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Wales

Name of Meeting
People and Organisational
Development Committee
Date of Meeting
12/01/2023
Agenda item:
4.1.1

End of Year update - Staff Diversity Networks: Requests to Board

Executive lead:	Neil Lewis, Director of People and Organisational Development
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Author:	Sarah Brewer, Head of Employee Experience
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Approval/Scrutiny route:	Neil Lewis, Director of People and Organisational Development Business Executive Team – 19 December 2022
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Purpose

The purpose of this paper is to provide an update to the Committee on the requests to date that the Staff Networks made to the Public Health Wales Board during 2021/22.

Recommendation:

APPROVE <input type="checkbox"/>	CONSIDER <input checked="" type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
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The Committee are asked to:

- **Note** and **take assurance** on the progress made against the requests to date detailed in this paper and on the accompanying spreadsheet

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities.

This report contributes to the following:

Strategic Priority	2 - Improving mental-well-being and building resilience
Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	1 - Influencing the wider determinants of health

Summary impact analysis

Equality and Health Impact Assessment	None required as this has been developed in collaboration with the Staff Networks and forms the basis of an EQIA
Risk and Assurance	There is a risk that if the Board do not continue to support and monitor progress with the requests, the rest of the organisation will not understand the needs of the networks, leaving staff in marginalised groups feeling unsupported and us not being able to achieve the inclusive culture we are striving for.
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes Theme 7 - Staff and Resources Governance, Leadership and Accountability Choose an item.
Financial implications	Financial implications can be picked up within the Budget Allocation for CH11/CH12 during 2022-23
People implications	This is an ambitious programme of work which will have implications for staff in terms of training and adjusting to new systems and processes. The long term goal is a more inclusive culture where everyone can be their best at work, which will ultimately benefit everyone.

1. Purpose / situation

The purpose of this paper is to provide an end of year update to the Executive Team and People & OD Committee (PODCOM) on the requests that the Staff Networks have made during presentations to the Board during 2021/22.

2. Background

There are seven Staff Diversity Networks in Public Health Wales. These are as follows:

- Enfys LGBT+ Network (est Sept 2017)
- We Care, Carers Network (est July 2018)
- Women's Network (est Aug 2018)
- Porffor Network (est Nov 2018)
- REACH Network (est Jul 2019)
- MENs Network (est Nov 2022)
- Cymraeg Network (est October 2022)

The Board has committed to supporting the staff networks, and recognises the value they add in developing and shaping the organisation, creating an environment where everyone can be themselves at work. At present, around 250 staff are members or allies of the staff networks, which equates to around 10% of the organisation.

Five of the Network Chairs have presented to the Board in 2021-22 (the newest two had not been formed at that point). The purpose of this was for the Board to understand the role and focus of each Network, get a better understanding of the lived experiences of network members, and a better understanding of how they could support them. Each Network has put forward a number of requests for consideration that would improve the experience of their members, as well as other staff who share the same protected characteristic.

A progress update was provided to the Executive Team and PODCOM in April 2022. This paper provides an update on the work that has taken place since then.

A full description and update of all of the requests is attached



Network Requests

3. Description/Assessment

More progress has been made towards the requests since the update in April 2022. Details are shown on the attached spreadsheet.

Many of the requests from the different networks were similar, so have been grouped into the following themes:

- Awareness raising, advocacy and information for staff
- Learning and Development
- Recruitment
- Policies, systems and processes

Progress on these is as follows:

Awareness raising, advocacy and information for staff

Network activity has been mentioned in several Executive Team messages, and in Tracey's Live briefing sessions, and also in the recent staff conferences. The Chair and Vice Chair also attended Staff network meetings over the course of 2022, and plan to continue this during 2023. As a result, all networks have seen growth in numbers, and feedback from individuals has been very positive on the benefits of being involved. The networks also had stalls in the marketplace during the staff conferences, giving an opportunity to reach more staff and answer questions.

Each network has their own SharePoint intranet page and can control the content. This includes the factsheets for Carers and Managers of Carers, Social Model of Disability and information on Pronouns.

