



**Cyfoeth
Naturiol
Cymru
Natural
Resources
Wales**

Strategic Equality Plan Equality Action Plan 2018 to 2019

If you would like this publication in a different format,
please let us know and we will do what we can to help.

Our Purpose

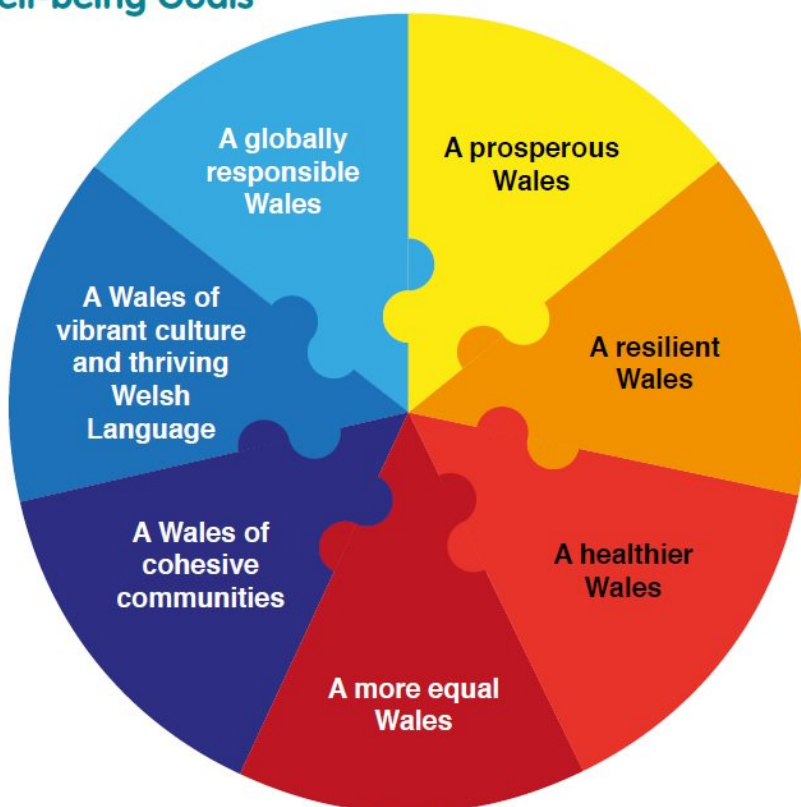
Our purpose is to pursue sustainable management of natural resources in all our work. This means looking after air, land, water, wildlife, plants and soil to improve Wales' well-being, and provide a better future for everyone.

The Environment (Wales) Act sets out our statutory purpose which states that in the exercise of our functions we must:

- pursue sustainable management of natural resources in relation to Wales, and
- apply the principles of sustainable management of natural resources.

We also have a duty under the Well-being of Future Generation (Wales) Act to maximise our contribution to the seven well-being goals.

Well-being Goals



Strategic Equality Plan 2015/19

Our Equality Action Plan has been developed to support the delivery of our Strategic Equality Plan. The Strategic Equality Plan sets out in one place our objectives and other arrangements for embedding equality, diversity and inclusion into our culture and everything we deliver. It contributes to our vision and is underpinned by our values and a policy statement outlining our commitment to equality. It covers all our functions - including everything we do in partnership or through contract.

Our well-being objectives are the focus of our next corporate plan and we will use the sustainable management of natural resources principles to deliver them. When doing this, we will prioritise and allocate our resources to ensure we maximise our contribution to the well-being goals for the benefit to all of Wales.

Our Strategic Equality Plan addresses issues to help ensure that:

- we have the public's trust
- all communities experience a service that is always fair
- we have a workforce which reflects the population we serve
- we provide opportunities to allow our people to maximise the contribution they make to our organisation and our work
- we provide equality of opportunity to all groups in society - both to members of the public accessing our services as well as to employees progressing their careers.

Equality Action Plan 2018 – 2019

The Equality Action Plan sets out, on an annual basis, broadly what we are doing to deliver our equality objectives. It is a living document and is published following a review of the 2017/18 Plan which can be found in Annex 1 of our [Equalities Annual Report](#). Actions may be amended or further actions added in response to new challenges ahead which are identified through continuous monitoring and reporting or changes in legislation. It is structured to mirror our 2018/19 Business Plan.

We welcome views on both our Strategic Equality Objectives and annual Equality Action Plan and comments should be given to us using the contact details on the back cover of this document.



