

Powys Teaching Health Board Strategic Equality Plan 2020-24

“Fairness & Equality for All”

This document is available in Welsh and English on the health board's website at www.powysthb.wales.nhs.uk/equalities-diversity-and-welsh-language

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Foreword

In Powys Teaching Health Board (PTHB) we have placed Equality at the heart of our planning and service delivery.

Fairness & Equality is one of the six core organisational values developed by our staff. Offering 'Fair Access' is one the core principles at the heart of our 10-year strategy for Health and Care in Powys

This Strategic Equality Plan applies across all sections of Powys Teaching Health Board and to all of the services that we plan and deliver. We also take careful consideration of equality needs and issues with our decision making and have embedded Equalities into our approach to impact assessment.

Powys Teaching Health Board has a key role to play in mainstreaming Equalities in the services that we provide, in the communities that we serve and with the people that we employ. We will aim to achieve this by implementing this Strategic Equality Plan and continuing to place Equalities at the heart of what we do.

Carol Shillabeer
Chief Executive

Professor Vivienne Harpwood
Chair

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Introduction

Definition of Equality

The term 'equality' can mean different things to different people, so for clarity, when using this term, the Health Board will work to the definition provided by the Equalities Review "An equal society protects and promotes equality, real freedom and opportunity to live in the way people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and be."

Equality Act 2010

Section 149 of the Equality Act 2010 sets out the Public Sector Equality Duty (PSED) which, in summary, places a duty on public bodies to have due regard in exercising their functions to the need to:

- Eliminate discrimination, harassment, and victimisation;
- 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 PSED was developed to harmonise the previous equality duties regarding race, disability and gender equality, and to extend across all of the protected characteristics under the Equality Act 2010.

The 9 protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership (in relation to being treated differently at work).

The Welsh Language

Although language is not a protected characteristic under the Equality Act 2010 and the protection of the Welsh language is taken forward under separate legislation (the Welsh Language (Wales) Measure 2011 and related Standards), it has long been recognised that the equality and Welsh language policies complement and inform each other and 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 sustain and reinforce that principle through our new Strategic Equality Objectives and ensure that they serve to promote and protect the Welsh language.

Strategic Equality Plans

Under the Equality Act 2010, it is unlawful to **discriminate**, **harass** or **victimise** someone because they have, or are perceived to have, a “protected characteristic” or are associated with someone who has a protected characteristic.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected characteristic groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Equality Act describes fostering good relations as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

Under these Regulations, listed bodies must prepare and publish a Strategic Equality Plan (SEP) every four years. In developing their equality objectives, organisations must involve people who represent the interests of people who share one or more of the protected characteristics and have an interest in the way that the organisation carries out its functions.

Preparing for our SEP 2020-2024

In October 2018, the Equality and Human Rights Commission (EHRC) published a comprehensive review of how Wales is performing on equality and human rights within its report *Is Wales Fairer?* The review provides valuable data and evidence that will support the efforts of public bodies to reduce inequality in Wales.

The EHRC looked at six themes of life:

- education;
- health;
- living standards;
- justice and security;
- work; and
- participation

It compared outcomes for protected characteristic groups in areas such as pay gaps, educational attainment, and experiences of hate crime.

In order to strive for a consistent approach to developing an SEP, public sector bodies within Mid and West Wales have joined together to establish a Regional Collaboration Group which included representatives from the following organisations:

- Powys THB
- Hywel Dda UHB
- Powys County Council
- Ceredigion County Council
- Pembrokeshire County Council
- Carmarthenshire County Council
- Dyfed Powys Police and Crime Commissioner
- Mid and West Wales Fire and Rescue Service
- Brecon Beacons National Park
- Pembrokeshire Coast National Park

Using the key themes within the *Is Wales Fairer?* Report as a guide, the Regional Collaboration Group undertook an extensive engagement exercise in May and June 2019. The survey, engagement and consultation exercise sought the opinions from the general public within Mid and West Wales, and also of those who have a protected characteristic under the Equality Act 2010. PTHB has used the analysis of the data collected by the Regional Collaboration Group to prepare a set of Equality Objectives for 2020-2024 with the aim of addressing the challenges set out in *Is Wales Fairer? 2018*.

PTHB's SEP sets out how we will ensure that our actions are fair to all. Being treated fairly and with respect is relevant to all of us and to our families and friends.

