



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

<b>DYDDIAD Y CYFARFOD:</b> <b>DATE OF MEETING:</b>	15 April 2024
<b>TEITL YR ADRODDIAD:</b> <b>TITLE OF REPORT:</b>	Black, Asian and Minority Ethnic Advisory Group annual update
<b>CYFARWYDDWR ARWEINIOL:</b> <b>LEAD DIRECTOR:</b>	Lisa Gostling, Director of Workforce and Organisational Development
<b>SWYDDOG ADRODD:</b> <b>REPORTING OFFICER:</b>	Helen Sullivan – Head of 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**

The Black, Asian and Minority Ethnic Advisory Group forms part of the governance and reporting structure to the People, Organisational Development and Culture Committee (PODCC).

This report provides a summary of the focus of the Black, Asian and Minority Ethnic Advisory Group during 2023/24, which has informed cultural learning about equality, diversity and inclusion and highlighted issues which have been acted upon during the year.

**Cefndir / Background**

The Black, Asian and Minority Ethnic Advisory Group 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 through 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 Black, Asian and Minority Ethnic staff and Corporate Teams, as well as the Chair and Vice-Chairs of the Black, Asian and Minority Ethnic Staff Network. This ensures that there's a strong link between our Staff Network, which at the time of writing this report had 201 members, and the Advisory Group. 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 Health Board's work to meet the requirements of the Anti-racist Wales Action Plan.

## Asesiad / Assessment

The Black, Asian and Minority Ethnic Advisory Group has continued to provide leadership and oversight of work which is 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 Black, Asian and Minority Ethnic Advisory Group. At the group's meeting in September, 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 Black, Asian and Minority Ethnic Staff and addressing all forms of racism and discrimination.

Winston Weir has met with the Vice-Chair of the Advisory 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.

### 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 Black, Asian, and Minority Ethnic backgrounds in their professional growth.

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

- Health & well-being
- Career development within a chosen speciality
- Ensuring SAS doctor activity is collated correctly e.g. is not accredited to the consultant

### Black History Month

October was Black History Month and Winston Weir, Independent Board member and Chair of the Black, Asian and Minority Ethnic Advisory Group shared some reflections on his own cultural heritage and his ambitions for the future of the Advisory Group and the Black, Asian and Minority Ethnic 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 the 5 November 2023, HDdUHB hosted a joyous Diwali celebration at Glien House in Carmarthen. The event was organised by the Black, Asian, and Minority Ethnic 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.

### Diversity calendar

We are blessed in Hywel Dda to have such a diverse range of faiths and different cultures. We strive to create an inclusive environment where everyone can reach their full potential and have a real opportunity to participate in a variety of activities throughout the year. As a small step towards celebrating and understanding each other more, and to gain inspiration and strength from all our beliefs, the Black, Asian and Minority Ethnic Advisory Group, in partnership with Strategic Partnerships, Diversity and Inclusion team produce a calendar celebrating diversity. Initially produced as a printed copy, the calendar is now produced digitally and was used throughout 2023/2024 to encourage and support greater awareness of the main faith days observed and celebrated as well as the dates of other national awareness campaigns. A link to the 2024 celebrating diversity calendar is included here:

[https://nhswales365.sharepoint.com/sites/HDD\\_HDD\\_Strategic\\_Partnerships\\_Diversity\\_Inclusion/SitePages/Diversity-Calendar\(1\).aspx](https://nhswales365.sharepoint.com/sites/HDD_HDD_Strategic_Partnerships_Diversity_Inclusion/SitePages/Diversity-Calendar(1).aspx)

### Experts in our Midst

At the beginning of 2023, the Advisory Group were made aware of a Diaspora survey and research which was being driven forward and supported by the Chief Nursing Officer for Wales. International health workers make huge contributions to the health care systems both in the UK and in their countries of heritage. The Health Board partnered with Tropical Health and Education Trust (THET), a global health charity to promote the survey which aims to help to document and understand the existing relationships between diaspora staff and their countries of heritage. Recently, the Wales and Africa Health Links Network merged with THET and, in January 2024 launched the [Voices of experts in our midst report](#) at the Senedd. An initial meeting is due to take place with the Wales and Africa Health Links Network in March, to discuss the findings of the survey and the recommendations of the report and explore the opportunities for international health workers employed across the Health Board. Recommendations from the report include:

