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| Compressed Public Health Wales logoReport of the Chief Executive**Board Meeting June 2020**  |

1. **COVID-19 Test Trace Protect General Update**

As we progress through the Recovery phase of the COVID-19 pandemic in Wales, the Wales Contact Tracing system went live on the 1 June 2020.

We have continued to scale up our response to this phase, including the next phase of development of our National Contact Centre and the establishment of our National Health Protection Response Cell. The latter includes focused expertise on closed settings and Regional Health Protection Cells that come alongside the Regional tiers in Wales to support them in responding to incidents and outbreaks.

Since that time, and at the time of writing, two outbreaks have been declared in Wales – both in North Wales. Our Health Protection team leads both of the respective multi-agency Outbreak Control Teams with active and extensive engagement with partners and the public locally. The team is working particularly closely with the Regional tier, Betsi Cadwaladr University Health Board, Anglesey and Wrexham local authorities, the Health and Safety Executive, the Food Standards Agency and the Welsh Government. Further detail on the outbreaks will be provided on the COVID-19 General Update agenda item.

1. **Public Health Wales’ Test Trace Protect Stage 2 Implementation Plan and Closure Report for the Stage 1 Implementation Plan**

As the Board is aware, following the request of the Chief Medical Officer, we developed the *Public Health Protection Response Plan*, which was submitted to the Chief Medical Officer on the 4 May 2020 and informed the Welsh Government’s Test Trace Protect Strategy.

We developed the *Stage 1 Test Trace Protect Implementation Plan*, which outlined the Public Health Wales response to supporting the implementation of the Test Trace Protect Strategy. The Stage 1 Plan was a rapid mobilisation Plan that concluded on the 8 June. This date was identified to align with the commencement of the Wales Contact Tracing Service on the 1 June and the subsequent go live of the Customer Relationship Management (CRM) system to support contact tracing across Wales.

The *Stage 2 Test Trace Protect Implementation Plan* has been developed to extend the organisation’s response to the end of August 2020. During this time, and as the pandemic continues to unfold, we will plan for Stage 3 which will take the organisation to the end of the year.

It is important to note that the Implementation Plans for the pandemic fall within the overall strategic priority within our Long Term Strategy, which is *Protecting the public from infection and environmental threats to health*.

The organisation’s internal Recovery Plan is also being developed to plan for the reactivation of a number of our statutory services, which will need to be subject to the impact of the pandemic at any given time in relation to our health protection response and any changes to social restrictions.

The Stage 2 Test Trace Protect Implementation Plan document also includes the closure report for Stage 1 given the seamless connection between the two plans. This demonstrates the substantial amount of work that has been done over a very rapid period. The Plan is a focus of a specific agenda for the Board.

I would like to take the opportunity to thank all of our people in developing and implementing the plans and in given their commitment across all the different roles that we are undertaking in our response to COVID-19 in order to protect our population in Wales.

**3 NHS Wales COVID-19 Operating Framework Quarter 1 Summary for Public Health Wales**

On the 3 June 2020, as part of the COVID-19 NHS Operating Framework, I submitted the quarter 1 summary response for the organisation to Dr Andrew Goodall, Director General Health and Social Services/NHS Wales Chief Executive. It includes the relevant aspects of how the organisation has responded to the pandemic, the non-COVID-19 essential services that we deliver and consideration of resuming key services such as our national population screening programmes. Also included was a high-level summary of the changes in the governance and management of the incident, and organisation, over the period of the pandemic.

It outlines a substantial amount of work that is going on across the organisation and the key considerations in reactivating certain services for the organisation. This needs to be balanced against the need to deliver an effectively resourced health protection response whilst anticipating the potential for another resurgence of COVID-19. I have attached the submitted quarter 1 return in ***appendix 1***.

**4 Supporting Black Lives Matter and our Asian and Minority Ethic People in Public Health Wales**

The recent media coverage of Black Lives Matter issues has been a powerful reminder of the oppression and inequalities faced by members of Black, Asian and Minority Ethnic (BAME) communities. We are absolutely committed to standing alongside our black friends and colleagues in communities in Wales, and across the organisation, to reinforce the importance of Black Lives Matter.

Our increase in focus across the organisation to ensure that everyone can be themselves at work, are treated equally, never experience any discrimination in the workplace and are supported in everything they do has been significantly assisted by the excellent work of our BAME Network.

