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|  <p>GIG CYMRU NHS WALES   Iechyd Cyhoeddus Cymru Public Health Wales</p> | <p><b>Name of Meeting</b><br/>Business Executive Team Meeting<br/><b>Date of Meeting</b><br/>29 April 2025<br/><b>Agenda item:</b><br/>8</p> |
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| <b>Network Requests to Board – April 2025 update</b> |   |
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| <b>Executive lead:</b>                               | Neil Lewis, Director of People & OD                     |
| <b>Author:</b>                                       | Ffion Grundy, Equality, Diversity and Inclusion Manager |

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| <b>Approval/Scrutiny route:</b> | People & OD Committee – April 2025 |
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| <b>Purpose</b>   |
| The purpose of this paper is to give an update on the progress made with Staff Diversity Network requests to the Board from September 2023, ongoing until the final presentation in the July 2024 Board meeting. |

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| <b>Recommendation:</b>  |                                      |                                       |                                   |  |
| APPROVE<br><input type="checkbox"/>   | CONSIDER<br><input type="checkbox"/> | RECOMMEND<br><input type="checkbox"/> | ADOPT<br><input type="checkbox"/> | ASSURANCE<br><input checked="" type="checkbox"/> |
| <p>The People &amp; OD Committee are asked to:</p> <ul style="list-style-type: none"> <li>• Take <b>assurance</b> on progress with requests made to the Board by the Staff Diversity Networks to date.</li> <li>• Provide comments and feedback to Ffion Grundy by 5<sup>th</sup> May 2025</li> </ul> |                                      |                                       |                                   |  |

**Link to Public Health Wales [Strategic Plan](#)**

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities and well-being objectives.

This report contributes to the following:

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| <b>Strategic Priority/Well-being Objective</b> | All Strategic Priorities/Well-being Objectives |
| <b>Strategic Priority/Well-being Objective</b> | 2 - Promoting mental and social wellbeing      |
| <b>Strategic Priority/Well-being Objective</b> | Choose an item.                                |

**Summary impact analysis**

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| <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>  |  |
| <b>Health and Social Care (Quality and Engagement) (Wales) Act</b> | Identifying areas for improvements and addressing them links to the Health and Social Care Act, in particular:<br>Equitable – This work aims to move us to our equality goals and beyond, both as a public sector organisation and as an employer.   |
| <b>Financial implications</b>                                      | There are no financial implications as this is an update on actions taken.   |
| <b>People implications</b>   | The requests from the Staff Diversity Networks agreed by the Board will support EDI awareness raising and knowledge with employees. This will create an inclusive culture that supports employees in the organisation to deliver inclusive services. |



## 1. Purpose / situation

The purpose of this paper is to give an update on the progress made with Staff Diversity Network requests to the Board from September 2023, ongoing until the final presentation in the July 2024 Board meeting. This follows the previous update provided during the April 2024 Committee meeting.

## 2. Background

Between September 2023 and July 2024, all our Staff Diversity Networks presented to the Board, updating them on their activity over the past year and their forthcoming plans. They also had the opportunity to make requests to the Board on initiatives and improvements they would like to see take place that would benefit their members and the wider organisation.

Below are the dates of their presentations to the Board:

- REACH and Enfys – September 2023
- We Care and Porffor – November 2023:
- Ymlaen – January 2024
- Women’s Network – July 2024

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

## 3. Description/Assessment

Work progressed on the actions since the last update to the People and OD Committee and full details of progress can be seen on the spreadsheet in Annex A.

### Board Level Support for the Networks

- A clear theme in the requests made to the Board was for support for the Networks from Board members and their attendance at events. At the suggestion of our Chair, Pippa, we have developed a calendar of events to support this and agreed with the Board Business Unit that they will share the appointments for those events with Board members. Since starting in December 2024 Pippa has attended several network events.

### Diversity on Recruitment Panels (REACH Network request)

- Through internal comms we have recruited 23 diverse employees to the Diverse Recruitment Panel initiative. They have attended training sessions such as Strengthening ED&I in Our Recruitment Practices, The Importance of Reducing Bias, How to Shortlist, Conducting Effective Interviews and Mock



Interview Sessions. From April 2025 onwards the Resourcing Team will communicate the Diverse Recruitment Panels initiative via email to anyone with a Trac manager account, with details on how they can access panel members. We will also include this information in the Resourcing content on SharePoint.

### **Paid Ethnic Minority Work Placements (REACH Network request)**

- In March 2025, it was confirmed £100k of funding had been allocated for an entry level apprenticeship programme for 2025/26. The Resourcing Team will work with each Directorate to develop the programme and recruitment will be targeted at ethnic minority people. In addition to this, from April 2025 we will begin a partnership with the Ethnic Minorities and Youth Support Team (EYST), which will involve 3 in-person workshop events in Newport, Swansea and Cardiff to support diverse communities on our job roles, application process and interview techniques.

### **Reverse Mentoring Scheme (Enfys Network request)**

- Reverse Mentoring guidance has been created and promoted to Enfys network members and all employees through a news article in Sept 2024. Two members of the Executive team and two LGBTQ+ employees have signed up to the programme, which is being supported by our Enfys co-chairs and is targeted to start in April 2025.

### **Carers Policy (WeCare Network request)**

- Carer's Policy launched Nov 2024.

### **Investigating Experiences of Carers Working in PHW and Remediating Issues (WeCare Network request)**

- Between November 2024 and January 2025, we launched an EDI Survey with specific questions on disability, caring responsibilities and neurodiversity, so we could understand the experiences of our staff and develop initiatives to support them in the workplace. The survey attracted 96 responses.

### **Promote reasonable adjustments in PHW (Porffor Network request)**

- A 'Reasonable Adjustments' SharePoint page and associated news article launched in Feb 2024. The content includes all relevant information for staff, including promoting the Workplace Passport. The EDI survey referred to above also covered experience of those requesting reasonable adjustments and we are currently identifying actions to take forward from the feedback received, including a possible Reasonable Adjustments Policy.

### **Pregnancy/Return to work (Women's Network request)**

- This was requested by the Board. PHW have comprehensive Family Leave guidance on the POD pages, which covers maternity, adoption, surrogacy and new parent support.



In particular, the Board has asked the Network to consider the support available to new parents returning to work. It is timely to review the guidance available and use the opportunity for the network to identify any good practice and areas for improvement. Network chairs have asked their members if they are willing to share experiences with the network/org and if they'd like to be involved in the work going forwards. The hope is to establish the appetite for this work with potential to establish a subgroup along the lines of the work around Pregnancy Loss. There has been a lot of interest from members who are interested in volunteering to support this work. Members have also requested we extend this to include baby loss too.

Full details of the progress to date can be seen on the spreadsheet in Annex A.

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



All 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 can prevent any issues that may arise and will help us to meet our strategic equality objectives.



These requests are aligned with the WG Anti-racist Wales action plan and our 2024-2028 SEP which aims to advance equality.



The network chairs sought the views of their members before making these requests, therefore we know that this comes from people across the organisation. We have collaborated with various groups and stakeholders across the organisation to deliver what is required.



Network Chairs are on the working groups for each request and have been integral to the design and delivery of this work.



#### 4. Recommendation

The People & OD Committee are asked to:

- Take **assurance** on progress with requests made to the Board by the Staff Diversity Networks to date.
- Provide comments and feedback to Ffion Grundy by 5<sup>th</sup> May 2025