

 <p> <b>GIG</b>      CYMRU  <b>NHS</b>      WALES   </p> <p>     Iechyd Cyhoeddus      Cymru      Public Health      Wales   </p>	<p> <b>Name of Meeting</b>        People and Organisational Development Committee  <b>Date of Meeting</b>        6 February 2024  <b>Agenda item:</b>        3.6     </p>
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<h2 style="text-align: center;">Anti-racist Wales Action Plan report</h2>	
<b>Executive lead:</b>	Neil Lewis, Director of People and Organisational Development
<b>Author:</b>	Ffion Grundy, Equality, Diversity and Inclusion Manager
<b>Approval/Scrutiny route:</b>	Neil Lewis, Director of People and Organisational Development People and Organisational Development Committee

<p> <b>Purpose</b>        The purpose of this paper is to give an update on PHW's progress towards achieving the actions we will be held to account for under the Welsh Government's Anti-racist Wales Action Plan (ArWAP) and Workforce Race Equality Standard (WRES).     </p>
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<b>Recommendation:</b>				
APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
<p>The People and OD Committee are asked to:</p> <ul style="list-style-type: none"> <li>Take <b>assurance</b> on progress towards the Anti-racist Wales Action Plan and Workforce Race Equality Standard (WRES)</li> <li>Provide comments and feedback to Sarah Brewer by the 29 February 2024</li> </ul>				

<b>Link to Public Health Wales <a href="#">Strategic Plan</a></b>	
<p>Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.</p> <p>This report contributes to the following:</p>	
<b>Strategic Priority/Well-being Objective</b>	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
<b>Strategic Priority/Well-being Objective</b>	2 - Improving mental-well-being and building resilience



<b>Strategic Priority/Well-being Objective</b>	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
<b>Summary impact analysis</b>	
<b>Equality and Health Impact Assessment</b>	An EHIA is not required as this is an update paper for assurance and no decisions are required.
<b>Risk and Assurance</b>	<p>PHW's progress towards achieving the actions we will be held to account for to create an anti-racist organisation under the Anti-racist Wales Action Plan (ArWAP) and Workforce Race Equality Standard (WRES) will be scrutinised by Welsh Government.</p> <p>There is a risk if we do not comply we will be held to account by Welsh Government.</p>
<b>Health and Care Standards</b>	<p>This report supports and/or takes into account the <a href="#">Health and Care Standards for NHS Wales</a> Quality Themes</p> <p>Governance, Leadership and Accountability Theme 7 - Staff and Resources Choose an item.</p>
<b>Financial implications</b>	None – this is an update on actions taken
<b>People implications</b>	<p>Achieving the actions under the Welsh Government's Anti-racist Wales Action Plan will support all staff to become more inclusive and to provide an inclusive service. It will also have a positive impact on ethnic minority staff and service users.</p> <p>The Workforce Race Equality Standard data will facilitate understanding of how we increase inclusivity and support ethnic minority staff.</p>

## 1. Purpose / situation

The purpose of this paper is to give an update on our progress towards achieving the actions we will be held to account for under the Welsh Government's Anti-racist Wales Action Plan and Workforce Race Equality Standard (WRES)

## 2. Background

In early 2020, the Welsh Government started work on an action plan for race equality.

### **Vision**

Wales as an anti-racist nation.

### **Purpose**

To collectively, make a measurable difference to the lives of Black, Asian and Minority Ethnic people.

### **Values**

Openness and transparency, putting people's lived experiences at the heart of the work we do, and adopting a rights-based approach.

The resulting Anti-racist Wales Action Plan is designed to tackle institutionalised and systemic racism experienced by ethnic minority people to achieve an anti-racist nation by 2030.

The Workforce Race Equality Standard (WRES) is a set of measures to enable NHS organisations to compare the workplace and career experiences of ethnically diverse and white staff and measure improvements.

## 3. Description/Assessment

Recent progress towards the ArWAP made by Public Health Wales include the following:

- We have recruited a non-executive Director who will have responsibility for Equality, Diversity and Inclusion. This position demonstrates our commitment to this work.
- Our Deputy CEO is the Exec Sponsor for our Race, Ethnicity and Cultural Heritage (REACH) network.
- The REACH network has had the opportunity to showcase their work and profile to the Board in August and November 2023, and their requests of the Board were signed off for the year ahead.
- We achieved the gold award in Diverse Cymru's Certificate of Cultural Competence which monitors our progress and ensures continuous



improvement in this work. PHW is the only NHS Wales organisation to achieve the gold award.

- In March 2022, all Board members undertook Inclusive Leadership training.
- There is Public Health Wales representation on the steering group that will co-design an anti-racist education programme.
- A mandatory e-learning module is being developed about anti-racist principles, enabling staff to be more confident in allyship and calling out racism. Public Health Wales have created a short Q&A as part of this training.
- We are part of a working group on health inequalities that address barriers in accessing services and make recommendations for improvement.
- In 2022, we published our Ethnicity Pay Gap report for the first time alongside our Gender and Disability Pay Gap. We will continue to do this each year.
- Work has begun on an ethnic minority paid internship programme which will be rolled out in Summer 2024. We will be offering the opportunity for young ethnic minority people between the ages of 18-24, to work in a variety of roles and departments in PHW. We will be collaborating with Ethnic Minorities & Youth Support Team Wales (EYST) on this programme.
- Ethnic minority representation in our workforce in 2022/23 was 8.2% with a declaration rate of 89.6%, compared to 6.1% in 2021/22.
- Directorate level diversity dashboards were launched in October 2023,
- Our Strategic Equality Plan for 2024-28 includes the following key actions which are highlighted in the ArWAP, including;
  - Ringfencing spaces for ethnic minority staff on our Leadership and Management Academy to ensure they benefit from this development opportunity.
  - Creating mentoring and coaching opportunities for ethnic minority staff to ensure they are being developed within the organisation.

A full update on our progress is attached.

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

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:

Hirdymor



Long Term

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 current Strategic Equality Plan 2020-24 and our future Strategic Equality Plan 2024-2028.



Collaborating with various stakeholders across the organisations such as People and Organisational Development, Recruitment, Learning and Development as well as our network will provide us with the support we need to enable us to achieve the priorities set out in the ArWAP.



This work across the organisation described in this paper aims to increase the number of staff who can feel confident and able to contribute to making Public Health Wales an anti-racist organisation.

#### 4. Recommendation

The Committee is asked to:

- Take **assurance** on progress towards the Anti-racist Wales Action Plan and Workforce Race Equality Standard (WRES)
- Provide comments and feedback to Sarah Brewer by 29 February 2024