

Network Requests to Board 2023 - 24

Number	Network	Date to Board	Request	Deadline	RAG	Lead	Exec Lead	Progress
1	REACH	28/09/2023	Diversity on Recruitment Panels	Ongoing		Resourcing Team	Neil Lewis/Huw George	Nov/Dec 2024 - REACH putting asks out. Recruitment and Resourcing Policy being reviewed and updated in Spring 2024. FAQs/formal process has been developed. AD/JM currently writing a L&L training session and will be joining the Jan networks meeting to chat further to the chairs about the way forwards
2	REACH	28/09/2023	Paid ethnic minority work placements	End of Summer 2024		Resourcing Team	Neil Lewis/Huw George	REACH/recruitment/EDI Manager met end Oct. Internship programme will be promoted in Spring and rolled out Summer 2024. Pilot year will be evidence based. Age group will be 18-25 year olds. We are hoping to collaborate with EYST (Ethnic Minorities & Youth Support Team) who supports ethnic minority people across Wales and their Active Inclusion funding aims to help young people from a BME background who are aged 18-24 and currently not in education, employment or training. Focus Group questions have been developed to shape the project
3	REACH	28/09/2023	Racial Awareness training for Senior Managers /All Staff online / All Staff on panels classroom session (June 2022)/All staff Classroom (2022-23)	TBC		L&D Team	Neil Lewis/Huw George	NHS Wales mandatory anti-racist training currently being developed by WG/NHS leads
4	REACH	28/09/2023	Minority Ethnic Development Programme	TBC		TBC	Neil Lewis/Huw George	Being discussed in January
7	Enfys	28/09/2023	New Executive Sponsor	Completed		Jim McManus	Jim McManus	Appointed in the Board meeting on the 28/09
8	Enfys	28/09/2023	Board members to attend external LGBTQ+ events	Ongoing		Enfys	Jim McManus	Ongoing
9	Enfys	28/09/2023	Board members to support and attend internal LGBTQ+ events	Ongoing		Enfys	Jim McManus	Enfys/Ymlaen LGBT History Month event on 27th Feb, 12-1pm - Jim to invite the Board
10	Enfys	28/09/2023	Reverse Mentoring Scheme	Ongoing		EE Team/Enfys	Jim McManus	Initial meeting with Abi/Matt on 15/Dec. Awaiting information from Abi re. coaching / mentoring. Ffion to develop initial resource outlining the programme
11	We Care	30/11/2023	Carers Policy	End 2024		We Care Network/POD	Neil Lewis	Initial development meeting on 27/11/23 with network members
12	We Care	30/11/2023	Dedicated comms resource	Ongoing		Comms Team	Huw George	Initial conversation re. comms in Network meeting on 6th Dec
13	We Care	30/11/2023	Promote Workplace Passport to all staff	Summer 2024		All Networks	Neil Lewis	Meeting cancelled in Dec and organised for Jan 2024
14	We Care	30/11/2023	POD to investigate experiences of carers working in PHW and put in place remedies to the issues this uncovers	End 2024		POD	Neil Lewis	Meeting cancelled in Dec and organised for Jan 2024
15	We Care	30/11/2023	Resource for comms to ensure network works is showcased and shared with all staff	Ongoing		Comms Team	Huw George	Meeting cancelled in Dec and organised for Jan 2024
16	PORFFOR	30/11/2023	Reasonable adjustments	Summer 2024		L&D Team	Neil Lewis	Meeting set up with L&D and facilities/Tin January. Create a hub on the intranet for all information relating to reasonable adjustments
17	PORFFOR	30/11/2023	Accessibility - create best practice and roll out across PHW	Summer 2024		Comms Team	Huw George	Work with comms on accessible brand guidelines - meeting set up for Jan 24.
18	PORFFOR	30/11/2023	Recruitment process to become equitable	Summer 2024		Resourcing Team	Neil Lewis	Meeting set up with the Resourcing Team for Jan 24 to discuss
19	YMLAEN	25/01/2024						
20	YMLAEN	25/01/2024						
21	YMLAEN	25/01/2024						
22	WOMEN'S	25/01/2024						
23	WOMEN'S	25/01/2024						
24	WOMEN'S	25/01/2024						

	Awareness raising and information for staff
	Training
	Recruitment
	Policies, systems and processes
	Completed

Links to....
ArWAP Priority Action 1: All NHS Board members will undertake an anti-racist education programme and implement and report progress against personal objectives (for all Board members) to meet vision of an anti-racist Wales. All Board members undertook Inclusive Leadership training in March 2022.
ArWAP Priority Action 1: Implementing a leadership and progression pipeline plan for Black, Asian and Minority Ethnic staff

More info needed from Des/Hannah

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Initial draft done

[Reasonable adjustments in the workplace \(office.com\)](#)