



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Abertawe Bro Morgannwg
University Health Board



Meeting Date	27 February 2019	Agenda Item	5.1
Report Title	Annual Equality Report 2017/2018		
Report Author	Jane Williams, Equality Manager		
Report Sponsor	Kay Myatt, Head of Learning & Development Hazel Robinson, Director of Workforce and OD		
Presented by	Jane Williams, Equality Manager		
Freedom of Information	Open		
Purpose of the Report	The purpose of report is to present the seventh Annual Equality Report and Employment Information for ABMU Health Board.		
Key Issues	<p>The Annual Equality Report gives an overview of the progress made by the Health Board in meeting the public sector equality duty. It includes an update on the actions taking forward the equality objectives contained within ABMU's Strategic Equality Plan 2017-2020.</p> <p>The employment information is presented in a separate report from the Annual Equality Report. The report provides the workforce data broken down in respect of each protected characteristic. It also includes the gender pay reports.</p>		
Specific Action Required <i>(please ✓ one only)</i>	Information	Discussion	Assurance
			✓
Recommendations	<p>Members are asked to :</p> <ul style="list-style-type: none"> • ENDORSE the Annual Equality Report and Employment Information for publication on ABMU's external website. 		

ANNUAL EQUALITY REPORT 2017/2018

1. INTRODUCTION

As a public body in Wales, ABMU Health Board is required to produce and publish an Annual Equality Report and employment information for the workforce each year. This reporting period covers from 1 April 2017 to 31 March 2018.

2. BACKGROUND

The Annual Equality Report gives an overview of the progress made by the Health Board in meeting the public sector equality duty. It includes an update on the actions taking forward the equality objectives contained within ABMU's Strategic Equality Plan 2017-2020.

The employment information is presented in a separate report from the Annual Equality Report. The report provides the workforce data broken down in respect of each protected characteristic. It also includes the gender pay reports.

3. GOVERNANCE AND RISK ISSUES

The reports do not identify any matters where there is a significantly increased level of risk for the Health Board.

4. FINANCIAL IMPLICATIONS

There are no financial implications.

5. RECOMMENDATION

Members are asked to :

- **ENDORSE** the Annual Equality Report and Employment Information for publication on ABMU's external website.

Governance and Assurance										
Link to corporate objectives <i>(please ✓)</i>	Promoting and enabling healthier communities		Delivering excellent patient outcomes, experience and access		Demonstrating value and sustainability		Securing a fully engaged skilled workforce		Embedding effective governance and partnerships	
	✓		✓		✓		✓		✓	
Link to Health and Care Standards <i>(please ✓)</i>	Staying Healthy	Safe Care	Effective Care	Dignified Care	Timely Care	Individual Care	Staff and Resources			
	✓	✓	✓	✓	✓	✓	✓			
Quality, Safety and Patient Experience										
This paper is not presenting a proposal for change.										
Financial Implications										
No financial implications.										
Legal Implications (including equality and diversity assessment)										
Public sector organisations have a legal duty to produce and publish an annual report by 31 March each year.										
Staffing Implications										
No additional staffing implications										
Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015 - https://futuregenerations.wales/about-us/future-generations-act/)										
Working towards ABMU's strategic equality objectives will enable the Health Board to demonstrate how it is contributing towards the well-being of future generations. One of the seven Well-Being Goals is 'A more equal Wales'.										
Report History	Strategic Equality Plan 2017-2020 approved by September 2017 meeting of ABMU Health Board									
Appendices	Annual Equality Report 2017/2018 Employment Data 2017/2018									