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Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Strategic Equality Objectives 2020 – 2024



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Clinical Futures

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1.0 Introduction and purpose

The purpose of this paper is to present the Aneurin Bevan University Health Board (ABUHB) Strategic Equality Objectives for 2020 - 2024. A review of our Strategic Equality Objectives is a statutory requirement every four years under the Equality Act (2010). This paper should be read in conjunction with other relevant Health Board publications. These include; our Annual Report, Annual Quality Statement, Integrated Medium Term Plan, Annual Report of the Public Health Director and Public Service Board Wellbeing Plans. <https://abuhb.nhs.wales/>

Public Sector Equality Duty (Equality Act 2010): The General Duty

As a requirement of the Public Sector Equality Duty (Equality Act 2010) Aneurin Bevan University Health Board in the exercise of its functions must demonstrate due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The 9 'protected characteristics' covered by the Equality Act (2010) are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

2.0 Background

Aneurin Bevan University Health Board is responsible for the delivery of health care services to 639,000 people living in Blaenau Gwent, Caerphilly, Monmouthshire, Newport, Torfaen and South Powys. We are also responsible in partnership for improving the health and wellbeing of local people.

The University Health Board employs around 13,292 members of staff to deliver our services.

2.1 Our approach to equality and human rights

We recognise that promoting equality and human rights is key to securing the best possible life chances and health outcomes for the people we serve. We have made a commitment to support a human rights based approach to the way in which we work. This means that human rights principles and standards are made real in practice.

The five key principles are:-

- Putting human rights principles and standards at the heart of policy and planning
- Ensuring accountability
- Empowerment
- Participation and involvement
- Non-discrimination and attention to vulnerable groups

These principles are an integral part of our vision and values. Our University Health Board values are:



Our Values and Behaviours Framework supports the University Health Boards vision of:-

- Working with you for a healthier community
- Caring for you when you need us
- Aiming for excellence in all that we do

Our approach and equality objectives reflect these.

3.0 What are the steps we have taken to identify and collect relevant information?

Our previous Strategic Equality Objectives (2016 - 2020) were developed in partnership with key internal and external stakeholders, including involvement and feedback from the community we serve. In 2020 together with a formal consultation we have been able to build on our on-going commitment and have utilised our established mechanisms to engage with our communities. In identifying our priorities we have taken into account a wide range of local and national evidence including census and public health data and the report of the Equality and Human Rights Commission (EHRC) 'Is Wales Fairer?' (2018).

This 'State of the Nation' report has confirmed that there are many deeply entrenched and persistent inequalities for protected groups in Wales. Whilst feedback has meant some updating to our existing Equality Objectives was required, in the main the evidence suggests there is value in maintaining our focus in these areas.

3.1 How have we used this information to meet the aims of the general equality duty?

The information collected was used to identify and prioritise our Strategic Equality Objectives. These are linked to our existing and developing strategies such as the Health Boards Integrated Medium Term Plan (IMTP) and our response to the Social Services and Wellbeing (Wales) Act 2014 and the Wellbeing of Future Generations (Wales) Act 2015 to ensure that our Strategic Equality Objectives dovetail to achieve better outcomes for all.

In order to realise the delivery of our Strategic Equality Objectives:

- The Chief Executive and Board provide overall leadership for the equality and human rights agenda. We have identified executive and Board Equality Champions.
- An understanding of service user and employee needs has been developed through meaningful engagement and ongoing involvement activity. These have been mainly achieved through the work required for the achievement of the Children's Rights and Participation Standard, Population Needs Assessments, Patient Experience Framework, Employee Experience Framework and the volume of work undertaken by the Community Engagement Team which has greatly increased the range of opportunities for members of the public to engage with us and raise issues about their health and wellbeing on an ongoing basis.
- From a staff perspective the work of the Trade Union Partnership Forum and staff network groups such as the Disability Advisory Group, the Lesbian, Gay, Bisexual & Transgender Advisory Groups and attendance at Cardiff PRIDE are particularly helpful. The results of the NHS Wales Staff Survey and our Employee Experience Survey has also been very useful.
- Equality, human rights and Welsh language impact assessment has been incorporated into service design and delivery and employment practice.
- Staff have the opportunity to develop the knowledge, skills and attitudes required to ensure the services we provide are inclusive and equitable, treating all those with whom we come into contact with dignity, kindness and respect. This is embedded in our Values and Behaviour Framework, induction process, mandatory training matrix, leadership programmes and Annual Personal Appraisal Development Review process (PADR).

3.2 Effectiveness of arrangements - What are the information gaps?

It is recognised that engaging with and involving all those who need to influence our work is an ongoing challenge. We are committed to continuing to build on our engagement and involvement work to ensure as many people as possible have the opportunity to influence the work that we do. We have locality forums in each of the 5 Boroughs across Gwent with open access for our community to discuss health and health developments in their area. In addition, we undertake specific engagement activities as we know that people are more open with us in spaces that are familiar to them, within their own communities and outside of a patient/clinician contact (where the relationship is very different). We also know people prefer a localised discussion, one they can be comfortable in and one which has relevance so have an ongoing programme of engagement activities in places such as libraries, supermarkets, Mosque's and community centres.

