plan, which will be monitored through the People & OD Committee, and a set of dashboards will be developed for assurance.

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



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. The work is integrated with the ARWAP, WRES, LGBTQ+ action plan and our Long Term Strategy



We have worked collaboratively and extensively with people from other organisations to develop the strategic equality objectives



The plan explains in detail how we have involved diverse stakeholders and worked with them to further develop and inform people of our services.

4. Recommendation

The Board is asked to:

- **Approve** the Strategic Equality plan and Objectives 2024-28.