



PWYLLGOR DIWYLLIANT, POBL A DATBLYGU SEFYDLIADOL
PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE

DYDDIAD Y CYFARFOD: DATE OF MEETING:	11 December 2023
TEITL YR ADRODDIAD: TITLE OF REPORT:	BAME Advisory Group Update (including Anti-racism Wales Action Plan)
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling, Director of Workforce and Organisational Development
SWYDDOG ADRODD: REPORTING OFFICER:	Anna Bird – Assistant Director of Strategic Partnerships, Diversity and Inclusion

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Er Gwybodaeth/For Information

ADRODDIAD SCAA
SBAR REPORT

Sefyllfa / Situation

This report provides an update to the People, Organisational Development and Culture Committee (PODCC) on the work of the Black, Asian and Minority Ethnic Advisory Group.

This report also provides an update on progress against Welsh Government's Anti-racist Wales Action Plan.

Cefndir / Background

The Black, Asian and Minority Ethnic Advisory Group (BAME) was established in 2020 as an advisory group to Hywel Dda University Health Board (HDdUHB) at a time when evidence was emerging during the Covid-19 pandemic of disproportional impacts experienced by people from Black, Asian and Minority Ethnic groups.

The group now reports though into the PODCC and updates on specific areas of work are presented to the Committee during the course of the year. Since 2020, the group has been chaired by the Health Board Chair, Maria Battle and in September 2023 Winston Weir, Independent Member of the Health Board assumed the position of Chair as part of the succession planning in advance of the Chair's retirement.

Membership of the group includes representatives of BAME staff and corporate teams, as well as the Chair and Vice-Chairs of the BAME Staff Network which, at the end of September 2023 had 186 members. The Vice-Chairs of the Advisory Group have an open invitation to attend Board meetings to ensure that there's a clear link back through to Board members.

The group has an important role in supporting the Health Board's work to mainstream equality, diversity and inclusion enabling the Health Board in meeting its statutory obligations and its duty under the Equality Act 2010. The group also has ownership and oversight of the work to meet the requirements of the Anti-racist Wales Action Plan.

Asesiad / Assessment

The BAME Advisory Group has continued to provide leadership and oversight of work being undertaken within the Health Board, to support the workplace experiences of our minority ethnic staff.

Position of Chair

Maria Battle has retired from her position as Chair of the Health Board and, therefore Chair of the BAME Advisory Group. At the group's meeting in September 2023, Maria was thanked for her dedication and drive to improve the workplace experiences of minority ethnic staff. Maria and the group welcomed Winston Weir (Independent Member) as the new Chair who will ensure the Board level commitment to the work of the group with his commitment to ensuring visibility of the workforce issues experienced by BAME Staff and addressing all forms of racism and discrimination.

Winston Weir has met with the Vice-Chair of the group and the Chair and Vice-Chairs of the Black, Asian and Minority Ethnic staff network, to start discussions on key priorities for the future.

Specialist, Associate Specialist and Specialty (SAS) Doctor funding for development

The Medical Directorate shared details of Welsh Government funding that is received by the Health Board annually, to support career development for SAS Doctors. Funding opportunities are available, that are specifically aimed at supporting individuals from BAME backgrounds in their professional growth.

Applications have been encouraged, to support various aspects of career and personal development, including:

- Health and well-being.
- Career development within a chosen speciality.
- Ensuring SAS doctor activity is collated correctly for example, is not accredited to the consultant.

Black History Month

October was Black History Month and Winston Weir, Independent Board member and Chair of the BAME Advisory Group shared some reflections on his own cultural heritage and his ambitions for the future of the Advisory Group and the BAME Staff Network. This was shared via global emails and directly with Advisory Group and Staff Network members and has also been uploaded to SharePoint – see link here: [SharePoint: Staff Networks \(sharepoint.com\)](https://sharepoint.sharepoint.com)

Dr Tipswalo Day (Consultant Obstetrician and Gynaecologist) arranged a series of webinars that staff were invited to attend, to discuss the impact of race, ethnicity and cultural heritage in maternity outcomes experiences: Birth Partner Project and Black Maternity Matters. This is a key priority area for action and improvement within the Welsh Government's Anti-racist Wales action plan.