**4.1 Our BAME Network**

In July 2019, Public Health Wales set up the BAME Staff Network, which currently has around 18 members based in various locations across Wales. The network has been welcomed as an opportunity to obtain feedback on organisational changes from BAME staff, as well as offer development and peer support.

Going forward, the BAME Staff Network is developing a work plan which covers resources for staff including ally and anti-racism guides, cultural awareness events, a mentoring scheme for BAME Young People and staff experience case studies.

**4.2 Public Support**

Working with members of the BAME Network, the Communications Team issued a post on its social media channels in support of the Black Lives Matter (BLM) movement. To date, the posts have collectively had a reach of nearly 200,000 and 26,500 engagements. The overwhelming reaction to the posts has been positive although there has been some negative comments that have been responded to by the team.

**4.3 Engagement with staff**

The BAME Network created advice for colleagues on how to be a BAME ally, which was published in the various staff channels with a note of support from Huw George, the Executive BAME ally.

On the 12 June, a video was published with Phil Bushby talking about the organisation’s response to the BLM movement, which has been viewed over, 700 times to date.

**4.4 Working with our stakeholders**

We have held a number of awareness raising events, which have included presentations from Displaced People in Action, Ethnic Youth Support Team and Muslim Engagement and Development, and are planning events to cover topics such as female genital mutilation (FGM), Honour Based Violence and Forced Marriage for National Safeguarding week.

Our Improvement Cymru Team is working on a BAME Mental Health Tool, which they are applying, to their project, which is looking at outcomes for mental health Services.

The Diversity and Inclusion Manager has been working closely with Diverse Cymru to develop and pilot a BAME Inclusion tool, which reviews the work that the organisation has done in the areas of:

* Environment and Organisation Commitment
* Communication and Consultation
* Cultural Competence
* Professional Development
* Outcomes and Engagement

As part of this work with Diverse Cymru, we had scheduled some Cultural competency training for frontline staff that was due to take place in March, including unconscious bias training and training to reduce discrimination based on lack of English language skills as well as the recruitment of BAME staff so that our workforce better reflects the population of Wales.

Recruitment of a more diverse workforce is being addressed through our new Strategic Equality Plan for 2020 – 2024. We are working with other organisations who can help us to forge links within the communities. We are planning to work with Cardiff University to run focus groups with a diverse range of Students to help us understand more about attracting more diverse candidates. This is also being addressed in our People Strategy.

We have held awareness campaigns, and have also encouraged participation through our BAME staff Network, to encourage staff to declare their ethnicity and other personal information related to protected characteristics on ESR in order for us to have better data on our workforce. We currently report information through our Annual Equality Report, and more recently, have provided data using the Welsh Government (WG) reporting requirements that have recently been introduced so that reporting is consistent across all NHS organisations

We are currently rolling out the Personal Risk Assessment tool which has been developed by the WG working group led by Professor Keshav Singhal. We will be covering all staff with the assessment, prioritising staff in patient facing roles and the laboratories and monitoring completion through our electronic staff record system.

**4.5 Our Strategic Equality Plan**

During 2019 we developed and consulted on our Strategic Equality Plan for 2020-2024. Consultation responses were positive and adjustments were made to reflect the feedback. The final version of our Plan was due to be considered by the Board in March, by which time COVID-19 had been declared a pandemic and our Board meeting agendas were changed in response to this. The Plan will be considered by the Board at the July meeting.

**5 Attendance at the Health, Social Care and Sport Committee**

# On the 7 May 2020, Dr Quentin Sandifer, Executive Director of Public Health Services/Medical Director/COVID-19 Strategic Director, Dr Giri Shankar, Professional Lead Consultant for Health Protection/COVID-19 Incident Director and I attended the Health, Social Care and Sport Committee. This was as part of their Inquiry into the impact of the Covid-19 outbreak, and its management, on health and social care in Wales.

We attended the Committee for a second time on the 12 June at which Jan Williams, Chairperson, also joined us. This session was specifically focused on our role in the Test Trace Protect Strategy. In advance of this session, we took the opportunity to send in a comprehensive submission that outlined not only the organisation’s role and activity for Test Trace Protect but also a summary of the Public Health Wales response throughout the phases of the pandemic to date. This has been attached for information as ***appendix 2***.

**Recommendation**

The Board is asked to receive this report and supporting appendices for information.

Tracey Cooper

CHIEF EXECUTIVE