The We Care Network held drop in sessions for staff in Cardiff and Swansea during December.

A Men's Network was launched on the 19th November to coincide with International Men's Day. The network is still very new and membership is small but there has been some interest across the estate. We also ran a session entitled "Manopause" in September, to raise awareness of men's health issues.

Learning & Development

We continue to promote the Skills Booster module which offers an opportunity to look more closely into a range of Equality, Diversity and Inclusion topics. These modules have also been incorporated into some of

our wider training courses for managers, new starters and recruiting managers.

In addition to this, we have run a number of talks on the following:

- Islamophobia Awareness
- “Can I call you that?” session on inclusive language
- Trans Awareness
- 16 Days of Activism – Domestic Abuse
- Disability Awareness with Hannah Barham-Brown
- Menopause
- Allyship and Intersectionality for Black History Month

Recruitment

Our Intranet support and guidance pages have been updated to provide clear direction upon the organisations stance to diverse. In addition clear wording is stated in the revised Recruitment and Selection Policy which is soon to be ratified. Our redesigned Assessment and Selection training also includes discussions regarding the need for diverse panels and understanding of protected characteristics.

Work has now commenced on our Employee Value Proposition (EVP) so that we can clearly state what Public Health Wales has to offer, and what makes us the employer of choice. This will enable potential job applicants to make an informed decision of whether we are the right organisation for them, including how supported they will feel in terms of diversity and inclusion. By setting out our EVP, we can have useful conversations with different communities to make sure that they know what we have to offer, and also to find out the things that matter and be attractive to them. In addition to this, we have been working in partnership with Arden University, who are undertaking some research for us with various stakeholders and community groups to better understand what different communities look for when they are job seeking, and what would make the organisation more or less attractive to them. We will develop our action plan based on the findings of the research, and will and work closely with partners to attract more diverse candidates.

The Swansea University paid internship programme was shared across the organisation, with one directorate taking up the opportunity. A student from a minority ethnic background started with us in November. A paper seeking funding that proposes an organisational approach to internships that ring-fences particular communities will be submitted in January 2023. We are also working in collaboration with HEIW to be part of their successful paid summer internship scheme which was richly diverse.

Policies, systems and processes

Work continues on drafting a statement on the organisation as a place of safety. Initial scoping with Facilities, Comms, People and Organisational Development and the Women's Network took place between July and September. The position statement is being developed by the Women's Network chairs, prior to sharing more widely in early 2023.

A talk has been arranged in December from Welsh Women's Aid and work on becoming a trauma-informed organisation will also support this.

Since September through to December the Women's Network have been gathering staff experiences of their commute to work. This evidence will be used for the development of reflective sessions to discuss support that would help people to be and feel safer on their way to work and when at work.

Next Steps

The work plan that has been developed will continue to be monitored through the People & Organisational Development Committee, with the remaining actions expected to be completed by the end of March 2023. The relationship between the Board and Staff networks will continue informally throughout 2022/23 and be reviewed ready for 2023/24 when the Board and Staff networks will likely come together again in a formal Board session(s).

The work of staff networks and discussions held with the Board in 2021/22 will feed into the next Strategic Equality plan, which will be developed and consulted on during the summer of 2023.

3.1 Well-being of Future Generations (Wales) Act 2015

This update contributes /will contribute to the following Public Health Wales well-being objectives

Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services

Goal 5 - Influence policy, planning and design

Goal 6 - Maximise the potential of our natural and cultural resources



The actions in the plan look at initial actions which will have long term benefits. These actions will be built on as they progress, ensuring a sustainable change.



By undertaking the actions identified, we can prevent problems in the future, and build a more inclusive organisation



These actions integrate with the actions in our Strategic Equality Plan



The networks have worked collaboratively to identify the actions and solutions



Networks have involved members in their communities and groups to identify changes.

4. Recommendation

The Committee are asked to:

- **Note** and **take assurance** on the progress made against the requests to date detailed in this paper and on the accompanying spreadsheet