Powys Teaching Health Board: Who we are, Where we live and What the Health Board does

Our Local Population

Powys is one of the most rural counties in the UK. Whilst the county is approximately 25% of the landmass of Wales, it has only 5% of the population. The population in Powys is older compared to the rest of Wales and the proportion of older people is growing. The working age adult population is smaller compared to rest of Wales and it is predicted that the number of young people and working age adults will decrease, whilst the number of older people will increase. The county has a strong network of small towns and villages with a high level of community commitment and a strong voluntary sector.

In terms of Equality and those with a protected characteristic, here are some statistics about Powys residents. This allows one to appreciate the diversity of our population and the need to treat one another with dignity and respect. It is important that we ensure that marginalised or seldom heard groups of people are involved and have access to services.

Powys has a population of 132,976 people.

22,893 (17%) aged 16 or under.

79,837 (60%) working age.

130,827 (98%) people from a white background and 2,149 (2%) from a non-white background

In 2016 Powys has seen a 10% rise in the number of domestic violence incidents being reported, compared with 2015. Domestic violence appears to be more prevalent in the north of Powys, where BME and LGBT groups are also more likely to be affected. Many crimes are still not reported, and the number of incidents is expected to rise over the coming years. This rise continues an existing trend with an overall increase of 75% since 2010.

In 2015, 5,900 people migrated into Powys and 5,500 migrated out of Powys, with about 400 of each of these two flows being international migrants. Migrants flowing out from Powys are usually aged 15-29, but the largest flows of people moving into Powys are also aged 15-29. About 2,000 people in these age groups migrated out of Powys and 1,500 moved in.

8% of the Powys population report being treated for depression or anxiety and it is one of the top three leading causes of disability.

19% of citizens said they could speak Welsh in 2011. The main pockets of Welsh speakers are found in the North West and South West of the county. Promotion of the Welsh language has continued, with an increase in the number of young Welsh speakers since 1991

It is estimated there are 4,256 people in Powys aged over 65 with dementia.

For every 100 people living within Powys, 5-7 people would be Lesbian, Gay or Bisexual

Autistic spectrum disorders are the most common presentation of disability within children in Powys. In 2016, 155 open cases were referred to the team (a decrease of 13% since 2012). From our caseload, 52% of children with disabilities live in north Powys.

28,437 (21%) people with a limiting long term illness or disability

For every 100 people living within Powys, 12 of those are providing unpaid care

82,120 (62%) people are Christian, 2053 (1%) people are of other religion and 37,050 (28%) have no religion, 11,753 (9%) would prefer not to state their religion

41.6% of 59,215 households earn less than £20,000 per year

3.8% of 59,215 households earn over £80,000 per year

56,486 (42%) people over 18 are married or in a civil partnership
2,310 (2%) are separated but still legally married or in civil partnership
10,562 (8%) people are divorced
9,646 (7%) people are widowed
31,079 (23%) are people single

3,370 (3%) are living in lone parent households

Our Workforce

As at October 2019, PTHB currently employs 2,248 members of staff who deliver a wide range of health care services in Powys. Equality is an integral component of the six core principles at the heart of our 10-year Health and Care Strategy for Powys:

- Do What Matters
- Do What Works
- Focus on Greatest Need
- Offer Fair Access
- Be Prudent
- Work with People and Communities

Our values and associated behaviours have been identified and developed by our staff and are central to everything that we do in Powys.

Our Values

- Our values are the things that we believe are important in the way we live and work. They are our “guiding principles”;
- All of the values have equal status;
- Values are usually invisible (like an iceberg, they are the ice below the water);
- Values on their own can be meaningless, if they are not matched to our behaviours.

Our Behaviours

- Behaviours are the things that we do and say, the way that we act;
- Behaviours are visible (like an iceberg, they are the ice above the water);
- Our behaviours impact on how we feel about ourselves and how we make others feel;
- When the things that you do and the way that you behave match our values, life is usually good – we are satisfied and content. When behaviours don’t match values, that’s when things feel wrong and can be a source of dissatisfaction and unhappiness.

Developing our Equality Objectives

PTHB's SEP objectives have been informed by the following:

1. **Strategic Equality Plan Survey –Regional Collaboration Group**

Public Sector Bodies in Mid and West Wales joined together to ask the public their views on equality. This included a survey and engagement events. Using the *Is Wales Fairer?* Report as a guide, the survey gathered views on how people from each protected characteristic group experienced the following areas of life:

- Education
- Work
- Access to Care and Support
- Housing
- Access to transport
- Leisure access to the coast and countryside
- Health
- Crime
- Access to justice
- Influencing decisions
- Access to information and digital services
- Getting in together in a community

2. **Equality and Human Rights Commission's 'Is Wales Fairer 2018?'**

The report seeks to answer the question, '*Is Wales Fairer?*' The evidence points to five significant findings:

