



AGENDA ITEM

4.1

PEOPLE & CULTURE COMMITTEE

**EQUALITY, DIVERSITY & INCLUSION:
EQUALITY ANNUAL REPORT AND GENDER PAY GAP REPORT**

Date of meeting

8 February 2023

FOI Status

Open/Public

If closed please indicate reason

Not Applicable - Public Report

Prepared by

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Presented by

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Approving Executive Sponsor

Executive Director for People

Report purpose

FOR NOTING

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

Committee/Group/Individuals

Date

Outcome

(Insert Name)

(DD/MM/YYYY)

Choose an item.

ACRONYMS

ED&I

Equality, Diversity & Inclusion

1. SITUATION/BACKGROUND

Annual Equality Report 2022-23

- 1.1 The Health Board has a specific duty under the Public Sector Equality Duty to publish information to demonstrate compliance with the Equality Duties, at least annually. The Annual Equality Report is attached as Agenda Item 4.1.1.
- 1.2 The report outlines our progress in year three of our Strategic Equality Plan, April 2022 - March 2023.

Gender Pay Gap Report

- 1.3 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, set out the requirements for organisations with more than 250 employees to calculate and publish their gender pay gap information.
- 1.4 The report is attached as Agenda Item 4.1.2 and is based upon data taken from the NHS Electronic Staff Record Payroll system, at the latest snapshot date of the 31st March 2022.

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

- 2.1 The Committee are asked to Note the Annual Equality Report for 2022-23 and Note the Gender Pay Gap Report.

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

- 3.1 Please refer to Agenda Items 4.1.1 and 4.1.2 for the full details.

4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	Yes (Please see detail below)
	ED&I is vital if we want to deliver person-centred, safe and effective care. Delivering on ED&I means that we are tackling barriers that may prevent some groups of people from accessing services. It also means that we are



	delivering services that meet the diverse needs of our patients, service users and carers.
Related Health and Care standard(s)	Individual Care
	If more than one Healthcare Standard applies please list below: Governance, Leadership and Accountability Staff and Resources Staying Healthy Safe Care Timely Care Dignified Care Effective Care
Equality Impact Assessment (EIA) completed - Please note EIAs are required for <u>all</u> new, changed or withdrawn policies and services.	No (Include further detail below)
	If yes, please provide a hyperlink to the location of the completed EIA or who it would be available from in the box below. If no, please provide reasons why an EIA was not considered to be required in the box below.
	Not required.
Legal implications / impact	Yes (Include further detail below)
	If the Health Board does not meet its Equality Objectives the Health Board is at risk of enforcement action by the Equality and Human Rights Commission.
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Strategic Goals	Inspiring People

5. RECOMMENDATION

- 5.1 The People & Culture Committee is asked to **NOTE** the Equality Annual Report for 2022/2023.

- 5.2 The People & Culture Committee is asked to **NOTE** the Gender Pay Gap Report for the period of the latest snapshot of data taken 31 March 2022.