



Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>09 February 2021</b>	<b>Agenda Item</b>	<b>2.1</b>
<b>Report Title</b>	<b>Annual Equality Report 2019/2020</b>		
<b>Report Author</b>	Jane Williams, Equality Manager		
<b>Report Sponsor</b>	Kay Myatt, Head of Learning & Organisation Development Kathryn Jones, Director of Workforce and OD (Interim)		
<b>Presented by</b>	Kathryn Jones, Director of Workforce and OD (Interim)		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	The purpose of report is to present the Annual Equality Report and Employment Information 2019/2020 for Swansea Bay University Health Board.		
<b>Key Issues</b>	<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 Swansea Bay UHB'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>		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Recommendations</b>	Members are asked to <b>endorse</b> the Annual Equality Report and Employment Information for publication on Swansea Bay UHB's external website.		

## **ANNUAL EQUALITY REPORT 2019/2020**

### **1. INTRODUCTION**

As a public body in Wales, Swansea Bay University 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 2019 to 31 March 2020.

### **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 Swansea Bay UHB'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**

The Workforce and OD Committee is asked to **endorse** the Annual Equality Report and Employment Information for publication on SBUHB's external website.

<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives</b> <i>(please choose)</i>	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input checked="" type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input checked="" type="checkbox"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input checked="" type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input checked="" type="checkbox"/>
Outstanding Research, Innovation, Education and Learning	<input checked="" type="checkbox"/>	
<b>Health and Care Standards</b>		
<i>(please choose)</i>	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input checked="" type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input checked="" type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
<b>Quality, Safety and Patient Experience</b>		
This paper is not presenting a proposal for change.		
<b>Financial Implications</b>		
No financial implications.		
<b>Legal Implications (including equality and diversity assessment)</b>		
Public sector organisations have a legal duty to produce and publish an annual report by 31 March each year.		
<b>Staffing Implications</b>		
No additional staffing implications.		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
Working towards Swansea Bay UHB'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'.		
<b>Report History</b>	Strategic Equality Plan 2017-2020 approved by September 2017 meeting of ABMU Health Board.	
<b>Appendices</b>	Appendix 1 - Annual Equality Report 2019/2020 Appendix 2 - Employment Data Report 2019/2020 Appendix 3 - Equality Workforce Data 2019/2020	