- Steps in the right direction have taken place
- Socio-economic disadvantage exists
- Disabled people are falling further behind
- Challenges to women's safety and career progression exist
- Race inequality persists

3. **Powys Teaching Health Board Strategic Equality Plan 2016-2020**

The plan included the following objectives:

- better more accessible information on services
- engagement
- attitude
- access to services
- working for us
- collating and analysing evidence
- healthy and sustainable communities
- communications
- gender pay and employment monitoring

4. The draft SEP Objectives for Welsh Government 2020-2024

These include:

- Elimination of inequality caused by poverty;
- Strong and progressive equality and human rights protections for Wales;
- That the needs and rights of people who share protected characteristics are at the forefront of the design and delivery of all public services in Wales;
- Wales is a world leader for gender equality;
- Elimination of identity-based abuse, harassment, hate-crime and bullying;
- A Wales of cohesive communities that are resilient, fair and equal;
- Everyone in Wales is able to participate in political, public and everyday life;
- The Welsh public sector leads the way as exemplar inclusive and diverse organisations and employers.

5. The integrated planning process in Powys

We work in partnership with service users, communities, staff and partners including Powys County Council, Powys Association of Voluntary Organisations, Powys Public Service Board and Powys Regional Partnership Board to develop an Area Plan, Well-being Plan, Health and Care Strategy and Integrated Medium Term Plan. The well-being objectives in our joint health and care strategy are:

- Focus on Wellbeing
- Early Help and Support
- Tackling the Big Four
- Joined Up Care
- Workforce Futures
- Innovative Environments
- Digital First
- Transforming in Partnership

6. The Well-being of Future Generations (Wales) Act 2015

PTHB has a duty to ensure the well-being of our local population and to work towards achieving the following well-being goals as set out in the Act:

- A globally responsible Wales
- A prosperous Wales
- A resilient Wales
- A Healthier Wales
- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh language

Setting our SEP Objectives

PTHB's long-term equality aims will be fundamental in helping PTHB to realise the well-being goals within our Integrated Medium-Term Plan, our Joint Health and Care Strategy and those included in the Well-being of Future Generations (Wales) Act, as they are all intricately linked. The Well-being Needs Assessment which was undertaken in 2017 has allowed PTHB to identify crucial information about our local population which has been used to prioritise our Equality Objectives.

The Regional Collaboration Group discussed various approaches to developing a new SEP. PTHB has chosen to adopt a similar approach to Welsh Government's draft SEP 2020-2024 when setting our own equality objectives. This will ensure consistency across Wales and will help to create a collaborative approach to achieving 'fairness and equality for all' on a regional and national level. Our equality objectives also reflect the aims and objectives set out within our Integrated Medium-Term Plan 2020-23 (IMTP) and Annual Plan 2020-21 so that equalities issues are embedded in everything we do.

Following the analysis of the survey responses and also considering the evidence and information available to us, PTHB has developed 3 long-term equality aims, with specific equality objective(s) under each long-term aim. These are:

Long-term Aim:	Equality Objective:
<p>Engagement To ensure strong and progressive equality and human rights protections for everyone in Powys.</p>	<p>We will promote a positive attitude towards equality and diversity across our organisation. Our processes of continuous engagement to develop and deliver services will be informed by local needs, with the aim of improving access to healthcare services and reducing inequalities.</p>
<p>Service Delivery The needs and rights of people who share protected characteristics are at the forefront of the design and delivery of our healthcare services</p>	<p>We will work with our population, staff and partners to shape the design and delivery of our services.</p>
<p>Workforce PTHB is a leading, exemplar, inclusive and diverse organisation and employer</p>	<p>We will have an engaged workforce who have positive working relationships with their managers and colleagues in an environment where they feel safe and are supported to manage their own wellbeing.</p>

Implementing our SEP Objectives

SEP Action Plan

Our equality objectives are fully embedded within our IMTP 2020-2023 and Annual Plan for 2020-2019, and their delivery will be monitored and reported through our corporate planning and performance assurance process. The SEP Action Plan may also be amended to incorporate future objectives within any subsequent annual plans.

Appendix 1 demonstrates how we intend to cross reference our SEP Objectives with our local IMTP objectives.

In addition, PTHB has identified additional actions based upon the long-term equality aims and equality objectives set out in this SEP. These actions will ensure a targeted approach to priority areas in terms of Equality within PTHB over the next 4 years.

Appendix 2 contains the additional actions.