- **Review and reinvest in coordination of international health work. A more direct link could be made between international work and benefits to individuals and the Welsh health system with more coordination, and more supporting for NHS organisations to fully implement the Charter for International Health Partnerships.**
- **Embed international work into the core business of the NHS using the Well-being of Future Generations Act.**
- **Fully implement the Charter for International Health Partnerships. Clear leadership at the Board level to allow oversight of the implementation of the Charter' stipulations, including the utilisation of diaspora expertise, and clear communication with staff.**
- **Providing more overseas learning opportunities for staff, e.g. through developing the global engagement of Health Education and Improvement Wales (HEIW).**

### Workplace Buddy System

The Advisory Group identified that staff moving into employment with the Health Board from other countries would benefit from additional support and a pilot scheme was developed focused on supporting overseas doctors. Following review by a small task and finish group it was identified that a Workplace Buddy scheme would be beneficial for all new members of staff. This scheme has now been rolled out across the Health Board for all new starters.

Workplace buddies are colleagues that guide and support new staff members in many different ways. They encourage and demonstrate high quality practice, to promote effective and safe practice and help people settle into their new environment with more comfort and ease. Having support, especially during those first few weeks or months, can make a big difference to a new colleague's experience and enjoyment and will support retention.

#### 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 Black, Asian and Minority Ethnic Advisory Group agreed that the local action plan would initially focus on workforce experience in one key area. It was agreed to focus specifically on the experience of career progression for nurses from ethnic minority groups in HDdUHB .

A Working Group was established, that includes staff with lived experience as well as drawing on input from other teams, for example Staff Psychological Wellbeing Service, Organisational Development Relationship Managers, Electronic Staff Records (ESR) staff, Leadership and Talent Management, Recruitment, Research and Business Intelligence staff.

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
- 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. The Working Group has identified a number of key actions as next steps:

- Continue work on career progression within ethnic minority nurses and in the first instance, exploring the lived experience of nurses who have worked in HDdUHB 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.

#### Anti-racism training

A key action of the ArWAP is that NHS Board members will 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 2023, 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.

#### Workforce Race Equality Standard

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 Padget, 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 which is aligned to an 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 also 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 & Training
3. Discipline and Capability
4. Bullying Harassment and Discrimination

An internal working group has been 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.

#### Supporting staff

Activity has been ongoing within the Health Board to ensure that staff feel welcomed and supported when they join the health board, especially when coming to Wales from overseas. Engagement has been carried out with doctors to gain an understanding of their experience. There are a number of clinical fellows as well as some SAS doctors and an increasing number of International Medical Graduates (IMG's) taking up training posts for the first time in the UK so it's been essential that the recruitment process, including induction provides them with the information they need. A comprehensive induction and welcome programme has been developed to support staff employed through overseas recruitment activity, for example, cohorts of nurses from overseas. This is an area of work that the Advisory Group receives regular updates on.

#### Advisory Group membership and attendance

As outlined previously, the Advisory Group was initially established in 2020 as an Advisory Group to Hywel Dda University Health Board 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. At this time, the membership predominantly included those from medical and nursing staff groups, who helped to highlight issues for further investigation or review by task and finish groups.

Over the course of the past 12-months, regular attendance of the initial members at the Advisory Group has reduced significantly, with some clinical colleagues withdrawing due to the need to focus on other workplace responsibilities.

It is therefore proposed that a priority for 2024/25 will be to review and refresh the Terms of Reference for the Advisory Group, as well as strengthen links with the Staff Network to encourage broader representation from staff groups and their involvement in developing actions and programmes of work which respond to the Anti-Racist Wales action plan.

### Argymhelliad / Recommendation

The People, Organisational Development and Culture Committee are asked to:

- **NOTE** the update report from the Black, Asian and Minority Ethnic Advisory Group and,
- **ENDORSE** the recommendation to review and refresh the Terms of Reference and focus for the group moving forward.

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 <a href="#">Quality and Engagement Act (sharepoint.com)</a>	7. All apply
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	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: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS



<b>Gwybodaeth Ychwanegol: Further Information:</b>	
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:	Black, Asian and Minority Ethnic Advisory Group members Teams within the W&OD Directorate Strategic Partnership, Diversity and Inclusion Team

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	Not applicable
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	Services and policies are more inclusive and consider the specific needs of Black Asian and Minority Ethnic People.
<b>Gweithlu: Workforce:</b>	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.
<b>Risg: Risk:</b>	Not applicable
<b>Cyfreithiol: Legal:</b>	Not applicable
<b>Enw Da: Reputational:</b>	Not applicable
<b>Gyfrinachedd: Privacy:</b>	Not applicable
<b>Cydraddoldeb: Equality:</b>	An equality impact assessment has not been undertaken as this is an update report.