



**Cyfoeth
Naturiol**
Cymru
**Natural
Resources**
Wales

Strategic Equality Plan Equality Action Plan 2019 to 2020

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

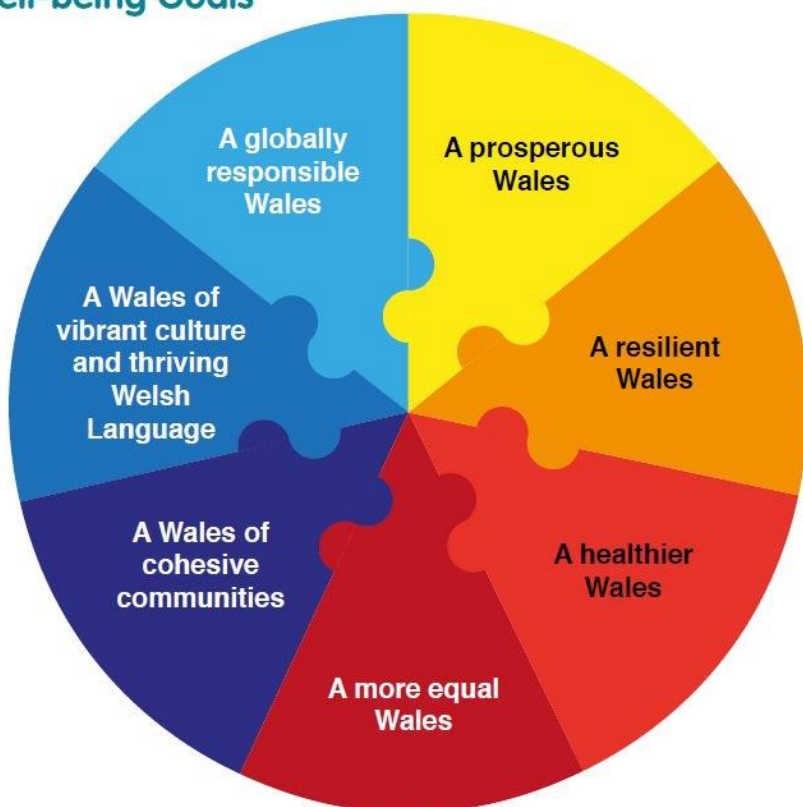
Our purpose is to pursue sustainable management of natural resources in all our work. This means looking after air, land, water, wildlife, plants and soil to improve Wales' well-being, and provide a better future for everyone.

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 to 2020

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 2019 – 2020

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 2018/19 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 2019/20 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, Diversity and Inclusion Action Plan 2019/20

Strategic Equality Plan 2020 to 2024

	Goal one	Action	Measurable	By end of	Owner	Red Amber Green
1	<p>To develop and implement Natural Resources Wales's 2020 to 2024 Strategic Equality Plan (SEP).</p> <p>We aim to have a SEP which compliments the objectives of other public bodies whilst theirs compliments ours.</p>	<p>To work collaboratively with members of the public, other public bodies and staff in developing our next SEP.</p> <p>We will:</p> <ul style="list-style-type: none"> • Plan • Consult • Draft • Re-consult • Agree • Publish 	<p>1 - Form a working group with other Welsh public bodies and produce a timeline plan</p>	May 2019	Lead Specialist Advisor OD	White
			<p>2 - Conduct joint consultation events for staff and public across Wales</p>	October 2019	Lead Specialist Advisor OD	White
			<p>3 - Draft our SEP and conduct a 12 week public review period</p>	January 2020	Lead Specialist Advisor OD	White
			<p>4 - Obtain Board agreement to publish our 2020 to 2024 SEP</p>	March 2020	Lead Specialist Advisor OD	White
			<p>5 - Implement our 2020 to 2024 SEP</p>	April 2020	Lead Specialist Advisor OD	White

Impact Assessing and governance

	Goal two	Action	Measurable	By end of	Owner	Red Amber Green
2	<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>To report on our actions and how they have delivered against our equalities objectives and values.</p>	6 - Record through impact assessing, our engagement with people and communities to better understand barriers to them accessing the services we provide.	March 2020	NRW project managers	White
			7 – Continually review the organisation design (OD) equality impact assessment and ensure we are not disadvantaging people	Until OD is complete	Organisational Change Project Board	White
			Deliver end of year equalities report to ET and Board	8 – Mid financial year	Lead Specialist Advisor OD	White
				9 – End of financial year		White

#TeamNRW

	Goal three	Action	Measurable	By end of	Owner	Red Amber Green
3	To help our people to be more aware of ourselves and actively engage in accrediting, benchmarking and embedding our values.	Assess our level of gender pay equality and act on it.	10 - Repeat our gender pay gap reporting exercise, look for gender pay equality issues and take action to address these issues	September 2019	Lead Specialist Advisor OD	White
		Monitor progress against our Disability Confident scheme commitments.	11 - We remain 100% compliant with the Disability Confident guaranteed interview scheme	March 2020	Recruitment Team Leader	White
		Continue to work towards our Dementia Friends accreditation.	12 – NRW becomes Dementia Friend accredited	March 2020	Dementia Friends Lead	White
		Enter the 2020 Stonewall Workplace Equality Index (WEI).	13 – Receive a better placing in the 2020 WEI	January 2020	Calon Network Lead	White
		Action Review Customer Programme to ensure it is fully inclusive for staff.	14 – Conduct a staff pulse survey	September 2019	Customer Programme Manager	White
			15 – Report on the pulse survey findings	December 2019		White

Our visitors, customers and partners

	Goal four	Action	Measurable	By end of	Owner	Red Amber Green
4	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. Through this work, the people of Wales will see health and well-being improvements through public sector collaborative working.	Review customer programme mechanisms for gathering customer insights.	16 – all 14 projects have an EqIA in place	April 2019	Customer Programme Manager	White
			17 – Develop and report on the Customer Involvement Framework	March 2020		White
		Implement the equalities assessment actions from our key recreational facilities.	18 – Produce a report on progress made	March 2020	Recreation and Access Advisor	White
		Make public information available through a variety of formats.	19 – Report on working with representative groups to ensure usefulness and usability of information	March 2020		White

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