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Public Health
Wales

Name of Meeting
People and Organisational
Development Committee
Date of Meeting
19 July 2023
Agenda item:
3.2

Equality, Diversity and Inclusion Update

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Approval/Scrutiny route: Business Executive Team
People & OD Committee

Purpose

The purpose of this paper is to provide an update on the progress of the Year 3 actions set out in the Strategic Equality Plan (SEP).

Recommendation:

APPROVE

CONSIDER

ASSURANCE

ADOPT

NOTE

The Committee are asked to:

- Take assurance the work that has been undertaken to progress the Diversity and Inclusion agenda in Public Health Wales.

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	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	Choose an item.
Strategic Priority	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	An EHIA is not required as this is an update paper and no decisions are required.
Risk and Assurance	This links to Datix ID 727 on the Board Assurance framework: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities
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 Choose an item. Choose an item.
Financial implications	None – this is an update on actions taken
People implications	All people related actions will centre around supporting all staff and achieving the aims set out in the SEP.

1. Purpose / situation

The purpose of this paper is to give an update on the progress of the Year 3 actions set out in the Strategic Equality Plan (SEP).

2. Background

This paper is an update on the work undertaken to progress the Equality, Diversity and Inclusion Agenda in the organisation since the previous update to the People and OD Committee in April 2022.

Some of the planned actions were not able to be undertaken due to staff changes and vacancies in the Employee Experience Team.

3. Description/Assessment

There has been significant progress against the actions in the SEP since its launch in July 2020, which are detailed in full on the action plan (Appendix 1). This plan is in place until March 2024, therefore progress is shown for years 1-3 only. This report focuses on the actions undertaken in Year 3.

Key areas to note (the action number is shown in brackets for ease of reference) are:

- We renewed our subscription to Skill Boosters and have embedded the modules into the wider Learning & Development offering. We have also linked relevant Skill Boosters modules when celebrating National awareness events (eg LGBT+ History Month). (1.1, 1.2)
- A programme of awareness raising has taken place throughout the year, with 11 events being held as detailed. (1.3)
- The Healthy Working Relationships programme continued to be promoted, with awareness sessions being given to Staff Networks in their meetings. During this period we have been developing the Being our Best Framework, and have worked closely with the Staff Networks on the design, development and implementation of this. We also continue to report numbers of grievances in the Workforce Equality Report, but due to low numbers, employees are identifiable therefore, we cannot publish details. (1.4)
- A Diversity Calendar was published on the intranet. (1.6)
- We have continued to work with Arden University on a project to undertake research with minority groups and communities to better understand what would attract them to Public Health Wales as an employer, and also what they expect once in post. This work has been delayed due to legal issues in the contract. (2.1)

- We have continued to support and develop the Staff Diversity Networks, and two new networks were set up in Year 3: Chap Chat – Men’s Network and Ymlaen: the Welsh Speakers Network. Executive Sponsors have been appointed for both.(2.4). The number of staff involved in a staff networks is now over 300.
- We have welcomed a cohort of 7 Kickstart placements this year, which are aimed at 18-25 year olds from an economically disadvantaged background. We are working on additional placement schemes and apprenticeships for September. (2.3)
- The Management and Leadership Development programme has been launched and there are plans to ringfence a number of places for under-represented groups. (2.7)
- Our Gender Pay Gap has reduced from 16.1% in 2021 to 11.8% in 2022. We also published our Ethnicity and Disability Pay Gaps for the first time. The report was published in January 2023. (3.1, 3.3)
- We held a round table discussion on Diversity in Public Appointments with a number of our Board members and Network members who are either already holding a Public Appointment, or are thinking of doing so. We are also liaising with Academi Wales to develop some training for aspiring Board members. (2.5)
- The staff networks have been involved with the discussions around Future Ways of Working, and Work How it Works Best, and have been actively encouraging members to complete the evaluation. The results have been reported back to the Executive Team and PODCOM so that the differential impacts on minority groups can be understood. As a result, this has helped with the decision to move this work from the pilot phase into business as usual. (2.4, 3.2)
- Declaration rates and the diversity profile for the organisation have improved year on year during the period of this SEP. Appendix 2 shows the difference for LGBT, Disabled and Minority Ethnic staff by percentage in 2020 and 2023, and also the increase in declaration rates during this period. (2.1, 4.2)
- Facilities have held workshops to understand inclusive design in the remodelling of the CQ2 work space. A quiet area has been created on the 4th floor at the request of our Networks. (4.3)

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

This report contributes to the following Well Being Goals:

The report contributes to Goal 1: Build capacity and support system change, by reviewing current practices and ensuring that the way we work is inclusive and supports a diverse range of staff and service users.

In turn, this enables us to support Goal 3: Support the NHS to deliver high quality, equitable and sustainable services, by looking at the information and services we provide and ensuring that they can be accessed by all.

This work has been put together following the five ways of working, as defined within the sustainable development principle in the Act, in the following ways:



The actions that have been undertaken so far, together with those planned enable us to strive towards a long term aim of a fully inclusive and supportive culture where everyone can give of their best



The actions help to create an environment free of discrimination, thus preventing problems in the future



The work aligns with being a more equal Wales, and with the organisation’s values of “Working together, with trust and respect, to make a difference”.



Collaborating with staff across the organisation to deliver the actions, for example People and Organisational Development, Procurement, Service Delivery and Communications will enable us to achieve the aims set out in our Strategic Equality Plan and IMTP.



Setting up staff networks allows us to work in a collaborative way to build the inclusive culture and progress the Equality agenda.

4. Recommendation

The People & OD Committee are asked to:

- Take assurance the work that has been undertaken to progress the Diversity and Inclusion agenda in Public Health Wales.

Appendix 1



Appendix 2

Workforce Diversity Data and Disclosure Rates during the period of the current SEP