4.0 Employment Information and identified gaps

The Equality Act (2010) requires us to collect data on the people who work for us. This helps to ensure that we are an equal opportunities employer. This data is published on our Intranet and external website. The equality data for new staff automatically 'drops in' to the Electronic Staff Record (ESR), however, one of the ongoing challenges is the capture of equality data for existing staff. The collection of the data is via ESR, which provides a safe and sustainable way to collect the equality data required and we have an ongoing programme of work to increase the information we hold.

5.0 Equality Impact Assessment

We recognise our statutory obligation to apply the process of equality impact assessment to all policies, strategies, procedures, functions and decisions.

We have adopted the use of the Equality Impact Assessment Tool developed for NHS Wales by the NHS Centre for Equality and Human Rights. The tool includes all of the equality areas covered by the Equality Act (2010), the Welsh Language Measure (2011) and Human Rights Act (1999).

5.1 Well-being of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act 2015 sets out a duty to carry out sustainable development with a view to improving the economic, social, environmental and cultural well-being of Wales. It contains seven wellbeing goals to make Wales a prosperous, resilient, healthier, more equal and globally responsible country with cohesive communities, a vibrant culture and a thriving Welsh language.

Figure 1 – Wellbeing Goals



Our Equality Objectives will have a part to play in contributing to each of the Wellbeing Goals and in particular a healthier Wales and a more equal Wales. In delivering our Strategic Equality Objectives we will take account of the Five Ways of Working described in the Act

Figure 2 - Five Ways of Working



These five ways of working will guide our work in delivering our Equality Objectives by helping us to:

- Look to the **long term** so that we do not compromise the ability of future generations to meet their own needs
- Take an **integrated** and approach, joining up the work that we do where it makes sense to do so
- Continue to **involve** a diversity of the people we serve and the staff we employ in shaping the decisions we make that affect them
- Maintain and develop our **collaborative** work with others to find shared sustainable solutions
- Continue to seek understanding of the root causes of inequalities to **prevent** them from occurring and mitigate against any negative impacts

Welsh Language

Although Welsh language is not a protected characteristic under the Equality Act (2010), it is recognised that the equality and Welsh language

agendas complement and inform each other. This is further supported through the Goal within the Wellbeing of Future Generations (Wales) Act 2015 – ‘A Wales of vibrant culture and thriving Welsh language’. Our intention is to support that principle through our Strategic Equality Objectives and ensure they serve to promote and protect the Welsh language.

5.2 Socio economic Duty

It is recognised that during the lifespan of this document the Socio Economic Duty of the Equality Act will be introduced in April 2020. This is designed to reduce the inequalities of outcome that result from socio-economic disadvantage and will place a duty on the Health Board to have due regard for socio-economic impacts when making strategic decisions. In the first instance, we will be required to take into account relevant guidance which is expected to be issued by Welsh Government at the time the Duty is introduced. Going forward, this will be addressed as an integral part of the implementation of this plan.

6.0 Our Strategic Equality Objectives

Our Strategic Equality Objectives can be seen in the table below:

Objective 1:	Work in partnership to reduce all hate crime.
Objective 2:	Work in partnership to reduce the incidence of domestic abuse, ‘honour’ based violence and elder abuse
Objective 3:	Work in partnership with carers to continue awareness raising, provide information, and improve practical support for carers.
Objective 4:	Improve the wellbeing and engagement of our staff.
Objective 5:	Improve patient experience by ensuring services are sensitive to the needs of all and prioritise areas where evidence shows take up of services is lower or outcomes are worse.
Objective 6:	Improve the access, experience and outcomes of those who require Mental Health and Learning Disability services.
Objective 7:	Improve the experience of lesbian, gay, bisexual and transgender (LGBT) service users and staff.
Objective 8:	Gender and Pay – Develop a fuller understanding of the reasons for any differences in pay and take the necessary action to address this.

7.0 Conclusion

We recognise that promoting equality and human rights is key to securing the best possible life chances and health outcomes for the people we serve. National and local evidence continues to confirm the enduring and long term nature of some inequalities and therefore the importance of us maintaining focus on Equality Objectives that seek to change this.

8.0 Contact us

If you would like to make any comments or discuss any aspects of our objectives please contact:

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If you would like a presentation and discussion for a group of people, on any aspect of the work we are doing to promote equality and human rights, we would be happy to arrange this. Please contact Jill Evans.

Acknowledgement

Thank you to those patients, the public, our staff and our partners from the public and third sector for their ongoing support in the development and delivery of our equality objectives.