

## Network Requests to Board

Number	Network	Date to Board	Request	Deadline	RAG	Lead	Exec Lead	Progress
1	We Care	27/05/2021	Open dialogue with Managers	Completed		All Execs	Neil Lewis/Helen Bushell	Factsheets developed for individuals who have caring responsibilities and for Managers of those individuals and are now published on the Intranet site. Information for Carers has been pulled into one guidance document
2	We Care	27/05/2021	Flexible working -Be mindful of carer roles being 24/7	Completed		All Execs	Neil Lewis/Helen Bushell	Work/life sessions and survey delivered in October. Reinforced in CEO messages/Live Q&A. ESR has now been updated to enable individuals to record their status as an unpaid carer, which will help us identify and support people
3	We Care	27/05/2021	Board to promote Carers and the Network	Ongoing		Helen Bushell/Corp Gov	Helen Bushell	We Care Network provided input into a report on the determinants of mental wellbeing for unpaid carers in Wales which raised their profile in the organisation more. The network also had a stall in the marketplace at the staff conferences. A new Exec Sponsor will be appointed for the network early in 2023 which will enable this work to continue Carers Drop in sessions held in Cardiff and Swansea in December
4	BAME	29/07/2021	Diversity on Recruitment Panels	Completed		Matthew Browne	Neil Lewis/Huw George	Our Intranet support and guidance pages provide clear direction upon the organisations stance to diverse panels. <a href="https://nhs.wales365.sharepoint.com/sites/PHW_OD/SitePages/Recruitment-Shortlisting.aspx">https://nhs.wales365.sharepoint.com/sites/PHW_OD/SitePages/Recruitment-Shortlisting.aspx</a> 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 upon the need for diverse panels and understanding protected characteristics. All developments have been implemented in consultation with our ED&I colleagues
5	BAME	29/07/2021	Paid BAME Workplacements/Internships	Ongoing (some work ongoing but will be incorporated into our new SEP and work on the ARWAP)		Heather Parkin/Matt Browne	Neil Lewis/Huw George	The paid Swansea University internship programme was communicated across the organisation. We had one directorate take up the opportunity, WHOCC. BAME student began with us in November. A paper seeking funding that proposes an organisational approach to interns that ring-fences particular communities will be submitted in January 2023. The organisation is also working in collaboration with HEIW to be part of their successful paid Summer Internship scheme which was richly diverse.

6	BAME	29/07/2021	Racial Awareness training for Senior Managers /All Staff online / All Staff on panels classroom session (June 2022)/All staff Classroom (2022-23)	Completed		Sarah Morgan	Neil Lewis/Huw George	This has been widened to encompass wider ED&I training for all staff at Band 8a and above (half day session delivered via Teams). Supplier identified and training commenced in January. All sessions for senior staff were delivered by 31/03/2022. A number of facilitated team discussions on Racial Awareness have been held (on request) within various teams. We will further promote and offer these sessions across the organisation.
7	Enfys	30/09/2021	Pronouns on passes. Facilities to come up with an approach	Completed		Chris Orr	Huw George/Rhian non Beaumont Wood	The form to request a building pass has now been updated to include the option of bilingual pronouns to be added
8	Enfys	30/09/2021	Pronouns in email signatures	Completed		Leah Morantz	Huw George/Rhian non Beaumont Wood	Pronoun information has now been made available for all staff on the new Intranet site. Guidance and bilingual examples has also been published together with information on why this is important for individuals to make an informed choice.
9	Enfys	30/09/2021	Definitive list of Diversity Monitoring questions/categorisations to be identified and approved by BET	Completed		Sarah Brewer	Iain Bell/Rhiannon Beaumont-Wood	Diversity Monitoring questions approved by BET in January. These are now available on the Intranet site along with guidance for staff
10	Enfys	30/09/2021	Internal and external information to include representation of different groups including same sex couples	31/03/2022		Leah Morantz	Huw George/Rhian non Beaumont Wood	This has been discussed with Comms colleagues who will ensure this is considered in future campaigns.
11	Enfys	30/09/2021	Pronouns in meetings	Completed		Sarah Morgan	Helen Bushell/Rhian non Beaumont Wood	Guidance available on Intranet. This will be encouraged but not mandated.
12	Enfys	30/09/2021	ESR representation	Completed		Joe O'Brien	Neil Lewis/Rhiannon Beaumont-Wood	Work is underway at a National level to replace ESR so major changes will not be actioned. We continue to sit on the National project groups for ESR and it's replacement and will continue to lobby for the changes.
13	Enfys	30/09/2021	Gender Neutral Language Policy	Completed		Sarah Brewer	Helen Bushell/Rhian non Beaumont Wood	It is suggested that this is guidance and examples rather than a policy. Support tools are now available on the Intranet with Pronoun information.

14	Porffor	25/11/2021	Staff to undertake the following training: All staff to undertake Inclusive Language training by March 2022 All Staff to undertake Disability Confident training by March 2023 All Line Managers and recruiters to undertake Inclusive Leadership training by September 2022	Completed		Sarah Brewer	Iain Bell	Inclusive Leadership training has been rolled out to Band 8a staff and above. ED&I training will now be embedded into existing L&D programmes using the Skill Boosters package
15	Porffor	25/11/2021	Q&A session with board and disabled staff	31/07/2022		Helen Bushell/Corp Gov	Iain Bell	To be arranged for Spring 2023
16	Porffor	25/11/2021	PHW to adopt the Social Model of Disability	Completed		Sarah Brewer	Iain Bell / All Board members	The Social Model of Disability has been included in the Inclusive Leadership training. In addition to this, a factsheet has been developed and is now included on new Intranet site, along with links to training videos and resources.
17	Women	31/03/2022	Help to raise awareness by attending network events	31/03/2023		Sarah Brewer	John Boulton	Jan and Kate are planning to attend meetings for all networks and events throughout 2022/2023
18	Women	31/03/2022	Clear organisational position on the workplace as a place of safety	31/03/2023		Sarah Brewer/Women's Network Chairs/Chris Orr	John Boulton	<ul style="list-style-type: none"> <li>Initial scoping with Facilities, Comms, P&amp;OD and the Women's Network has taken place (July-Sept).</li> <li>Position statement under development and with Women's Network Chairs for action, prior to sharing more widely in early 2023.</li> <li>Talk in December from Welsh Women's Aid and organisational work on becoming a trauma-informed organisation will also support this work.</li> </ul>
19	Women	31/03/2022	Help to support address safety on our sites and during commute to work by supporting key messages to the organisation and beyond	31/03/2023		Sarah Brewer/Women's Network Chairs/Chris Orr	John Boulton	<ul style="list-style-type: none"> <li>Women's Network gathering staff experiences of commute to work (Sept-Dec).</li> <li>These will be used for a development/ reflective session to discuss support that would help people be/ feel safer on their way to work/ when at work.</li> </ul>
20	Women	31/03/2022	Help to engage with more men	Completed		Women's Network Chairs	John Boulton	We had a talk on the Menopause in September and have set up a new Men's Network in November.

	Awareness raising and information for staff
	Training
	Recruitment
	Policies, systems and processes
	Completed