

 GIG CYMRU NHS WALES	Iechyd Cyhoeddus Cymru Public Health Wales	Name of Meeting Board Date of Meeting 26 May 2022 Agenda item: PHW 4.6
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End of Year update - Staff Diversity Networks: Requests to Board				
Executive lead:	Neil Lewis, Director of People and Organisational Development			
Author:	Sarah Morgan, Head of Employee Experience			
Approval/Scrutiny route:	Neil Lewis, Director of People and Organisational Development Business Executive Team – 20 April 2022			
Purpose				
The purpose of this report is to provide an end of year update to the Board on the requests from the Staff Networks during their presentations throughout the 2021/22 financial year.				
Recommendation:				
APPROVE <input type="checkbox"/>	CONSIDER <input type="checkbox"/>	RECOMMEND <input type="checkbox"/>	ADOPT <input type="checkbox"/>	ASSURANCE <input checked="" type="checkbox"/>
The Board are asked to: <ul style="list-style-type: none"> take assurance against the progress made against the requests from the Staff Networks to date, detailed in this paper and in the accompanying appendix. 				

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	2 - Improving mental-well-being and building resilience
Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	1 - Influencing the wider determinants of health

Summary impact analysis

Equality and Health Impact Assessment	None required as this has been developed in collaboration with the Staff Networks and forms the basis of an EQIA
Risk and Assurance	There is a risk that if the Board do not continue to support and monitor progress with the requests, the rest of the organisation will not understand the needs of the networks, leaving staff in marginalised groups feeling unsupported and us not being able to achieve the inclusive culture we are striving for.
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 Governance, Leadership and Accountability Choose an item.
Financial implications	Financial implications can be picked up within the Budget Allocation for CH11/CH12 during 2022-23
People implications	This is an ambitious programme of work which will have implications for staff in terms of training and adjusting to new systems and processes. The long term goal is a more inclusive culture where everyone can be their best at work.

1. Purpose / situation

The purpose of this report is to provide an end of year update to the Board on the requests from the Staff Networks during their presentations, to the Board, throughout the 2021/22 financial year.

2. Background

There are five Staff Diversity Networks in Public Health Wales. These are as follows:

- Enfys LGBT+ Network (est Sept 2017)
- We Care, Carers Network (est July 2018)
- Women's Network (est Aug 2018)
- Disability Network (est Nov 2018)
- BAME Network (est Jul 2019)

The Board has actively supported the staff networks, and recognises the value they add in developing and shaping the organisation, creating an environment where everyone can be themselves at work. At present, around 250 staff are members or allies of the staff networks, which equates to around 10% of the organisation.

All the Network Chairs presented to the Board in 2021-22. The purpose of this was for the Board to understand the role and focus of each Network, get a better understanding of the lived experiences of network members, and a better understanding of how they could support them. Each Network has put forward a number of requests for consideration that would improve the experience of their members, as well as other staff who share the same protected characteristic.

20 actions were agreed across the 5 sessions, in summary

- 10 (50%) are completed
- 8 (40%) are in progress but not yet due
- 1 (5%) is at risk of not being completed
- 1 (5%) action is ongoing

A full description and update of all of the requests and their status is attached as an appendix.

3. Description/Assessment

There has been some positive progress made towards the requests made to date. Details are shown at Appendix A.

Many of the requests from the different networks were similar, so have been grouped into the following themes:

- Awareness raising, advocacy and information for staff
- Learning & Development
- Recruitment
- Policies, systems and processes

Progress on these is as follows:

Awareness raising, advocacy and information for staff

Network activity has been mentioned in several Executive Team messages, and in The CEO's 'Ask Tracey' Live sessions. The Chair and Vice Chair also attended Staff networks over the course of 2021/22, and plan to continue this during 2022/23. As a result, all networks have seen growth in numbers, and feedback from individuals has been very positive on the benefits of being involved.

Arrangements are also being made for a live question and answer session between Board members and the Disability Network.

The new Intranet pages are now live, and each network has their own page and can control the content. This includes the factsheets for Carers and Managers of Carers, Social Model of Disability and information on Pronouns.

We are looking at ways to engage more men in the conversations around mental health and supporting the Equality, Diversity and Inclusion (ED&I) agenda. Some speaking events are planned for later in the year to open up the conversation.

Learning & Development

Inclusive leadership training was rolled out to 273 (out of approximately 380) staff at Band 8a and above between January and March 2022.

Moving forward, we will embed ED&I training for all staff into our wider Learning and Development via our Skill Boosters online package. This will be in addition to the "Treat me Fairly" course which forms part of the suite of mandatory training. Regular reports on uptake of these courses will be monitored and reported to the People and OD Committee.

