



17 March 2016

Paper Title:	Equalities Annual Report
Paper Reference:	Paper NRW B 20.16
Paper Sponsored By:	Ashleigh Dunn
Paper Presented By:	

Purpose of Paper:	Decision
Recommendation:	<ol style="list-style-type: none"> 1. To approve contents of the Equality Annual Report for 2015/16 2. To approve contents of the Equality Action Plan for 2016/17

<p>Impact: To note – all headings might not be applicable to the topic</p>	<p>Impact on the Environment: Our Strategic Equality Plan and underlying Equalities Action Plan will benefit the environment by encouraging the people of Wales to participate in outdoor activities which will in turn give a greater understanding of our integrated natural resource management approach.</p> <p>Impact on the Economy: Not applicable.</p> <p>Impact on Community: Through an effective Equalities Action Plan, we will understand how a broad range of communities access our services and identify any barriers and opportunities to develop.</p> <p>Impact on Knowledge: Staff self-disclosure allows us to see the makeup of our people and identify trends over time allowing us to ensure all that we make space for individuality.</p>
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Issue

1. The Equality Annual Report specifically sets out the steps we have taken to identify and collect relevant information as well as how we have used this information in meeting the three aims of the general duty. We are required to report any reasons for not collecting relevant information and make a statement on the effectiveness of our arrangements doing so.
2. We must show progress towards fulfilling each of our equality objectives and give specific employment information, including workforce data and information on training and pay.

Background

3. Public bodies are required to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act (2010)
 - Advance equality of opportunity between people who share a relevant protected characteristic (including our customers) and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not.

Assessment

Equality Annual Report for 2015/16

4. We have a specific duty under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to publish an annual report covering achievements made on our equalities agenda. The report includes information on the makeup of our workforce using our self-disclosure statistics and the Equality Plan Action Plan for 2016/17 to deliver upon our Strategic Equality Plan objectives for 2015/19.

Some key Equalities highlights for 2015/16
In August 2015 we received accreditation by Job Centre Plus's 'Positive about Disabled People' scheme which aims to keep disabled people in employment using the 'Two Ticks' guaranteed interview commitment.
During Q3 of 2015/16 we introduced two new staff networks, the People's Network and the Gender Equality and Women's Network
We launched our self-disclosure module on MyNRW in mid-October with a wide range of communications to staff utilized to encourage responses. In the first four months to February 2016 we have seen 58% of staff use the system.

In January 2016 our Equalities benchmarking result saw a rise of 78 places to rank us as 14th best employer in Wales (160th in the UK).

The equality impact assessments work on our visitor centers is underway and reports with recommendations to make our sites more accessible are expected in April 2016

Equality Action Plan 2016/17

5. However, things need to improve and as a transparent organisation we have developed measurable actions in areas where we need to do more.

Specific areas where we need to concentrate effort
Improving our People Survey results on inclusion and fair treatment through continuing to listen to our staff and acting on issues where we can become an organisation where people want to work. We will now focus on our NRW specific questions which have been updated, as well as increasing our statistics from last year's benchmark results and the inclusion of a free-text box.
We need to develop our customer focus so that we engage with individuals and communities across Wales including those from protected characteristic communities and groups.
Engagement with the public whilst developing our 2017/22 Corporate Plan will be crucial if we are to ensure we continue to make an important contribution to virtually all aspects of life in Wales.
We will to continue to improve our internal processes by embedding equalities into our procurement processes and streamlining our Equality Impact Assessment tool.

6. Our Equality Action Plan sets out 18 specific measurable actions for the organisation which will require positive action from all directorates to fully achieve our 'Developing NRW's Teams and People' strategy and deliver on our Strategic Equality Plan objectives. We have recently analysed the self-disclosure information and we need to take time to reflect on the 'so what' question. We may therefore revise our 16/17 plan in light of that consideration.

Recommendation(s)

7. The Board is asked to approve the Equality and Diversity Annual Report 15/16 and Equality Action Plan 16/17, for publication.

Key Risks

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

Financial Implications

9. None

Equality impact assessment (EqIA)

10. An EqIA is not required for this report but the information it includes will go on to influence other EqIAs.

Index of Appendices

Appendix 1 Page 4 Equality Annual Report for 2015/16 (The Strategic Equality Plan Action Plan for 2016/17 is annex 2 within this report on page 33).