

Number	Action	Progress	RAG status
<b>Priority action 1</b>			
1	<b>Appointing 'Executive Equality Champions' and 'Cultural Ambassadors;</b>	NED recruited responsible for EDI. We have not yet identified a champion at Exec Level. Deputy CEO, Huw George is Exec Sponsor of the REACH Network.	<b>COMPLETED</b>
2	<b>Implementing a leadership and progression pipeline plan for Black, Asian and Minority Ethnic staff;</b>	L&M Academy will ring fence spaces for ethnic minority staff. We have started this internally by ringfencing spaces on our Management and Leadership Development Programme for minoritised groups. Coaching/mentoring opportunities will be created for ethnic minority staff	<b>CURRENTLY BEING DEVELOPED</b>
3	<b>Providing Ethnic Minority Networks appropriate levels of resource and access to the Board.</b>	August BET. REACH Session in Nov 2023 and their 'asks' were signed off by the Board. Huw G as exec sponsor. Regular access to PODCOM	<b>COMPLETED &amp; FUTURE OPPORTUNITIES</b>
4	<b>Use existing legislative frameworks to require NHS organisations to develop anti-racism action plans; for both employment and service delivery as a specific part of their wider approach to equality, inclusion and diversity. Progress will be monitored and reported via IMTP and Annual Plans, and the Joint Executive Team process.</b>	We have actions in our current SEP and Networks action plans. We also have anti racism in our new SEP 2024-2028. We have undertaken a Cultural Competence assessment through Diverse Cymru each year to monitor progress and ensure continuous improvement in this area, and are the only NHS organisation to achieve the Gold award. FG on Task & Finish Group to co-produce a robust EDI reporting process using WG SEP and the repository for all EDI objectives and the annual Equality Report. WG sign off our IMTP.	<b>CURRENT SEP, 2024-2028 SEP, 2024 CULTURAL COMPETENCY WORK</b>
5	<b>All NHS Board members will undertake an anti-racist education programme and implement and report progress against personal objectives (for all Board members) to meet vision of an anti-racist Wales.</b>	All Board members undertook Inclusive Leadership training in March 2022	<b>COMPLETED</b>
<b>Priority action 2</b>			
6	<b>Commission an independent audit of all existing workforce policies and procedures through an anti-racist lens, and expect Black, Asian and Minority Ethnic representation within forums or groups established to design the audit/and oversee and support their effective implementation and application.</b>	Diverse Cymru leading on this work - not yet complete. NHS Employers leading on commissioning independent audit of all-Wales policies by October; seeking guidance on Trust-specific policies	<b>FUTURE PLANS</b>
7	<b>Higher Education Institutions (HEIs) and NHS Organisations will co-design anti-racist education programmes with Black, Asian and Minority Ethnic people. Set a requirement for all NHS Staff, NHS Volunteers and students to complete redesigned anti-racist education programmes</b>	Mandatory e-learning with wraparound offer. FG on task and finish group for NHS training. Meetings on-going. L&D Team to monitor completion rates of mandatory training and look at how we can increase take up of SB and how many accounts are being registered. FG has emailed WG about appraisals info. Routes to Reporting Discrimination News Story has been promoted and Speaking up Safely Process is being updated. All this work links to Being our Best Framework.	<b>CURRENTLY BEING DEVELOPED</b>

8	Each NHS organisation will commit to their involvement in the Aspiring Board Members Programme, ensuring education, mentoring and support to participants who will be from a Black, Asian and minority ethnic background. Academi Wales, to work in partnership with NHS Wales and other appropriate organisations to develop and run an Aspiring Board Members Programme	Academi Wales will lead on recruitment and matching participants to NHS bodies and facilitate induction and introduction to the role of an IM and other learning opportunities throughout programme.	FUTURE PLANS
9	HEIW will ensure all commissioned programmes provide evidence of anti-racist principles and reflect HEIW's Strategic Equality Plan in order to meet objectives regarding differential attainment, widening access and under-representation of Black, Asian and Minority Ethnic people in NHS Wales.	Report from HEIW (in their Strategic Equality Plan) detailing how they are holding organisations to account through the commissioning process. Issues of differential attainment are identified and addressed by the General Medical Council	FUTURE PLANS
<b>Priority action 3</b>			
10	Improve workforce data quality and introduce a Workforce Race Equality Standard (WRES) to provide an evidence base to make and measure targeted structural change. Underpinned by cultural change, through targeted interventions at both local and national level, developed through social partnership. Scoped and implemented WRES to include data about NHS and Social Care Black, Asian and Minority Ethnic workforce career progression, leadership representation, discrimination and bullying.	Diversity dashboards launched in October. Spring 2024 - HEIW/WG to access all data to create national NHS Wales report and individual PHW report.	FUTURE PLANS
<b>Priority action 5: Establish a dedicated working group on health inequalities to address barriers in accessing services and make recommendations to improve. The group will hear from experts by lived experience and</b>			
11	Establish a dedicated working group on health inequalities to address barriers in accessing services and make recommendations to improve. The group will hear from experts by lived experience and draw on evidence that has already been submitted.	FMH sits on the established Working Group and experts and community partners have been identified, Terms of Reference created and meetings scheduled.	ONGOING
12	Ensure our COVID-19 recovery plans are fully inclusive and targeted to address known health inequalities in access to care and service provision.	National recovery frameworks and detailed recovery plans of local NHS organisations include specific actions to address inequalities.	FUTURE PLANS
13	"Time to Change Wales" will develop and deliver an anti-racist mental health anti-stigma programme which is co-designed with people with lived experiences and from Black, Asian and Minority Ethnic people	Published programme on mental health anti-stigma	FUTURE PLANS
14	Engage with Black, Asian and Minority Ethnic people to identify how the voice and lived experiences of people in these communities can be captured as part of the Health Impact Assessment process which will be mandated in the forthcoming Health Impact Assessment Regulations to be made under the Public Health (Wales) Act 2017 and will assist in tackling health inequities including those which arise as a result of the wider determinants of health.	Black, Asian and Minority Ethnic people engaged in the development of Regulations which will be a key tool to tackling health inequities.	FUTURE PLANS