23rd March 2017

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| **Paper Title:** | Equality, Diversity and Inclusion (EDI) Annual Report and Action Plan |
| **Paper Reference:** | **NRW B B 15.17** |
| **Paper Sponsored By:** | Ashleigh Dunn |
| **Paper Presented By:** | Ashleigh Dunn |

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| **Purpose of Paper:** | **Development / Decision** |
| **Recommendation:** | To approve the 2016/17 Equality Annual Report and the 2017/18 Equality Action Plan for external publication |

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| **Impact:** To note – all headings might not be applicable to the topic | How do the proposals in this paper help NRW achieve the Well-Being of Future Generations Act principles:  In terms of the Equality Action Plan 17/18, we have included actions supporting SMNR and embracing the nine principles especially through the development of the Public Services Board’s well-being plans.  The Action Plan also covers the work of the People and Teams groups and delivery of the strategy to improve the working culture within NRW, making this a great place to work and grow. |

**Issue**

1. Agreement is needed upon the draft text of two documents, the Equality Annual Report and next year’s Equality Action Plan. These need to be published at the end of March 2017.

**Background**

1. Each year we must publish a report stating our progress on equalities work as well as a review of the Strategic Equality Plan’s Action Plan for the coming financial year. This is a legal requirement under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.
2. Our EDI Board Champion, Zoë Henderson, requested that an equalities update by directorate is included in the 2016/17 Annual Report.
3. The Executive Team met on the 7th February to discuss progress on the two documents. Directorates have since contributed to the report and the documents presented to PaRC on the 2nd March.

**Assessment**

1. As part of the process of identifying relevant information for the report, we have assessed how our work and activities have helped in fulfilling the three aims of the Equality Act general duty which is to have due regard to the need to:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
* Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
* Foster good relations between people who share a protected characteristic and those who do not.

**Recommendation(s)**

1. The Board is asked to approve the EDI Annual Report 16/17 and the Equality Action Plan 17/18 for publication.

**Key Risks**

1. There are reputational as well as legal and financial risks associated with not publishing our annual report by the 31st of March each year.

**Financial Implications**

1. The Equality and Human Rights Commission have a range of enforcement powers which are set out in the Equality Act 2010 (Specification of Relevant Welsh Authorities) Order 2011. The Commission can take a number of different approaches ranging from guidance and assistance to investigations and court action if we fail to comply with this legistlation.

**Equality impact assessment (EqIA)**

1. An EqIA is neither required for the report nor plan but the information these documents include will go on to influence other EqIAs.

**Index of Annex**

Annex 1 DRAFT Equality Annual Report for 2016/17

Annex 2 DRAFT Equality Action Plan for 2017/18