



AGENDA ITEM

2.14

CTM BOARD

STRATEGIC EQUALITY PLAN REPORT

Date of meeting	26/03/2020
FOI Status	Open/Public
If closed please indicate reason	Choose an item.
Prepared by	Liz Jenkins (Equality Manager)
Presented by	Director of Workforce & OD
Approving Executive Sponsor	Executive Director of Workforce & Organisational Development
Report purpose	FOR APPROVAL

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals	Date	Outcome
Multiple external consultation sessions throughout October / November / December. Specific aspects below.	(October-December)	SUPPORTED
Management Board	20/02/2020	APPROVED

ACRONYMS

SEP	Strategic Equality Plan
EIA	Equality Impact Assessment



1. SITUATION/BACKGROUND

- 1.1 It is a 'Specific Duty' under the Equality Act (2010) that the Health Board is required to publish a Strategic Equality Plan (SEP) every four years outlining how it proposes to achieve the 'General Duty' to give due regard to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
- 1.2 'Protected Characteristics' as listed in the Equality Act are Age, Disability, Race, Sex, Sexual Orientation, Religion or Belief, Transgender status, Marriage and Civil Partnership and Pregnancy and Maternity.
- 1.3 Section 45 of the Wales Act 2017 devolved the power to Welsh Ministers to commence the socio-economic duty to the Welsh Government. This involves enacting Part 1, Section 1 of the Equality Act 2010 – the socio-economic duty. With effect from April 2020 we will therefore be required to consider the socio-economic duty, the detail of which is due to be confirmed by Welsh Government.
- 1.4 In addition to overall objectives, the SEP must include specific objectives in relation to each of the protected characteristics.
- 1.5 Our previous SEP focused on work led by the Equality team but we have been advised by the Commission to link it to broader strategy and what the Health Board as a whole is doing to address inequality. It will be essential for the new integrated healthcare strategy to address issues raised in *Is Wales Fairer?* a 'state of the nation' report produced periodically by the Equality and Human Rights Commission which includes sections on 'work' and 'health'. Once the strategy has been agreed, the SEP will be amended to reflect it but must be published in its current format by 31 March 2020.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

- 2.1 The SEP has deliberately been made short and concise to be attractive and accessible to as many people as possible.



- 2.2 An extensive consultation exercise was carried out throughout October, November and December. Members of the Equality team gave presentations on the SEP to internal and external groups. A full list of parties consulted is available on request; however groups contacted included all three local authorities, local voluntary groups and charities, community interest groups representing groups with protected characteristics (such as Hard of Hearing groups and Deaf Clubs), the local representatives of national charities such as the British Deaf Association among others.
- 2.3 An anonymous online survey was also shared along with copies of the SEP. Responses were received primarily from Cwm Taf Morgannwg staff and charities.
- 2.4 We shared progress on last year's SEP and there was a recognition this work had a positive impact, and there was widespread support for the individual proposals within the SEP with the exception of one negative response. A number of specific suggestions were received, the majority of which have been incorporated into the final draft of the SEP e.g. extending the reference to disability to include mental health and disabilities (Disability Confident objective). We also amended our actual survey following initial engagement with one of our Third Sector partners.
- 2.5 A full record of feedback is available on request from both 'face to face' engagement and the on-line survey.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 The integrated healthcare strategy must take account of *Is Wales Fairer?* and the socio economic duty in order to address inequality identified throughout Wales e.g. access to Mental Health for specific groups, access to CAMHS.
- 3.2 The SEP can then be updated and re-published.
- 3.3 Both of the above documents must also be considered in the IMTP.
- 3.4 Support from service leads will be necessary in implementing these changes otherwise there will be inconsistencies.



3.5 The Welsh Language Standards are very challenging and require investment and significant change in some areas. There is always the risk of complaints and fines.

4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	Yes (Please see detail below)
	One of the objectives focusses specifically on this.
Related Health and Care standard(s)	Individual Care
	If more than one Healthcare Standard applies please list below: Dignified Care Effective Care Staff and Resources
Equality impact assessment completed	Yes
Legal implications / impact	Yes (Include further detail below)
	The Health Board has a statutory duty to produce a SEP as part of its Specific Duty under the Equality Act 2010.
Resource (Capital/Revenue £/Workforce) implications / Impact	Yes (Include further detail below)
	Staff costs to implement the SEP – the Equality team is funded for this. Some funding will be necessary to extend equipment to Bridgend services – this has partly been met already.
Link to Main Strategic Objective	To ensure that services provided are accessible and sustainable into the future
Link to Main WCFG Act Objective	Commitment to corporate social responsibility and improving health & social equity, work with our staff, partners



	and communities to build strong local relationships and solid foundations of the past
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5. RECOMMENDATION

- 5.1 That the Board **APPROVE** the Strategic Equality Plan and commit the Health Board to carrying out the proposals it contains.