

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:	Bullying and Harassment Task & Finish Group Action Plan
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling, Director of Workforce & Organisation Development
SWYDDOG ADRODD: REPORTING OFFICER:	Steve Morgan, Deputy Director of Workforce & Organisation Development; Augusta Stafford-Umughele, Workforce Culture, Diversity & Inclusion Manager

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Er Sicrwydd/For Assurance

ADRODDIAD SCAA SBAR REPORT

Sefyllfa / Situation

The People, Organisational Development & Culture Committee (PODCC) received the first iteration of the BAME Bullying and Harassment Action plan in June 2022, where it was agreed that an update on progress would be presented to a future meeting. Following a request from the PODCC Chair this update sets out a brief RAG rated summary of the actions and progress to date in order to determine the relative progress of the respective actions.

Cefndir / Background

A number of complaints of bullying and harassment within the Black, Asian and Minority Ethnic (BAME) staff members led to a recommendation from the BAME Advisory Group to establish a specific Task and Finish Group. The Bullying and Harassment Task and Finish Group (BHT&FG) was developed to scope several issues relating to the management of bullying and harassment within the BAME Advisory Group in the Health Board. The BHT&FG was subsequently set up and has been jointly chaired by the Deputy Director of Workforce and the Workforce Culture, Diversity & Inclusion Manager. Progress in relation to the work of the BHT&FG has continued to be fed back to the BAME Advisory Group. In addition, progress has been presented to the Staff Partnership Forum and the Local Negotiating Committee (LNC).

BAME representatives to support this work were nominated from individuals who had expressed an interest in becoming part of the BAME network and were drawn from a diverse range of services from Medical staff to Catering staff. The Group also benefitted from senior representation and attendance of leads from Workforce and Organisation Development to support progression of the agenda.

Following a series of meetings throughout 2021/22, group representatives helped to document the main challenges perceived which led to the production of the action plan. The action plan (Appendix 1) is still a live document and continues to be reviewed in terms of the aims and actions and also in terms of progress made.

Asesiad / Assessment

As can be seen from the action plan, good progress has been made in many areas. However, the group will continue to monitor progress and will then focus on the effectiveness of the actions and whether they have led to an actual improvement in the perceptions and experiences of BAME staff. It is acknowledged that measuring the success of the actions may take some time although the BHT&FG members are of the view that these are positive moves by the Health Board and can only assist in addressing the issues of concern.

In particular, good progress has been made in relation to raising awareness of the means by which BAME staff can raise concerns. This was one of the main issues raised by the BHT&FG ie that BAME staff were unaware of who they could raise a concern with or indeed how.

There has been particular focus on the Exit interview process as BAME staff reported that they were unaware of them, how to go about requesting one and also in terms of what happens as a result of them.

Progress has also been made regarding the provision of cultural awareness for Line Managers which was again raised as an issue by BAME Advisory Group members.

Sally Owen has led a review of the concerns raised relating to perceived unfairness in the recruitment process. The concerns raised related to overstating 'essential requirements' in Person Specifications and the need for improved transparency in the recruitment process in order to ensure that BAME staff were given opportunities to progress.

Group members remain committed to regular review of progress against actions and the addition of new actions if needed. Once all actions have been completed then the focus of the Group will move to reviewing the effectiveness of the identified actions.

Argymhelliad / Recommendation

The People, Organisational Development and Culture Committee is requested to:

- 1) Note the revised action plan and RAG rating.
- 2) Endorse the progress made to date in terms of introducing means to reduce or eradicate the extent of bullying and harassment experienced by BAME employees.

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 show value and appreciation of the workforce through formal and informal methods.
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):	6.3 Listening and Learning from Feedback 7.1 Workforce
Amcanion Strategol y BIP: UHB Strategic Objectives:	1. Putting people at the heart of everything we do 2. Working together to be the best we can be 3. Striving to deliver and develop excellent services 4. The best health and wellbeing for our individuals, families and communities
Amcanion Cynllunio Planning Objectives	2B Strategic Equality Plan and Objectives establishment
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2018-2019	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS 8. Transform our communities through collaboration with people, communities and partners

Gwybodaeth Ychwanegol: Further Information:

Ar sail tystiolaeth: Evidence Base:	The Francis Inquiry Report (Report of the Mid-Staffordshire NHS Foundation Trust public enquiry) and the Government's response Managing conflict in the modern workplace CIPD 2020
Rhestr Termau: 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:	Not applicable

Gweithlu: Workforce:	Potential positive impacts on staff morale, absence rates, retention, recruitment.
Risg: Risk:	Not applicable
Cyfreithiol: Legal:	Not applicable
Enw Da: Reputational:	Potential positive impacts on organisational reputation.
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	Not applicable