

 <p> GIG CYMRU NHS WALES </p> <p> Iechyd Cyhoeddus Cymru Public Health Wales </p>	<p> Name of Meeting People and Organisational Development Committee Date of Meeting 06-02-2024 Agenda item: 3.8 </p>
--	--

Network Requests to Board

Executive lead:	Neil Lewis, Director of People and Organisational Development
Author:	Sarah Brewer, Head of Employee Experience

Approval/Scrutiny route:	People & OD Committee
---------------------------------	-----------------------

<p>Purpose</p> <p>The purpose of this paper is to give an update on the progress made on Staff Diversity Network requests made to the Board from September 2023, ongoing until the final presentation in the March 2024 Board meeting.</p>

Recommendation:				
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"> Take assurance on progress with requests made to the Board by the Staff Diversity Networks to date. Provide comments and feedback to Sarah Brewer by the 29 February 2024
--

<p>Link to Public Health Wales Strategic Plan</p> <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>

Strategic Priority/Well-being Objective	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority/Well-being Objective	2 - Improving mental-well-being and building resilience
Strategic Priority/Well-being Objective	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	
Health and Care Standards	<p>This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes</p> <p>Theme 2 - Safe Care Theme 3 - Effective Care Theme 7 - Staff and Resources</p>
Financial implications	None – this is an update on actions taken
People implications	The requests from the Staff Networks agreed by the Board will support the development of EDI awareness and knowledge, an inclusive culture and support all staff to become more inclusive and provide inclusive services.

1. Purpose / situation

The purpose of this paper is to give an update on Staff Diversity Network requests made to the Board from September 2023, ongoing until the final presentation in the March 2024 Board meeting.

2. Background

Since September 2023, the Staff Diversity Networks have been taking turns to present to the Board, updating them on work they have been doing and their forthcoming plans and giving them the opportunity to make requests to the Board on initiatives and improvements they would like to see take place.

Not all of the networks have had their turn to date, so far the following networks have presented:

REACH and Enfys – September 2023
We Care and Porffor – November 2023

Still to present:
Ymlaen – January 2024
Women's Network – March 2024

Further updates will be shared with the People and OD Committee as work progresses.

3. Description/Assessment

Following each presentation, the requests made to the Board have been collated and the spreadsheet at Annex A updated.

As indicated on Annex A, the planning has commenced on a number of actions. These are:

- **Diversity on Recruitment Panels**
 - policy is under review and a training package for Network Members is being developed.
- **Minority Ethnic Work placements**
 - Internship programme will be promoted in Spring 2024 and rolled out Summer 2024. Conversations with EYST (Ethnic Youth Support Team) taking place to work collaboratively to identify individuals who would like to participate. The age group for the scheme will be 18-25 year olds from a minority ethnic background who are not in education, employment or training. Focus Group questions are currently under development.

- **Anti-Racism training**
 - A training package is being developed by Welsh Government as part of the Anti-Racist Wales action plan. In the meantime, we continue to promote our Skill boosters training.
- **Executive Sponsor for Enfys**
 - Jim McManus volunteered to take up this role in the September Board meeting – complete.
- **Reverse Mentoring Scheme**
 - Initial meeting held in December. Work underway to develop resources and information to support the scheme.
- **Reasonable Adjustments**
 - Work has started to look at a way of capturing information relating to Reasonable Adjustment requests which have not been approved. A process will be developed for an independent party to review and assess these requests to look at reasons why they weren't approved and identify possible alternatives if appropriate.

There are several planning meetings in the diary to commence work on the other requests. This will be integrated into the detailed action plan which will underpin our Strategic Equality Plan for 2024-2028 as that is developed.

Full details of all work underway are shown on the spreadsheet at Annex A.

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



All of the requests made by the Networks balance the short and long term needs for improvement. Regular review will ensure they are fit for purpose and achieving what has been expected.



Undertaking the work requested will ensure that we prevent problems from getting worse and will help us to meet our strategic equality objectives.



These requests are aligned with the WG Anti Racist Wales action plan, and other work to advance equality. During the consultation on our Strategic Equality Plan, these themes regularly came up so we can ensure that our SEP is also aligned to this work.



The Network Chairs sought the views of their members before making these requests, so we know that this comes from people across the organisation. We will collaborate in turn with these groups to ensure we deliver what is required.



Network Chairs are on the working groups for all of this work so will be able to have input into the design and delivery.

3.2 Recommendation

The Committee is asked to:

- Take **assurance** on progress with requests made to the Board by the Staff Diversity Networks to date.
- Provide comments and feedback to Sarah Brewer by the 29 February 2024