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Iechyd Cyhoeddus  
Cymru  
Public Health  
Wales

**Name of Meeting**  
People and Organisational  
Development Committee  
**Date of Meeting**  
16 February 2022  
**Agenda item:**  
3.2

## Diversity and Inclusion Update

**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 (circulated for information)

### Purpose

The purpose of this paper is to give an update on the progress of the Year 2 actions set out in the Strategic Equality Plan (SEP).

It has been agreed by the People & OD Committee, that this becomes a standing agenda item in future.

### Recommendation:

APPROVE



CONSIDER



RECOMMEND



ADOPT



NOTE



The People & OD Committee are asked to:

- Take assurance that has been undertaken to progress the Diversity and Inclusion agenda in Public Health Wales.

**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:

<b>Strategic Priority</b>	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
<b>Strategic Priority</b>	Choose an item.
<b>Strategic Priority</b>	Choose an item.

**Summary impact analysis**

<b>Equality and Health Impact Assessment</b>	An EHIA is not required as this is an update paper and no decisions are required.
<b>Risk and Assurance</b>	This links to Datix ID 727 on the Board Assurance framework: There is a risk that Public Health Wales will not comply with its statutory and regulatory obligations to such a degree that it fails to achieve its strategic priorities
<b>Health and Care Standards</b>	This report supports and/or takes into account the <a href="#">Health and Care Standards for NHS Wales</a> Quality Themes  Theme 7 - Staff and Resources Choose an item. Choose an item.
<b>Financial implications</b>	An Investment Bid is being submitted for £25,000 which will cover D&I training for Bands 5-7
<b>People implications</b>	We will continue with the programme of Inclusive Leadership and D&I training for staff. All people related actions will centre around supporting all staff and achieving the aims set out in the SEP.

## **1. Purpose / situation**

The purpose of this paper is to give an update on the progress of the Year 2 actions set out in the Strategic Equality Plan (SEP).

## **2. Background**

At the meeting of the People and OD Committee on the 14 October 2021, the Strategic Equality Plan was raised, and questions asked around the actions set out that the organisation has committed to.

The Committee was reminded of the arrangement prior to the pandemic, where an update on progress against the actions set out in the SEP was a standing item on the agenda for quarterly PODCOM meetings. It was requested that this is reinstated so that progress can be regularly monitored.

## **3. Description/Assessment**

There has been some significant progress against the actions in the SEP since its launch in July 2020, which are detailed in full on the plan at Annex A. This plan is in place until March 2024, therefore progress is shown for years 1 & 2 only.

Key areas to note (the action number is shown in brackets for ease of reference) are:

- Arrangements in place for all senior staff (Band 8a and above) to undertake Inclusive Leadership training between January – March. In addition to this training, an online training package of over 50 D&I related training modules was purchased in July and made available to all staff (1.1, 1.2)
- A programme of awareness raising has taken place throughout the year, with more events planned up until the end of March (1.5)
- The Healthy Working Relationships programme was rolled out in May, to all NHS organisations, which compliments the “Call it out” Anti Bullying campaign we ran in April 2021. This has been widely shared with all staff networks to encourage people to come forward and feel supported (1.5)
- A Recruitment review under way, which will examine the processes and policies which underpin attraction, selection and interviews to remove bias and create a level playing field. We will be engaging with agencies which represent minority groups to

better understand the barriers and put in place a plan to address them (2.1, 2.2)

- Arrangements have been put in place to take part in the Welsh Government's "Kickstart" Work placement scheme. This is aimed at 16-24 year old in receipt of Universal Credit, and fit with our obligations under the Socio-economic Duty. A cohort of 15 people are due to start their placements in February in a variety of roles across the organisation. We have ring fenced 8 of these placements for minority groups (2.3)
- We are continuing to undertake external assessments and benchmarking exercises in order to ensure continuous improvement, and share good practice. We have participated in the Stonewall Workplace Equality index and Diverse Cymru Cultural Competence Scheme in 2021, and will participate in both schemes in 2022 (2.6, 2.8).
- We have developed our Gender Pay Gap report which is due for publication by 31/03/2022. We are continuing to work with the National Team who manage ESR to obtain Ethnicity and Disability Pay Gap Reports when available (3.1, 3.4, 4.2)
- The staff networks have been involved with the discussions around Future Ways of Working, and Work How it Works Best, so that all voices are heard and a process is design to suit everyone (3.2)

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

This report contributes to the following Well Being Goals:

The report contributes to Goal 1: Build capacity and support system change, by reviewing current practices and ensuring that the way we work is inclusive and supports a diverse range of staff and service users.

In turn, this enables us to support Goal 3: Support the NHS to deliver high quality, equitable and sustainable services, by looking at the information and services we provide and ensuring that they can be accessed by all.

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 that have been undertaken so far, together with those planned enable us to strive towards a long term aim of a fully inclusive and supportive culture where everyone can give of their best



The actions help to create an environment free of discrimination, thus preventing problems in the future



The work aligns with being a more equal Wales, and with the organisation's values of "Working together, with trust and respect, to make a difference".



Collaborating with staff across the organisation to deliver the actions, for example People and Organisational Development, Procurement, Service Delivery and Communications will enable us to achieve the aims set out in our Strategic Equality Plan and IMTP.



Setting up staff networks allows us to work in a collaborative way to build the inclusive culture and progress the Equality agenda.

#### 4. Recommendation

The People & OD Committee are asked to:

- **Take assurance** that has been undertaken to progress the Diversity and Inclusion agenda in Public Health Wales.