



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Cwm Taf Morgannwg  
University Health Board

# Strategic Equality Plan

2024 - 2028

CTM 2030

Ein Hiechyd  
Ein Dyfodol

DATBLYGU CYMUNEDAU  
IACHACH GYDA'N GILYDD



CTM 2030

Our Health  
Our Future

BUILDING HEALTHIER  
COMMUNITIES TOGETHER



IMPROVING  
CARE



INSPIRING  
PEOPLE



CREATING  
HEALTH



SUSTAINING  
OUR FUTURE



**STARTING  
WELL**



**GROWING  
WELL**



**LIVING  
WELL**



**AGEING  
WELL**



**DYING  
WELL**

Reducing health inequalities  
Equal focus on mental and  
physical health  
Supporting our communities  
Being a healthy organisation



**CREATING  
HEALTH**



**Our Strategic  
Goals**



**IMPROVING  
CARE**

Delivering safe and  
compassionate care  
Developing new models of care  
Digital transformation for patients  
and staff  
Ensuring timely access to care

Becoming a green organisation  
Ensuring our services financial  
sustainability  
Embedding value based  
healthcare  
Ensuring our estate is fit for the  
future



**SUSTAINING  
OUR FUTURE**



**INSPIRING  
PEOPLE**

Visible and inspiring leadership  
Promoting diversity and  
inclusion  
Embedding our values and  
behaviours  
Encouraging local employment





# Our Equality Outcomes - What we will do

**BUILDING HEALTHIER  
COMMUNITIES TOGETHER**



**Our Health  
Our Future**  
BUILDING HEALTHIER  
COMMUNITIES TOGETHER



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# SERVICES

## WHAT WE WILL DO

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- Improve the experience & health outcomes for our patients, ensuring that every patient has equity of access to the services that they need

## WE WILL DO THIS BY

- Taking action to ensure the people who use our services have equity of access and improved experience
- Ensuring engagement is inclusive
- Evaluating progress on mental health to ensure we are meeting the needs of people with different protected characteristics
- Adopting Social Model of Disability language
- Align service plans with emerging national and organisational strategic drivers (e.g. Anti-racist Wales Plan; LGBTQ+ Action Plan, Disability Action plan, Code of Practice for Delivery of Autism Services).

## WE WILL MEASURE OUR PROGRESS BY

- Reviewing the total number of reported incidents and the reporting on datix
- Reviewing feedback from Patient Surveys
- Monitoring the number of staff that have attended EDI-related training
- Monitoring the number of Equality Impact Assessments carried out on changes and policies
- Reviewing evidence of our response to recommendations made by others concerning inequalities in access, experience and outcomes

# PEOPLE



INSPIRING  
PEOPLE

## WHAT WE WILL DO

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- Improved staff engagement and experience, attracting and retaining diverse talent and create an inclusive environment in which all colleagues can thrive
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## WE WILL DO THIS BY

- Addressing gender, ethnicity and disability pay differences
  - Reviewing our flexible working practices to ensure equal opportunities at all levels
  - Ensuring effective policies to prevent and respond to harassment, discrimination and bullying
  - Reviewing Pregnancy and Maternity Provision in the Workplace
  - Increasing the number of disabled people in work
  - Reducing Gender Segregation
  - Improving participation of women, ethnic minorities and disabled people across apprenticeships
  - Considering the use of positive action measures in recruitment campaigns where specific groups are under-represented
  - Implementing specific awareness and support for neurodiverse staff
  - Implementing specific awareness and support for Transgender staff
  - Improving staff engagement and experience
  - Ensuring equal opportunities for employment and career progression
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## WE WILL MEASURE OUR PROGRESS BY

- Reviewing our recruitment, retention and workforce data
- Monitoring the median and medium pay gap difference
- Monitoring participation in staff diversity networks
- Reviewing staff survey results





# COMMUNITY



## WHAT WE WILL DO

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- Make sure under-represented groups and seldom-heard voices are involved at the outset of design and delivery

## WE WILL DO THIS BY

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- Continuously assessing the evolving needs of our local population
- Building our relationships with external groups and seeking their input into how we can better serve them
- Involving seldom-heard voices by asking for feedback on what we're doing
- Communicating with those we serve, letting them know what we are doing, and why
- Collecting and analysing relevant data to make sure we are not accidentally excluding a group (or groups)

## WE WILL MEASURE OUR PROGRESS BY

- Number of engagement events held with diverse communities
- Number of improvements implemented based on the Equality and Community Engagement Forum
- Diversity distributed over geography
- Diversity distributed over services