Integrating our IMTP Objectives into our SEP means that all staff will be responsible for implementing the SEP Objectives across the various departments within PTHB. It also allows the Executive Committee and senior managers to monitor any necessary changes to operational procedures to address issues relating to implementation of the SEP Objectives and allows them to have an oversight of the progress made.

Monitoring, Reviewing and Publishing Information

The Director of Therapies and Health Sciences, the Service Improvement Manager for Equality and the Equality Service Leads will oversee the implementation of the SEP. Opportunities will be provided routinely to report progress to the Board and Committees and to escalate any issues identified during the monitoring process.

Progress made against the IMTP objectives will be reported to Board and Committees through our integrated performance report.

The SEP will undergo review upon expiry in 2024.

Further information on Equality within PTHB can be found on our website. The following documents are available:

- PTHB Strategic Equality Plans (past and present)
- Information on the Equality Act 2010
- PTHB Annual Plan
- PTHB IMTP
- Powys Health and Care Strategy
- Gender Pay and Workforce Equality Data Report
- Welsh Language Standards

Alternative formats are available upon request. Please email Powys.geninfo@wales.nhs.uk or telephone 01874 711661.

Appendix 1

<p>Equality Objectives</p> 	<p>Strong and progressive equality and human rights protections for everyone in Powys</p>	<p>The needs and rights of people who share protected characteristics are at the forefront of the design and delivery of our healthcare services</p>	<p>PTHB is a leading, exemplar, inclusive and diverse organisation and employer</p>
<p>IMTP Objectives</p> 			
<p>Focus on Wellbeing</p>	<p>Implement the Powys Wellbeing Plan as a partner of the Public Service Board</p> <p>Implement the health improvement and disease prevention programme – to include social equity in screening approach</p> <p>Deliver Community and Carers Support as per RPB Plan to include work with the third sector on Community Connectors, Info Engine and Dewis, accessible information, advice for wellbeing and signposting for those most vulnerable</p>	<p>Implement the Sexual Health Improvement plan</p>	
<p>Early Help and Support</p>	<p>Implement the transformation programme for primary and community care to include GP, dental services, eye care and medicines management</p> <p>Delivery of Start Well, Live Well and Age Well Programme to include Neighbourhood Nursing Model, Dementia and DOLS</p>	<p>Improved proactive care for those with complex needs to include Care Plans for individuals deemed high risk, evaluation and extension of Community Resource Teams</p>	
<p>Tackling the Big Four</p>		<p>Delivery of the Mental Health Services Programme to include Service Model, improvement plan, psychological therapies, maternal and infant health, integration and CAMHS</p>	
<p>Enable Joined Up Care</p>	<p>Deliver the North Powys Wellbeing Programme and the Powys Model of Care</p> <p>Deliver the Powys Unscheduled Care Programme</p>	<p>Deliver the Planned Care Programme to include</p> <ul style="list-style-type: none"> priority workstreams for endoscopy, eye care, orthopaedics, ear, nose and throat 	

	<p>Deliver the Out of Hours Model</p> <p>Implementation of Quality Work Programme, shape around the Clinical Quality Framework</p>	<ul style="list-style-type: none"> • anticipatory care planning for people with long-term conditions, delivery of actions • delivery of actions in relation to safeguarding, the Violence Against Women, Domestic Abuse and Sexual Violence Strategy and the Sexual Assault Referral Centre 	
Develop Workforce Futures			<p>Implement the Powys Workforce Strategic Framework to include:</p> <ul style="list-style-type: none"> • Designing, Planning and Attracting the Workforce – Brand Powys, widening access to employment opportunities to those leaving care and these with advanced learning needs • Leading the Workforce – Cultural Development Programme, Compassionate Leadership Model, Managers’ Programme and Assistant Director / Senior Management Programme • Engagement and Well-being – staff engagement, wellbeing initiatives and support • Education, Training and Development • Partnership and Citizenship – volunteering, work experience for young people, Rural Academy of learning
Promote Innovative Environments		<p>Deliver the Capital and Estates Programme to include long term estates strategy, capital developments, environmental sustainability, property and asset maintenance and investment</p> <p>Deliver Facilities Modernisation Programme to include waste and recycling, catering and transport</p>	
Put Digital First		Develop and implement a Digital Strategic Framework to support self-management of	

		citizens who have long term conditions to remain active	
Transforming In Partnership	<p>Deliver key partnership plans to include management of strategic change programmes, Regional Partnership Board, Mid Wales Joint Committee and the Regional Planning Fora</p> <p>Deliver continuous planning, performance and commissioning to include the delivery of the Improving Performance Framework, Strategic Planning and Commissioning</p>		