Diwali celebrations

On 5 November 2023, HDdUHB hosted a joyous Diwali celebration at Glien House in Carmarthen. The event was organised by the BAME Staff Network members and allies and offered a glimpse into the rich cultural tapestry of those who call HDdUHB their workplace. There was a wide range of attendees from doctors, nurses, administration staff and other teams. It was also an opportunity to welcome our newly recruited overseas nurses to the

event, who were delighted to be joining hands with their colleagues to mark the Festival of Lights occasion.

The Advisory Group welcomed the news of the continued publication of an annual diversity calendar and acknowledged that this has been instrumental in promoting a wide range of cultural dates and celebrations. A 2024 calendar is currently being finalised and will be shared widely within the Health Board and with staff network members to encourage both corporate and local team celebrations of key dates throughout the year.

Anti-racist Wales Action Plan (ArWAP) update

Following the introduction of the Anti-racist Wales Action Plan (ArWAP) in 2022, the internal task and finish group that reports to the BAME Advisory Group agreed that the local action plan would focus on one key area for 2023/24 which is workforce experience, specifically for nurses from ethnic minority groups in HDdUHB and their experience of career progression. The Working Group, which is being led by the Workforce Culture, Diversity and Inclusion Manager is drawing on work which has already started and where there is data which can be further developed and learned from. To date, the experiences of nurses from ethnic minority groups has been gathered through:

- Three Listening Exercises.
- Surveys of Internationally Educated Nurses and their managers (covering all Wales) through Nursing Now Cymru – initial report complete, awaiting analysis of text with detail of themes from HDdUHB nurses.
- Anonymised Individual nurses' experiences shared with staff from the Workforce and Organisation Development Team and the BAME Staff Network where appropriate.
- Feedback from NHS Nursing Staff Surveys.
- Results from the Discovery Report.
- Feedback from the Chief Nursing Officer for Wales Ethnic Minority Nurses and Midwives Advisory Group.
- Feedback from the All-Wales International Recruitment Welcome to Wales/Croeso I Gymru Group.

As well as career progression, the Working Group will also focus on recruitment and development culture, to highlight and address any discriminatory practice. Please see Appendix One for a full update report from the Working Group which was presented to the BAME Advisory Group on 22 November 2023.

A key action from the ArWAP is for NHS Board members to undertake an anti-racist education programme, with the aim of demonstrating visible and transparent allyship and leadership to provide confidence to workforce and service users that structural racism is being proactively addressed. At a Board development session on 26 October, No Boundaries, which is a specialist training and management consultancy that specialises in diversity and inclusion awareness and training, delivered an 'Introduction to anti-racism' session. The session included:

- The opportunity to learn about racism and the various ways in which it can manifest in society.
- Sensitive themes were explored such as racial micro-aggressions and language.
- Through group activities, participants were able to critically think about and understand behaviour.

The session was positively received by the Executive Directors and Independent Members who attended, and it provided a foundation for further reflections. Board members highlighted a

number of key actions which they felt should be taken forward as a result of the training and these have been summarised below:

- Ensure that strategies/policies are in place to promote anti-racism and ensure they are implemented and regularly reviewed.
- Communicate with our staff and population that we are an anti-racist organisation.
- Roll-out anti-racism training initially targeting all managers before extending to all staff groups and explore how this could be included as part of the corporate induction.

At the Advisory Group meeting held on 22 November, the group agreed that they would progress the development of an Anti-racist Charter for the Health Board, drawing on best practice from elsewhere in the UK. This work will be built into the 2024/25 work plan of the Advisory Group and would be supported by the Diversity and Inclusion Team.

