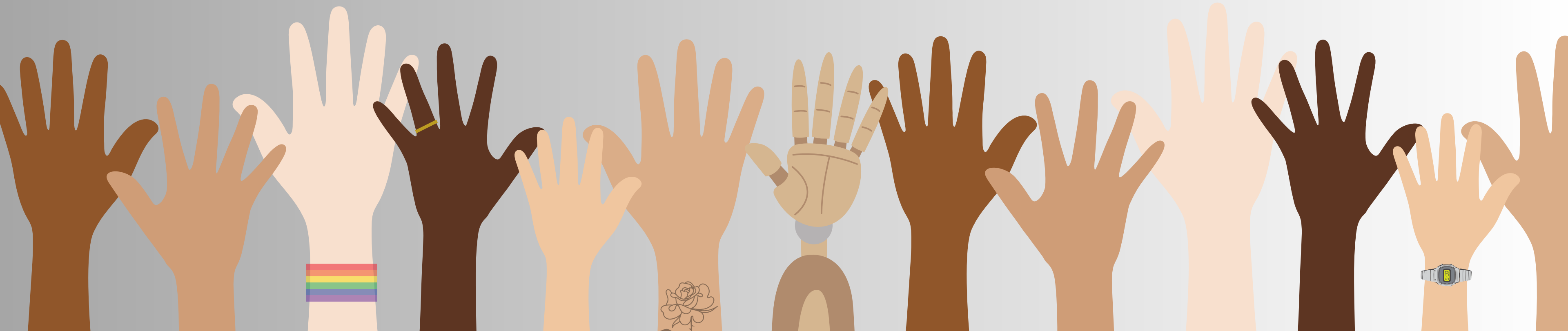


Equality, Diversity and Inclusion: A Statement of Strategic Intent

AUGUST 2023



Our Commitment: Equality, Diversity and Inclusion

Healthcare Inspectorate Wales (HIW) and Care Inspectorate Wales (CIW) have come together to publish a joint statement of strategic intent focusing on equality, diversity and inclusion. The statement represents the first step towards a joint Equality, Diversity and Inclusion strategy which will be launched in 2024.

CIW and HIW are the independent inspectorates and regulators of healthcare, social care and childcare in Wales. Through our work, we take action to improve the quality and safety of services for the well-being of the people of Wales. HIW and CIW have collectively come together, to pool our experience and knowledge and to work on a joint strategy which supports both organisations. We place people at the heart of what we do and seek to be a trusted voice which influences and drives improvement in healthcare, social care and childcare in Wales.

We want to help improve people's access to and the quality of their experience of these services. We believe that ensuring we have a strong focus on equality, diversity and inclusion within our work will support us to achieve this aim.



As inspectorates and regulators, we will:



- **Strengthen the focus on equality and diversity in our work and where we find inequalities we will challenge and report on this.** We will embed equality, diversity and inclusion in our work, to drive improvements in the delivery of healthcare, social care and childcare services for people who share one or more of the protected characteristics.
- **We will improve our engagement with diverse communities so they have a strong voice and influence in our work.** We will increase our understanding of the experiences of people who share one or more of the protected characteristics to inform our decision making.
- **Build our organisations so they are inclusive and representative.** We will build a more diverse workforce that reflects the communities we serve. We will support our workforce to flourish and thrive whatever their background in fair and inclusive workplaces. We will invest in developing the skills and knowledge of our staff and create learning cultures to enable us to evaluate and challenge our understanding of equality, diversity and inclusion.