# INFASTRUCTURE



SUSTAINING  
OUR FUTURE

## WHAT WE WILL DO

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- Make sure equality, diversity and inclusion are essential to the way that we operate
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## WE WILL DO THIS BY

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- Increasing awareness of the importance of diversity in our decision-making
  - Ensuring access to services is supported by appropriate language support
  - Embedding the socio-economic duty into our decision-making
  - Embedding Equality, Diversity and Inclusion in the implementation of our CTM 2030 Strategy
  - Gaining/maintaining our position on workplace equality indexes
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## WE WILL MEASURE PROGRESS BY

- Monitoring the diversity percentage difference between the organisation's Board and its overall workforce
- Reviewing usage levels and satisfaction rates of our multi-channel access points (such as Language line, WITS, Big Word, etc)
- Our position on the Workplace Equality Index ( e.g. Disability Confident, Stonewall, etc)
- Number of EQIAs conducted in implementing the CTM 2030 Strategy





**Our people tell us they feel they can be themselves at work and they feel valued for the difference that they bring**



**Our teams and senior leaders are representative of the people we serve**



**Equality Impact Assessments are systematically carried out across all Divisions and Departments and Equality is embedded in our decision-making processes**



**All our actions truly demonstrate a zero-tolerance to inappropriate behaviour, and it is safe to challenge at all levels**



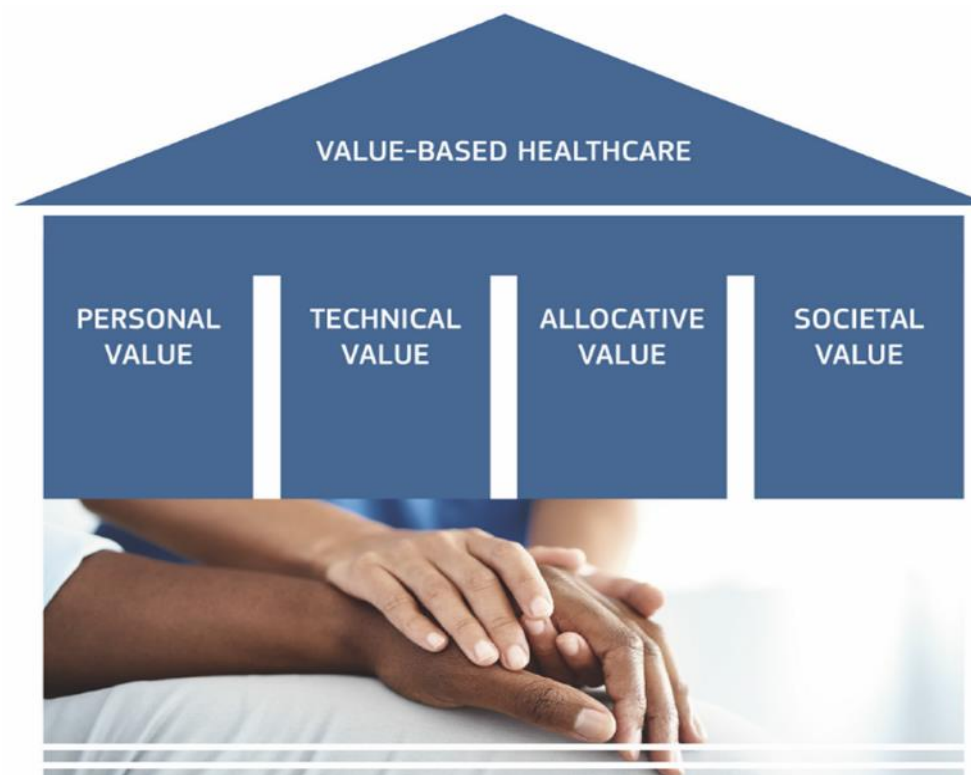
**Our Diversity Data is improved and a truly representation of our workforce**

# How we will know when we have arrived





# Evaluation



Evaluation will be embedded throughout the delivery of the Strategic Equality Plan and focused upon the four pillars of Values Based Healthcare Model and includes both process measures (activity delivery) as well as outcome measures (impact)

**Personal Value:** ensuring that each individual's values are used as a basis for decision-making in a way that will optimise the benefits for them.

**Technical Value:** ensuring that the allocated resources are used optimally (no waste).

**Allocative Value:** ensuring that all available resources are taken into account and distributed in an equitable fashion.

**Societal Value:** ensuring that the intervention in healthcare contributes to connectedness, social cohesion, solidarity, mutual respect, openness to diversity, wellness, wellbeing and flourishing. It also includes wider determinants of health, wellness and wellbeing including environmental impact, energy and waste management, implications for circular economy and creating vibrant and resilient communities

