

Cylchlythyr | Circular

Consultation on HEFCW's Strategic Equality Plan 2016-20

Date: 29 January 2016
Reference: W16/04HE
To: Heads of Regulated Institutions
Other interested parties
Response by: 4 March 2016
Contact: Name: Peter Vokes
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This consultation provides HEFCW's draft Strategic Equality Plan 2016 – 20 and invites responses.

If you require this document in an alternative accessible format, please telephone us on (029) 2068 2225 or email info@hefcw.ac.uk.



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Lywodraeth Cymru
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Introduction

1. This consultation provides HEFCW's draft Strategic Equality Plan 2016 – 20 and invites responses.

Background

2. The [Equality Act](#) was introduced in April 2010 and [specific public sector equality duties \(Wales\)](#) were introduced in April 2011.
3. To evidence how public authorities will meet the general and specific equality duties, HEFCW was required to publish, by April 2012, a four year [Strategic Equality Plan](#).
4. HEFCW is required to revise and publish a new Strategic Equality Plan (Plan) for the period April 2016 – March 2020. HEFCW officers are currently developing the Plan, taking account of discussions with partners including Welsh Government, other UK funding councils, the [Equality and Human Rights Commission](#), the [Equality Challenge Unit](#) and university representatives.

HEFCW's Strategic Equality Plan

5. HEFCW's draft Plan 2016-20 is provided as **Annex A**.
6. HEFCW's intention, from a critical analysis of our previous Plan, and in line with the approach of other UK funding bodies and HEIs, is to take a more thematic approach in this planning period.
7. HEFCW's previous Plan identified objectives to be completed each year, for a particular protected characteristic. This, perhaps, did not recognise fully the complexity of the issues involved and that long-term and sustained actions were need to make progress towards delivering the objectives.
8. In this planning period, HEFCW has developed an intentionally strategic and high-level plan, underpinned by an annual delivery plan. This approach recognises more effectively that, for example, people may identify with having more than one protected characteristic and objectives we identify may impact positively on people across a range of protected characteristics. This approach also enables HEFCW to be agile in its response to emerging priorities.
9. Following the consultation outcomes, HEFCW will develop an annual delivery plan, which will set out in detail the intended actions and milestones underpinning our Plan.

Consultation Responses

10. We welcome responses in either English or Welsh. We are particularly interested in views relating to the questions below, but we welcome all responses. Please send responses to Peter Vokes (peter.vokes@hefcw.ac.uk or equality@hefcw.ac.uk) by **Friday 4 March 2016**.

11. We would appreciate your views on the following:
 - a. What should HEFCW's Strategic Equality Plan seek to achieve in the short, medium, and long term for HEFCW's work with higher education providers as it relates to their employees and their students?
 - b. Is the proposed approach as set out in the plan appropriate?
 - c. Do HEFCW's strategic themes and high-level objectives appear relevant and proportionate?
 - d. What more might HEFCW's strategic themes and high-level objectives include to improve equality for staff working in higher education and students?
 - e. What more might HEFCW's strategic themes and high-level objectives include to improve equality for HEFCW as an employer?
 - f. What actions might HEFCW's delivery plan include to contribute to delivering its strategic themes and high-level objectives?
 - g. What collaborative actions might HEFCW take with higher education providers and other interested parties to make progress towards its strategic themes and high-level objectives?
 - h. How will HEFCW know if its strategic themes and high-level objectives have been achieved successfully?
 - i. Do you have any other comments? For example, are there any potentially unintended consequences or negative implications of HEFCW's draft Strategic Equality Plan?
 - j. Can you identify any other impacts relating to equality and diversity, the Welsh language and/or responsibilities under the Well-Being of Future Generations Act 2015 that we should consider in developing our Strategic Equality Plan further?

Further information / responses to

12. Should you wish to discuss this consultation further, please contact Peter Vokes (tel 029 2068 2218; email peter.vokes@hefcw.ac.uk or equality@hefcw.ac.uk).