Welsh Government updates

In September 2023, Welsh Government delivered the first of a series of monthly webinars that are being held, to provide national updates on progress of the Anti-racist Wales Action Plan. The first webinar was chaired by Judith Padgett, Director General for Health and Social Services and the NHS Wales Chief Executive (a recording of which can be viewed here [Resources - NHS Wales](#)). The webinar focused on the Workforce Race Equality Standard. This is another action within the ArWAP which is to “Improve workforce data quality and introduce a Workforce Race Equality Standard (WRES) to provide an evidence base to make and measure targeted structural change”. The WRES is an objective in the NHS Performance Framework and a first data collection point will be mandated in April 2024. Data will be drawn from sources such as the Electronic Staff record (ESR) and the NHS Staff Survey, but Welsh Government confirmed during the webinar that an incremental approach to reporting on the indicators will be taken.

The WRES will focus on 12 indicators over four domains:

1. Leadership
2. CPD and Training
3. Discipline and Capability
4. Bullying Harassment and Discrimination

An internal working group will be established to ensure the WRES is implemented, and the Health Board is able to fulfil its obligations to provide data. However, it should be noted that Welsh Government recognises that Secondary, Primary and Social Care will be at different stages of maturity and that datasets and recording will develop over time.

Argymhelliad / Recommendation

The People, Planning and Organisational Development Committee is asked to:

- **NOTE** the update report on work which is being undertaken to improve the experiences of Black, Asian and Minority Ethnic staff.

Amcanion: (rhaid cwblhau) Objectives: (must be completed)	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	2.3 To provide assurance to the Board on the organisation's ability to create and manage strong, high performance, organisational culture arrangements.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not applicable
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	7. All apply
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	1. Leadership 2. Culture and valuing people
Amcanion Strategol y BIP: UHB Strategic Objectives:	1. Putting people at the heart of everything we do 3. Striving to deliver and develop excellent services 4. The best health and wellbeing for our individuals, families and communities
Amcanion Cynllunio Planning Objectives	Not Applicable
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Equality Act 2010 Anti-racist Wales Action Plan 2022
Rhestr Termiau: Glossary of Terms:	Not applicable
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	Not applicable

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Not applicable
Ansawdd / Gofal Claf: Quality / Patient Care:	Services and policies are more inclusive and consider the specific needs of Black Asian and Minority Ethnic People.
Gweithlu: Workforce:	All staff have a role to play in implementing the Public Sector Equality Duty. Improved recruitment and retention of Black Asian and Minority Ethnic staff. More support and inclusivity of Black Asian and Minority Ethnic staff. Increase in diversity of workforce.
Risg: Risk:	Not applicable
Cyfreithiol: Legal:	Not applicable
Enw Da: Reputational:	Not applicable
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	An equality impact assessment has not been undertaken as this is an update report.



Grŵp Cyngtori Pobl Dduon, Asiaidd a Lleiafrifoedd Ethnig Black and Minority Ethnic (BAME) Advisory Group

DYDDIAD Y CYFARFOD: DATE OF MEETING:	22 November 2023
TEITL YR ADRODDIAD: TITLE OF REPORT:	Anti-Racist Wales Task and Finish Group
SWYDDOG ADRODD: REPORTING OFFICER:	Augusta Stafford-Umughele – Workforce Culture, Diversity and Inclusion Manager

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Er Gwybodaeth/For Information

ADRODDIAD SCAA SBAR REPORT

Sefyllfa / Situation

This brief report provides an update on the local action agreed by the Health Board's Anti-Racist Wales Task and Finish Group as a key priority to progress in 2023/24.

Cefndir / Background

In June 2022, the Welsh Government launched the Anti-racist Wales Action Plan (ArWAP) [Anti-racist Wales Action Plan](#). This was to address the inequalities and systemic racism faced by Black, Asian and Minority Ethnic people in Wales, and the disproportionate impact on this group of people further highlighted during the pandemic.

The ArWAP highlights five enabling goals for Health:

- Leadership and Accountability
- Workforce
- Data
- Access to services
- Tackling health inequalities

The BAME Board Advisory Group established a Task and Finish Group Chaired by Maria Battle, to work towards these goals. This group first met on 21st June 2023 when it was agreed to develop a local action plan focusing on Workforce experience which is one of the key enabling goals listed above for 2023-2024. A small group from the Task and Finish Group met on 5th September 2023 to discuss the next steps and agreed that the ArWAP Working Group would focus on one main action in relation to staff experience in relation to career progression for nurses from ethnic minority groups in Hywel Dda. The ArWAP Working Group identified a number of key actions as next steps:

- Enhancing membership of the Working Group to include staff with lived experience as well as drawing in input from other Teams, for example Nursing Leadership, Staff Psychological Wellbeing Service, Organisational Development Relationship Managers,

ESR staff, Leadership and Talent Management, Recruitment, Research and Business Intelligence staff.

