

					
INPUTS	Leadership & Culture	Data & Population Health Management	Finance & Resources	Workforce	Community Involvement
ACTIONS	<p>Appoint senior leaders in planning, finance, and operations responsible for driving health equity.</p> <p>Senior Primary Care leaders to use Health Equity and Health Impact Assessments in planning and delivery.</p> <p>Collaborate with Clusters and Pan Cluster Planning Groups to embed equity in the annual planning cycle.</p> <p>Introduce quarterly Health Equity Reviews to assess progress across all key outcomes and deliverables.</p>	<p>Apply Population Health approaches to identify and respond to unmet Primary Care needs across population groups.</p> <p>Develop systems that integrate actual patient experience into data collection and analysis.</p> <p>Embed actual patient experience with service use data to influence planning.</p> <p>Prioritise research, evaluation, and innovation in high-need areas (e.g. 'Deep End' practices).</p> <p>Ensure local data-sharing agreements with key stakeholders, including local authorities and third sector, to enable collaborative and informed service planning and evaluation.</p>	<p>Apply Health and Equality Impact Assessments systematically in all funding decisions.</p> <p>Allocate resources in alignment with population health needs, including populations with multiple overlapping needs.</p> <p>Direct funding to reduce health inequalities as a core organisational objective.</p>	<p>Support CPD training on health inequalities for clinical and non-clinical staff.</p> <p>Embed health inequalities training into all induction programmes and ensure availability for existing staff at all levels.</p> <p>Expand and diversify apprenticeship programmes across Health Boards, prioritising recruitment from underserved communities.</p> <p>Utilise apprenticeships to strengthen local workforce pipelines and support inclusive recruitment practices.</p> <p>Establish systems to continuously evaluate workforce planning, recruitment, and retention strategies for improvement.</p> <p>Implement structured initiatives such as rotational placements, mentoring, and peer support to attract and retain staff in underserved areas.</p> <p>Identify, support, and scale successful voluntary sector workforce partnership models (e.g. Helpforce Cymru, Public Health Wales).</p>	<p>Work with partners to embed assertive outreach and integrated models of care delivery in areas of high need.</p> <p>Identify and utilise alternative, community-based settings for care delivery in collaboration with local partners and voluntary sector.</p> <p>Ensure accessible, inclusive communication by embedding equity and accessibility in all health promotion and public information materials.</p> <p>Normalise the routine inclusion of community engagement and lived experience as part of standard practice.</p>