



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	15 December 2022
TEITL YR ADRODDIAD: TITLE OF REPORT:	Update on the implementation of the Anti-racist Wales Action Plan
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling, Director of Workforce & Organisational Development
SWYDDOG ADRODD: REPORTING OFFICER:	Helen Sullivan, Head of Strategic Partnerships, Diversity and Inclusion

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Er Sicrwydd/For Assurance

ADRODDIAD SCAA SBAR REPORT

Sefyllfa / Situation

As part of its vision to be an anti-racist nation by 2030, Welsh Government launched its Anti-racist Wales Action Plan in June 2022.

One of the actions requires the Health Board to develop a local action plan for both employment and service delivery as part of the wider approach to equality, inclusion and diversity.

Cefndir / Background

In early 2020, the Welsh Government started work on an action plan for race equality, following calls by the Wales Race Forum and other grassroots organisations. Almost immediately, this work was halted by the COVID-19 Pandemic. The disproportionate impact of the pandemic on Black, Asian and Minority Ethnic people further highlighted the systemic racism and inequalities faced by minority ethnic people both in Wales and elsewhere.

During the summer of 2020, work on a new Race Equality Action Plan resumed with a consultation between March 2021 – June 2021.

Following the consultation, a review of evidence and as a result of the work of the Welsh Government Black, Asian and Minority Ethnic Covid-19 Advisory Group and the Socio-economic subgroup, the Race Equality Action Plan was launched and renamed as the Anti-racist Wales Action Plan.

Asesiad / Assessment

The Anti-racist Wales Action Plan covers the period June 2022 – June 2024, and the priority actions for the health sector are intended to act as a catalyst for the development of a local action plan, which shows how the Health Board is contributing to the vision of Wales becoming an anti-racist nation.

As the Health Board is a listening and learning organisation, there is already work being carried out to eliminate discrimination and improve the experiences of Black, Asian and Minority Ethnic people, including our patients, workforce and local population.

It is essential that all of this activity is brought together, to prevent the risk of duplication of effort and to identify any gaps and where further action needs to be taken, to enable the Health Board to demonstrate progress against the local action plan and the overarching Anti-racist Wales Action Plan.

The next steps, outlined below will ensure that the Health Board has a robust governance structure for this crucial work and that agreed actions to address racism and the disparities it has created are based on the lived experiences of Black, Asian and Minority Ethnic People.

- The Black, Asian and Minority Ethnic Board Advisory Group to take ownership and have oversight of the work to meet the requirements of the Anti-racist Wales Action Plan,
- A workshop will be held in January 2023 to consider the best approach to developing and monitoring the local action plan and the Health Board's progress towards the overarching Anti-racist Wales Action Plan. Those invited to the workshop will include members of the Black, Asian and Minority Ethnic Board Advisory Group, the Black, Asian and Minority Ethnic Staff Network, as well as other key colleagues, including Workforce and Organisational Development, Planning and Staff Side.

A local action plan has been developed which outlines the current activity being undertaken across the Health Board, but further work will be undertaken in conjunction with the Advisory Group to establish ambitions which move beyond the Welsh Government prescribed actions.

The link to the Welsh Government Anti Racism Plan has been included below for information.

<https://gov.wales/anti-racist-wales-action-plan>

Argymhelliad / Recommendation

The People, Organisational Development & Culture Committee is asked to note progress towards implementation of the Anti-racist Wales Action Plan launched by Welsh Government and that updates will be provided at regular intervals.

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
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	Governance, Leadership and Accountability

Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	All Planning Objectives Apply
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2018-2019	9. All HDdUHB Well-being Objectives apply

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Anti-racist Wales Action Plan Black Asian and minority ethnic advisory group report Chief Medical Officer for Wales' special edition annual report 2019 – 2020: protecting our health
Rhestr Termau: Glossary of Terms:	Contained within the body of the report.
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	The Health Board Black, Asian and Minority Ethnic Advisory Group

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	Financial planning will be one of the key considerations when the health board develops its own anti-racist action plan for employment and service delivery
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:	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:	Lack of staff awareness of issues faced by Black Asian and Minority Ethnic people.

	<p>Lack of funding to achieve some of the actions set out by Welsh Government due to not having a dedicated budget.</p> <p>A delay by Welsh Government in the launch of the Strategic Progress Measurement Framework, will postpone the development of internal reporting mechanisms as the framework will be the main reporting tool that will provide the Welsh Government's strategic performance measures.</p>
<p>Cyfreithiol: Legal:</p>	<p>Breaches in Equality Act 2010 where Black Asian and Minority Ethnic staff and service users may be discriminated against.</p> <p>Non-compliance with the Public Sector Equality Duty.</p>
<p>Enw Da: Reputational:</p>	<p>Could be at risk of reputational damage if unable to provide adequate support for Black Asian and Minority Ethnic individuals and demonstrate progress against the Anti-racist Wales action plan to achieve the vision of an anti-racist nation by 2030.</p>
<p>Gyfrinachedd: Privacy:</p>	<p>Not applicable</p>
<p>Cydraddoldeb: Equality:</p>	<p>The Anti-racist Wales Action Plan outlines the actions that the health board needs to take, to contribute to equity of wellbeing and addressing racism.</p>