

# Cylchlythyr | Circular

## Consultation on HEFCW's Strategic Equality Plan 2020-24

**Date:** 09 January 2020  
**Reference:** W20/02HE  
**To:** Heads of Regulated Institutions and other interested parties  
**Response by:** 04 March 2020  
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This consultation provides HEFCW's draft Strategic Equality Plan 2020-2024 and invites responses.

If you require this document in an alternative accessible format, please email [info@hefcw.ac.uk](mailto:info@hefcw.ac.uk).



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Mae'r ddogfen hon hefyd ar gael yn y Gymraeg | This document is also available in Welsh

Rydym yn croesawu gohebiaeth yn y Gymraeg neu yn Saesneg | We welcome correspondence in Welsh and in English

## Introduction

1. This consultation provides HEFCW's draft Strategic Equality Plan 2020-24 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 2020 – March 2024. HEFCW officers are currently developing the Plan, taking account of discussions with partners including Welsh Government, other Welsh Public Bodies<sup>1</sup>, the [Equality and Human Rights Commission](#) and university representatives.

## HEFCW's Strategic Equality Plan

5. HEFCW's draft Plan 2020-24 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.

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<sup>1</sup> National Public Bodies Group membership: Natural Resources Wales, Arts Council of Wales, National Museum Wales, HEFCW, Welsh Language Commissioner, Careers Wales, Welsh Revenue Authority, HEIW, Sport Wales, Cardiff and Vale University Health Board and Velindre University NHS Trust.

## 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 Ryan Stokes ([ryan.stokes@hefcw.ac.uk](mailto:ryan.stokes@hefcw.ac.uk) or [equality@hefcw.ac.uk](mailto:equality@hefcw.ac.uk)) by **04 March 2020**.
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 high-level objectives appear relevant and proportionate?
  - d. What more might HEFCW's high-level objectives include to improve equality for staff working in higher education and students?
  - e. What more might HEFCW's 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 high-level objectives?
  - h. How will HEFCW know if its 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 Ryan Stokes (029 2085 9736; [ryan.stokes@hefcw.ac.uk](mailto:ryan.stokes@hefcw.ac.uk) or [equality@hefcw.ac.uk](mailto:equality@hefcw.ac.uk)).