Recruitment

The Resourcing Team are currently reviewing how we approach Academia and Young People, Widening Access and raising the profile of the organisation. As part of this work, analysis of the recruitment data and research with the networks will enable a wider action plan to be developed to be taken forward during 2022. This will provide us with detailed information of representation across different parts of Wales, and where people are not applying or are “dropping off” at different points in the recruitment process. We will also be conducting some qualitative research with different communities and our networks to gain a better understanding of people’s experience of our recruitment system, and what would attract or deter different people from applying to work at Public Health Wales.

Work will also commence early in the Summer of 2022 on our Employee Value Proposition (EVP), so that we can clearly state what PHW has to offer, and what makes us an employer of choice. This will enable potential job candidates to make an informed decision as to whether we are the right organisation for them, including how supported they will feel in terms of diversity and inclusion. By setting out our EVP, we can have more meaningful discussions with different communities to make sure that they know what we have to offer, and also to find out what would make us more attractive to them as a prospective employer.

We will develop our action plan based on the findings of the research and work more closely with partners in the talent pipeline to attract more diverse candidates.

The “Working for us” page of the Internet is currently being updated to make it more attractive to diverse groups. This includes updated information around our ED&I work and Networks, more information around Wellbeing and the inclusion of a video which provides a breakdown of what we do as an organisation, featuring staff from a variety of backgrounds. Our intention is to replace the current “Mosaic” which does not present a positive story of our organisation.

We started a cohort of 7 individuals under the Kickstart Scheme in February 2022. This scheme is aimed at 16–24-year-olds who are currently in receipt of Universal Credit, they are with us for a period of 6 months. The placements are for a maximum of 25 hours per week and funded by the Department for Work and Pensions. The approach also supports our obligations under the Socio-economic Duty. A programme of learning is being devised for the Kickstart students, so they maximise learning and skills development to aid them being more employable at the end of the 6-month placement. Despite efforts made to attract more racially diverse applicants to this scheme, we have been unable to do so. This links to the community engagement work that is planned to better

understand why some BAME groups do not necessarily see PHW as a prospective employer.

The Resourcing Team are currently reviewing opportunities for funded internships with a number of universities, including Swansea. The team are at an early scoping stage ahead of the next funding allocation which will be for a cohort to commence in September 2022. We have provisionally confirmed with Swansea University that we are keen to explore funding opportunities, through this approach and we will specifically be aiming this at under-represented groups.

Policies, systems and processes

1. Work How it Works Best

Work has been undertaken as part of the “Future ways of working” project to look at the various options moving forward now that the “Work from home” requirements have been lifted. All of the staff networks have been involved and have had the opportunity to feed into this work, as well as the second phase which involved establishing the principles of “Work how it works best”. This has been very much welcomed by network members who have benefitted from current arrangements and have been able to flex their working day accordingly. We expect to conduct a survey to monitor how this is working during 2022 and obtain further feedback on the practical arrangements and any adjustments needed.

2. Diversity Monitoring

A standard set of Diversity Monitoring questions has been developed which mirrors the question set used in the UK Census. This will be used for all public facing engagement and internally driven research, and has now been made available to all staff, along with guidance notes on the new Intranet site.

3. ESR

We are continuing to lobby ESR nationally for the system to be updated to allow individuals to record their Trans status.

There have been some positive updates to ESR in recent months which include the ability to record one’s status as an unpaid carer, make applications and record decisions on flexible working, and the process for recording personal diversity information has been simplified, resulting in an increase in the declaration rates for all protected characteristics.

4. Building Passes

The form to request a building pass has been updated to provide individuals with an option to include their (bilingual) pronouns.

5. Workplace Safety

The Women's Network are liaising with facilities colleagues to review the safety arrangements for all our sites to ensure we are keeping everyone as safe as possible.

Next Steps

The work plan that has been developed and attached (Appendix) will continue to be monitored through the People & Organisational Development Committee during 2022-23. The relationship between the Board and Staff networks will continue informally throughout 2022/23 and be reviewed ready for 2023/24 when the Board and Staff networks will likely come together again in a formal Board session(s).

The work of staff networks and discussions held with the Board in 2021/22 will feed into the next Strategic Equality plan, which will be developed and consulted on during the Summer of 2023.

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

This update contributes /will contribute to the following Public Health Wales well-being objectives

Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services

Goal 5 - Influence policy, planning and design

Goal 6 - Maximise the potential of our natural and cultural resources



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 Strategic Equality Plan



The networks have worked collaboratively to identify the actions and solutions



Networks have involved members in their communities and groups to identify changes.

4. Recommendation

The Board are asked to:

- take **assurance** against the progress made against the requests from the Staff Networks to date, detailed in this paper and in the accompanying appendix.