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The REACH Network

PHW Board presentation

28/09/23



The REACH Network

Who we are and what we've been doing

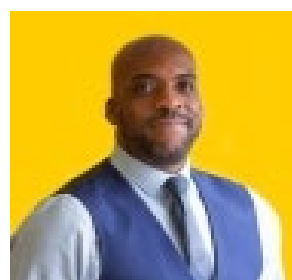
- 52 Network members (up from 33 at April 2023)
- Meetings every other month
- Active Teams channel
- Network-nominated events
- Supporting organisational events including:
 - Staff Conference
 - Staff Networks Day
- Working with stakeholders:
 - Workforce Race Equality Standards
 - Anti-racist Wales Action Plan including CNO's action group



- REACH Network cookbook – in progress
- Anton Emmanuel WRES talk and ongoing collaboration – June 2023
- Network recruitment campaign – May 2023
- Co-chair recruitment and appointment – November 2022
- Prayer facilities review – January 2022
- REACH Network survey – September 2022
- ‘Can I call you that’ intersectionality event with Enfys – June 2022
- Rebrand – May 2022
- Anti-racist Wales Action Plan – 2021/22



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The REACH Network

Reflection on previous asks – Board, July 2021



Request	Progress	Progress to date
Diversity on Recruitment Panels	Unfinished goal	<p>A starting point – recruitment to some senior roles including Deputy Director of Quality Improvement and Patient Safety (Nursing)</p> <p>What we need to do: Plan to go further to have diverse panels on all 8a plus posts</p>
Paid BAME work placements / internships	Unfinished goal	<p>Kick start scheme for under-represented groups, did not end up having an ethnic/cultural minority focus at all</p> <p>What we need to do: Need something focused on ethnic minority groups</p>
Racial Awareness training for Senior Managers / All Staff online / All Staff on panels classroom session (June 2022) / All staff Classroom (2022-23)	Unfinished goal	<p>Training rolled out to 8a managers. More to be done for all staff? All to encourage all staff to access Skills Booster training</p> <p>Examples of lack of training from Network members & Trade Union support</p>

The REACH Network

Creating the conditions for change



Our ambition:

For Public Health Wales to be a leader in anti-racism and race equality standards

Context

- 2021 census: Welsh population: 6.2% / Cardiff population: 20.8% / our staff within Public Health Wales: 8.2%

Our commitment as co-chairs

- Continue to support staff in all aspects of their working lives
- Raise awareness throughout the organisation by arranging talks and providing information
- Working with the organisation and partners on initiatives and action plans e.g. WRES and REAP

How can we affect real change

- Systemic change will require whole organisation commitment and support for ethnic minority staff and communities
- Committing resources in earnest
- Being vocal leaders throughout NHS Wales and the wider public sector



The REACH Network

2023 update – our ambitions going forward

Ambition	What we're looking to achieve	How?
Diversity on Recruitment Panels	WRES focus > EXTERNAL Extend as far as we can: <ul style="list-style-type: none"> • 8a and above • Resource pack for all other staff including focused EDI questions • Job Descriptions > My Contribution objectives 	REACH Network AND P&OD named lead Measures > qualitative as well as quantitative. Monitored through PODCOM?
Paid Ethnic Minority work placements or internships	WRES focus > EXTERNAL Targeted work to reach ethnic and cultural minority groups only	REACH Network AND P&OD named lead Monitored through PODCOM?
Racial Awareness training	WRES focus > INTERNAL More to be done for all staff	ALL to lead Monitored through PODCOM?
Ethnic Minority Development Programme	WRES focus in line with data > INTERNAL Improving opportunities throughout the grades into leadership positions like leadership management programme	P&OD lead Monitored through PODCOM?



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Any questions?

