

Meeting
14/03/14

Agenda Item
15

Reference No
HEFCW/14/24

1 Issue

- 1.1 This paper presents for approval without discussion HEFCW's Equality Annual Report for the period 2012-13.

2 Corporate Planning Implications / Rationale for paper

- 2.1 The Equality Act was introduced in April 2010 and specific public sector equality duties (Wales) were introduced in April 2011. The Wales specific duties require us, as a Welsh Government Sponsored Body, to publish an annual report by 31 March of each year.

3 Recommendation

- 3.1 The Council is invited to:
- i. Note the HEFCW Equality Annual Report for the period 2012-13; and
 - ii. Approve for publication the HEFCW Equality Annual Report 2012-13.

4 Timing for decisions

- 4.1 Approval is required at this meeting to enable the HEFCW Equality Annual Report to be published by 31 March 2014 in line with our statutory duty.

5 Council members' interests

- 5.1 No conflicts of interests have been declared in advance of the meeting.

6 Further information

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gemma.woolfe@hefcw.ac.uk)

7 Background

- 7.1 HEFCW has a statutory duty to publish an Equality Annual Report. The report should include information on the steps taken, within the period, to meet the duties and our progress towards fulfilling HEFCW's equality objectives, as set out in our Strategic Equality Plan.
- 7.2 HEFCW's first annual report, following the introduction of the Equality Act (2010) and public sector equality duties (Wales, 2011) was published in March 2013. It covered the period 2011-12. This reporting period is set by the Welsh Government.
- 7.3 This Equality Annual Report includes, for the first time, our report on progress towards the three Strategic Equality Plan (SEP) objectives we set for the period 2012-13¹.

8 HEFCW's Equality Annual Report

- 8.1 The report is attached as **Annex A**. It includes our equality responsibilities as they relate to HEFCW as an employer in addition to our role in supporting the sector to meet its statutory responsibilities.
- 8.2 The report sets out:
- The equality-related evidence and data we collect to inform policy and practice;
 - Equality monitoring and other actions undertaken in our role as employer in meeting and going beyond our equality duties;
 - Equality monitoring and actions undertaken to support the sector in meeting and going beyond its equality duties;
 - Progress against our strategic equality objectives 2012-12; and
 - How we assess the impact of our equality policies and practices.

The Council is invited to note the HEFCW Equality Annual Report for the period 2012-13 and approve for publication the HEFCW Equality Annual Report 2012-13.

9 Financial implications

- 9.1 No immediate financial implications arise out of this paper.

10 Communications implications

- 10.1 We will publish the annual report on our website, following Council's approval.

¹ [HEFCW Strategic Equality Plan](#)

11 Diversity and Equal Opportunities implications

- 11.1 The report contributes to meeting our legal responsibilities to assess the impact of our work on individuals with protected characteristics.

12 Risk Assessment

- 12.1 Risks include:

Risk	Action to address risk
HEFCW failing to meet the equality-related legal responsibilities of a Welsh Government Sponsored Body.	We will collect, analyse and, where appropriate, publish equality-related data to support HEFCW as an employer and we will work with the Welsh Government and HEIs to advance equality of opportunity, including going beyond statutory duties; and We will actively engage with HEIs and other partners to broaden the diversity of the student population.
The sector fails to comply with its statutory duties	Our Equalities Manager (EM) will work closely with the sector, including with the ECU, to support and inform their E&D work; Our EM will monitor sector-data to inform our understanding of E&D issues and sector progress; and The Senior Procurement Manager, working with the EM, will monitor sector compliance and progress in relation to their duties as an employer.