Appendix 2 Action Plan

In addition to the actions outlined in our overarching IMTP and Annual Plans, the following actions have been identified in the action plan below

SEP Equality Objectives Action Plan

Long-term Aim 1: Strong and progressive equality and human rights protections for everyone in Powys	Equality Objective: We will promote a positive attitude towards equality and diversity across our organisation. Our processes of continuous engagement to develop and deliver services will be informed by local needs, with the aim of improving access to healthcare services and reducing inequalities.	
Action	Lead Person(s)	Progress
To review and strengthen EQIA procedures for PTHB to ensure that the needs of those with a protected characteristic will be considered when making strategic decisions and during policy development	Board Secretary Director of Planning and Performance	

<p>Long-term Aim 2:</p> <p>The needs and rights of people who share protected characteristics are at the forefront of the design and delivery of our healthcare services</p>	<p>Equality Objective:</p> <p>Working with our population, staff and partners will shape the design and delivery of our services</p>	
<p>To review EQIA procedures and commissioning guidelines for Capital and Estates programmes to ensure that the needs of individuals with a disability are considered early in the planning process</p>	<p>Head of Estates and Property</p>	
<p>To develop an Equality Information Hub for staff on the Intranet to ensure that staff have access to information and resources at all times</p>	<p>Director of Therapies and Health Sciences</p> <p>Equality Service Improvement Manager</p>	
<p>To assist in the national review of available mandatory e-learning Equality and Diversity Training programme</p>	<p>Equality Service Improvement Manager</p>	

Long-term Aim 3: PTHB is a leading, exemplar, inclusive and diverse organisation and employer	Equality Objective: We will have an engaged workforce who have positive working relationships with their managers and colleagues in an environment where they feel safe and are supported to manage their own wellbeing.	
Action	Lead Person(s)	Progress
To ensure that PTHB is proactive in its compliance with the Gender Pay Gap Review procedures	Director of Workforce and Organisational Development	
To source additional relevant training to increase knowledge and understanding of equality matters and help to develop a cultural awareness amongst staff		

Appendix 3

Analysis of data from the Strategic Equality Plan Survey undertaken by the Regional Collaboration Group

Following a full analysis of the survey results within the Powys area, PTHB has paid close attention to the survey responses relating to the following:

- Access to Care and Support
- Health
- Influencing decisions

Survey Question: Do you consider people in the following groups generally have better or worst experiences of access to care and support?		
	Worst	Much worst
BME	25%	6%
Disabled	28%	25%
LGBT	16%	2%
Children and Young People	19%	9%
Older Persons	26%	16%
Females	8%	2%
Males	5%	0%
Transgender	16%	4%
Pregnant or recently given birth	13%	3%
Single	8%	2%
In a relationship	3%	0%
Welsh speakers	5%	0%
Population as a whole (referring to all those with a protected characteristic)	3%	1%

Survey Question: Do you consider people in the following groups generally have better or worst experiences of health?		
	Worst	Much worst
BME	32%	2%
Disabled	37%	20%
LGBT	12%	1%
Children and Young People	18%	5%
Older Persons	28%	15%
Females	10%	4%
Males	3%	2%
Transgender	24%	6%
Pregnant or recently given birth	12%	3%
Single	2%	4%
In a relationship	1%	3%
Welsh speakers	6%	5%
Population as a whole (referring to all those with a protected characteristic)	4%	2%

Survey Question: Do you consider people in the following groups generally have a better or worst experience of influencing decisions?		
	Worst	Much worst
BME	41%	14%
Disabled	40%	20%
LGBT	21%	6%
Children and Young People	45%	12%

Older Persons	27%	6%
Females	21%	6%
Males	2%	3%
Transgender	29%	5%
Pregnant or recently given birth	19%	4%
Single	10%	3%
In a relationship	5%	3%
Welsh speakers	8%	4%
Population as a whole (referring to all those with a protected characteristic)	11%	1%

Further information on the results of the Strategic Equality Plan Survey can be obtained by contacting:

Email: Powys.geninfo@wales.nhs.uk **Telephone:** 01874 711661

Appendix 4

Further Information

For further on statistical census data for Powys please visit:

<https://en.powys.gov.uk/2011census>

For further information on the Well-being Needs Assessment please visit:

<https://en.powys.gov.uk/article/5794/Full-Well-being-assessment-analysis>

For information on household income details please visit:

www.caci.co.uk/products/product/paycheck

For information on LGBT* statistics please visit:

www.stonewallcymru.org.uk