

Equality Objectives 2024 – 2028



Bwrdd Iechyd Prifysgol
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University Health Board



Frequently Asked Questions

What is a Strategic Equality Plan?

The purpose of a Strategic Equality Plan is to document the steps a listed body is taking to fulfil its specific duties under the Equality Act (2010). The Strategic Equality Plan can usefully reflect a number of elements of the specific duties beyond those that are legally required.

Why do we need Equality Objectives?

We want to be an inclusive employer and service provider and recognise that we have improvements to make. Equality, diversity, and inclusion are the right things to pursue. They impact wellbeing, feelings of value and belonging and if we get it right, we can boost morale and confidence.

We also have specific duties under the Equality Act (2010), the Health Board must:

- prepare and publish its equality objectives at least every four years from the first date of publication. This had to be done for the first time by 2 April 2012
- publish objectives to meet the general duty. If an authority does not have an objective for each protected characteristic – in addition to any objective to address pay differences – it must publish reasons why not
- publish a statement setting out the steps it has taken (or intends to take to meet the objectives) and how long it expects to take to meet each objective
- make appropriate arrangements to monitor progress towards meeting its objectives and to monitor the effectiveness of its approach
- give appropriate consideration to relevant equality information it holds when considering what its equality objectives should be.

When should equality objectives be reviewed?

The Health Board must review and revise all its equality objectives at least once every four years.

The Health Board may revise or remake its equality objectives at any stage. If it does so, it must publish the new objective or revision and reflect any changes in its published statement about the timescale and steps for meeting its objectives. If a change is made to an equality objective on gender pay, it will need to be reflected in its gender pay action plan.

How will we monitor progress against the Strategic Equality Plan?

Progress made against the objectives in this Strategic Equality Plan and the effectiveness of the related actions will be monitored and reviewed by the Health Board's People and Culture Committee that meets 3 times per year. Using internal and external data sources to measure impact, progress will be shared with the Health Board's Board and Executive Team, and will be documented and published in the Health Board's Annual Equality Report which is available on the Health Board's web pages by March of each year.