



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

Bwrdd Iechyd Prifysgol  
Abertawe Bro Morgannwg  
University Health Board



---

# Equality Objectives 2016-2020

## March 2016

### Accessible Formats

If you would like this document in an alternative format and / or language, please e-mail [ABM.Equalities@wales.nhs.uk](mailto:ABM.Equalities@wales.nhs.uk)

## **Introduction**

We published our first Strategic Equality Plan and Equality Objectives in 2012. As a public body, we are required to review and refresh our Equality Objectives every four years to ensure that we continue to address the areas of greatest inequalities.

We engaged and consulted with stakeholders, public and third sector organisations and staff to gather views on the priority areas of inequality to be addressed over the next four years. On the basis of this feedback and the evidence contained within the Equality and Human Rights Commission (EHRC) report 'Is Wales Fairer', we developed our seven Equality Objectives.

Three of the revised Objectives refine the previous Objectives. There are four new Equality Objectives. We have brought our work to improve Accessible Communication and Information under the umbrella of the Equality Objectives. We have new Objectives to improve access to mental health services, including child and adolescent mental health services.

We will publish our Strategic Equality Plan 2016-2020 with our actions to take forward the Equality Objectives later in 2016.

## **Equality Objectives 2016 - 2020**

### **Strategic Aim 1 - Healthier Communities**

**Equality Objective: Reduce health inequalities through ensuring access to services for people according to their individual needs.**

#### **Rationale**

This objective brings together two of the previous ABMU objectives on health inequalities and access to services. The new Objective captures all groups of people who are protected from unfair treatment under the Equality Act 2010. The Objective has been widened to include a stronger focus on meeting the specific needs of individuals.

## **Evidence**

The Equality and Human Rights Commission highlighted the need to reduce health inequalities between different groups of people ('How fair is Wales', EHRC, 2011). This identified socio-economic and gender health inequalities, especially those affecting older and younger men. The former Disability Rights Commission reported health inequalities experienced by people with learning disabilities and/or mental health conditions (Equal Treatment: Closing the Gap', 2006).

The Objective strongly links to the key challenge in the Equality and Human Rights Commission (EHRC) 'Is Wales Fairer' Report 2015 to improve access to mental health services. This EHRC Report highlighted that some groups of people have greater difficulty than others accessing health care of all kinds, including mental health care. These groups include gypsies and travellers, homeless people and migrants (Bishop, 2013; Grove-White, 2014; Royal College of General Practitioners, 2013).

## **Equality Objective: Provide accessible advice and information to enable people to understand and make informed choices.**

### **Rationale**

There was strong support for prioritising this new Objective from our stakeholders. Appropriate and timely advice can make a big difference to the patient as it helps them to make informed decisions about their health and improves their well-being. The focus of this Objective will be on ensuring documents being produced for the public, patients and families are more accessible. The Health Board will be advised by ABMU Health Board Editorial Advisory Group.

### **Evidence**

The Objective links to the All Wales Standards for Accessible Communication and Information for People with Sensory Loss (NHS Wales, 2013).

## **Strategic Aim 2 – Excellent Patient Outcomes and Experience**

**Equality Objective: Communicate with patients, families and carers according to their individual needs.**

### **Rationale**

This is a new Objective. It reflects the feedback from the listening events held to develop our values together with patients and staff in 2014. The new Objective has been reworded to ensure that it is inclusive of all people.

### **Evidence**

The Objective links to the All Wales Standards for Accessible Communication and Information for People with Sensory Loss. The Standards highlight that evidence demonstrates ineffective communication is a patient safety issue and can result in poorer health outcomes.

## **Strategic Aim 3 - Accessible and Sustainable Services**

**Equality Objective: Work with partners to promote mental wellbeing and improve access to mental health services for people who are most in need of support.**

### **Rationale**

This is a new Objective. The strategy for mental health and wellbeing services is aimed at ensuring the delivery of the best possible care for the ABMU Health Board area through taking a whole system approach. This starts with health promotion and self-care and extends through to the delivery of more specialist services.

The Health Board shares a common objective with partners to shift our focus for delivery to population wellbeing and prevention to enable people to take greater control of their own mental wellbeing at an earlier stage. There will be a continued need to deliver safe, quality based

interventions and support for those who are most in need and particularly vulnerable due to severe mental illness or disability.

### **Evidence**

This Objective strongly links to the Equality and Human Rights Commission's challenge to improve access to mental health services.

## **Strategic Aim 4 – Strong Partnerships**

**Equality Objective: Work in partnership to improve emotional and mental health services for children and young people in the ABMU area.**

### **Rationale**

This is a new Objective and is one of main priorities within ABMU Health Board's Integrated Medium Term Plan 2016/2019. The Objective will focus on developing and agreeing a service model for emotional and mental health services for children and young people in the ABMU area. The Children and Young People's Commissioning Board supported by the multi-agency Children and Young People Emotional and Mental Health Planning Group is overseeing the service improvement programme.

### **Evidence**

This Objective strongly links to the EHRC's challenge to improve access to mental health services. Difficulties accessing Child and Adolescent Mental Health Services are reported in the EHRC 'Is Wales Fairer' Report. This was reinforced by feedback from engagement and consultation with stakeholders on ABMU Health Board's draft equality objectives for 2016-2020.

## **Strategic Aim 5 – A fully engaged and skilled workforce**

**Equality Objective: Improve the wellbeing and experience of our staff.**

## **Rationale**

This Objective brings together two of the previous ABMU Objectives on staff wellbeing and the quality of working lives. There was strong support for continuing to prioritise this Objective, particularly in light of the programme of work to embed values and behaviour into the core business of the Health Board. ABMU will continue to maintain the focus on providing a fair and inclusive environment, where everyone has the opportunity to be themselves and fulfil their potential.

## **Evidence**

This is in line with the key challenge set by the Equality and Human Rights Commission in the 'Is Wales Fairer Report' to encourage fair recruitment, development and reward in employment. Evidence highlights that staff perform better when they can be themselves at work ('Unhealthy Attitudes', Stonewall). The aim of ABMU Health Board is to be an exemplary employer which promotes equality of opportunity and values diversity.

## **Equality Objective: Develop a fuller understanding of the reasons for any pay differences.**

### **Rationale**

There was strong support for retaining this Objective. There will need to be an increased focus on improving the collection of equality workforce data. ABMU Health Board will need to use a cross-cutting approach to look at the many factors related to employment and pay inequalities. This includes encouraging people from different backgrounds and circumstances into roles where they are under-represented as well as challenging gender stereo typing.

### **Evidence**

This Objective reflects the EHRC challenge to encourage fair recruitment, development and reward in employment. The EHRC highlighted the need to increase the employment rates of young people, disabled people and Muslims. It also identified the need to close pay gaps for young people, ethnic minority people and women.