



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>14 February 2023</b>	<b>Agenda Item</b>	<b>5.1</b>
<b>Report Title</b>	<b>Annual Equality Workforce Report 2021/2022</b>		
<b>Report Author</b>	Jane Williams, Workforce Equality Manager Kay Myatt, Head of Education, Learning and OD		
<b>Report Sponsor</b>	Debbie Eyitayo, Director of Workforce and OD		
<b>Presented by</b>	Kay Myatt, Head of Education, Learning and OD		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	To present the Annual Equality Employment Information 2021/2022.		
<b>Key Issues</b>	The attached report provides the workforce data broken down in respect of each protected characteristic. It also includes the gender pay reports.		
<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: <ul style="list-style-type: none"> <li><b>NOTE</b> the contents of this report.</li> </ul>		

## **ANNUAL EQUALITY WORKFORCE REPORT 2021/20202**

### **1. INTRODUCTION**

As a public body in Wales, Swansea Bay University Health Board is required to produce and publish annual equality employment information for the workforce each year. This reporting period covers from 1 April 2021 to 31 March 2022.

### **2. BACKGROUND**

The attached 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**

Retaining our staff is an identified risk for the Health Board.

### **4. FINANCIAL IMPLICATIONS**

There are no financial implications.

### **5. RECOMMENDATION**

The Committee is asked to note the Annual Equality Workforce Report.

<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 type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input 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 type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
<b>Health and Care Standards</b>		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
<b>Quality, Safety and Patient Experience</b>		
Workforce equality is linked to quality, safety and patient experience as a diverse workforce helps us to deliver services that take into account the needs of everyone in our community.		
<b>Financial Implications</b>		
None		
<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>		
None.		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
Working towards our 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>	None	
<b>Appendices</b>	Appendix 1 - Employment Data Report 2021/2022 Appendix 2 - Equality Workforce Data 2021/2022	