- Continue work on career progression within ethnic minority nurses and in the first instance, exploring the lived experience of nurses who have worked in Hywel Dda for a particular number of years and who have not progressed in their careers especially where there has been a desire to do so.
- Commence work to review the current data for those who have progressed, to consider what can be learned from their experiences which will help to identify further actions.

Asesiad / Assessment

The Working Group, which is being led by the Workforce Culture, Diversity and Inclusion Manager is drawing on work which has already started and where there is data which can be further developed and learned from. To date, the experiences of nurses from ethnic minority groups has been gathered through:

- Three Listening Exercises
- Surveys of Internationally Educated Nurses and their managers (covering all Wales) through Nursing Now Cymru – initial report complete, awaiting analysis of text with detail of themes from Hywel Dda nurses.
- Anonymised Individual nurses' experiences shared with staff from the Workforce and Organisation Development Team and the BAME Staff Network where appropriate.
- Feedback from NHS Nursing Staff Surveys
- Results from the Discovery Report
- Feedback from the Chief Nursing Officer for Wales Ethnic Minority Nurses and Midwives Advisory Group
- Feedback from the All-Wales International Recruitment Welcome to Wales/Croeso I Gymru Group

Research on ethnic minority nurses and the difference in pay compared to their white colleagues can be drawn from the annual Workforce Pay Gap report.

The Working Group will also draw on research which is being undertaken as part of the Florence Nightingale Foundation Global Leadership Scholarship. This Project, led by the Workforce Culture, Diversity and Inclusion Manager will look at career progression for nurses from ethnic minority groups in Hywel Dda and will introduce the use of a retention tracker, a tool which is in use in another NHS organisation in England. It is anticipated that the project will provide rich data which can be built upon, developed, inform further actions that will contribute to the Anti-racist Wales Action Plan.

Work has been ongoing to involve colleagues who are stakeholders in this important area of work to explore career progression for ethnic minority nurses. Working Group members will be feeding into the development of a PowerPoint document which is being created in collaboration with the Head of Quality Improvement, and will cover the following areas:

- Lived experiences – The lived experience of ethnic minority nurses and their career journeys in Hywel Dda will be captured in two ways:
 - Individual stories which have been anonymised and are being pulled together to ensure both the positive and challenging experiences come through – these might not be captured in a focus group through fear of being identified and 'not wanting to cause trouble'.

- A survey will also be conducted to ensure the views and experiences of all the nurses from ethnic minority groups who respond, are captured.
- Career progression in the nursing workforce – A meeting was held with the Director and Deputy Director of Nursing to determine senior nursing leadership involvement in the Working Group. It is important that the project explores:
 - How to ensure nurses recruited many years ago (in some cases up to 20 years ago) can feel supported and confident in their ability to progress.
 - How appointing managers need to be supported to recognise the skills and abilities nurses have and ensure there are opportunities for them to progress.
 - For the nurses recently recruited, the project will be exploring ways to make sure they are made aware of what is available, for example the 5-year career framework, preceptorship, clinical supervision, and the opportunities to progress with these frameworks, and supporting them to progress.
- Recruitment and development culture - Exploring any discriminatory processes in areas such as recruitment from job advert through to offer/rejection, tracking nurses for monitoring and auditing purposes, talent spotting and management, providing opportunities for leadership training, career pathways being accessible to all nurses.
- The national/All Wales perspective - working to develop the Workforce Race Equality Standards (WRES) following directives from Welsh Government, having representation on the All-Wales Groups and learning from other Health Boards/Trusts.

Argymhelliad / Recommendation

The Advisory Group is asked to **NOTE** for information the progress of the Working Group.