Equality Action Plan 2018/19

	Goals	Action	Measurable	By end of	Owner	RAG
1	<p>To ensure that individuals (whose characteristics are protected by the Equality Act 2010) equalities needs are well understood and addressed.</p> <p>Whilst we work to deliver the best we can for everybody, we specifically look at potential impacts on those with protected characteristics and we also include those from poorer socio-economic backgrounds.</p>	<p>Actively engage with people and communities to better understand barriers to accessing services we provide and where applicable work in partnership with service users from protected groups, both internal and external and develop strategies to address barriers</p>	<p>1 - Record through impact assessing, our engagement with people and communities to better understand barriers to them accessing the services we provide.</p> <p>We will share our learning across the organisation to enable better partnership working and to develop strategies to address any issues or opportunities found.</p>	Ongoing	All NRW	
2	<p>Embed sustainable management of natural resources thinking into everything we do, supporting how we work and engage with others to address challenges and capitalise on opportunities</p> <p>Through this work, the people of Wales will see health and well-being improvements through public sector collaborative working.</p>	<p>We will contribute fully to the work of the Public Services Boards utilising our Well-being Statement and deliver on the nine principles of Sustainable Management of Natural Resources.</p>	<p>2 - We will have contributed to the Equality Impact Assessments for each of the 20 Local Well-being Plans, so that we ensure that the needs of all people, regardless of background are considered.</p>	As plans are being developed	Public Services Board Project Manager	

			3 - We will report specifically on the equality, diversity and inclusion benefits gained in our 2018/19 Equality Annual Report	Mar 19	Public Services Board Practitioners	
3	Improve how we deliver services by changing the shape of our organisation.	<p>We will support the organisation design work consider and address issues raised in equality impact assessments.</p> <p>The next phase of the Customer Focus Programme will give a range of opportunities for staff to help shape our service improvements.</p> <p>We will assess our level of gender pay equality and address issues.</p> <p>We will continue to monitor our progress with the Disability Confident scheme commitments. To deliver more for disabled staff and customers.</p>	<p>4 - Conduct the organisation design equality impact assessment to ensure we are not disadvantaging people through organisation design and change.</p> <p>5 - Complete our customer focus survey, report on its findings, and take action as appropriate.</p> <p>6 - Repeat our gender pay gap reporting exercise, look for gender pay equality issues and address these issues.</p>	May 18	Organisational Change Project Board	
				Sept 18	Delivering Customer Focus Manager	
				Sept 18	Senior Equalities Advisor / Gender Equality Network	

		Using the results of our third People Survey, we will deliver on subsequent action plans	7 - We will remain 100% compliant with the Disability Confident guaranteed interview scheme.	March 19	Recruitment Team Leader	
		We will make our NRW estate facilities more accessible to all.	8 - Conduct staff involvement sessions to jointly create action plans to help make NRW a better place to work.	September 18	People and Teams Steering Group	
			9 – Where possible, we will convert all single user toilets into gender neutral toilets	March 19	Facilities Management	
4	We will support the development of the organisation as it seeks to develop a culture and ways of working so people and teams can thrive.	We will work to become a Dementia Friendly organisation. By doing so, we will develop a culture that understands and supports staff who may be directly affected by dementia, and enable us to provide a more inclusive service to our local communities.	10 - We will continue work on our dementia friendly accreditation. This will take until 2020 to complete.	Ongoing but reporting progress in March 19	Dementia Champion / ODPM	
		We will also enter the 2019 Stonewall Workplace Equality Index.	11 - We will submit our entry into the Stonewall Workplace Equality Index 2019 and improve on our current placing of 132 nd in the UK	Sept 18	LGBT+ Network ODPM Procurement	

5	<p>Ensure there is effective governance of equalities, diversity and inclusion in NRW</p> <p>Only by delivering on our actions can we provide the best employment conditions and the best service provision to our customers.</p>	<p>We will deliver updates on progress made against this plan to the People and Remuneration Committee (PaRC) whose job it is to scrutinise progress. Updates will be delivered twice in the financial year to report on progress made and the momentum of embedding the equality agenda.</p>	<p>12 - Deliver mid-year equalities update to PaRC and Board</p> <p>13 - Deliver end of year equalities report to PaRC and Board</p>	Sept 18	<p>EDI Forum and Equalities Senior Advisor</p>	
				March 19		

Published by:
Natural Resources Wales
Cambria House
29 Newport Road
Cardiff
CF24 0TP

0300 065 3000 (Mon-Fri, 9am - 5pm)
enquiries@naturalresourceswales.gov.uk
www.naturalresourceswales.gov.uk

© Natural Resources Wales

All rights reserved. This document may be reproduced with prior permission of Natural Resources Wales

