



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	18 August 2022
TEITL YR ADRODDIAD: TITLE OF REPORT:	Launch 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.

Appendix 1 provides an overview of the action plan to the People, Organisational Development & Culture Committee (PODCC) and outlines the requirements placed upon Hywel Dda University Health Board, to achieve the actions assigned to the policy area of Health.

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 developed in to the Anti-racist Wales Action Plan.

Asesiad / Assessment

The Anti-racist Wales Action Plan covers the period June 2022 – June 2024, with 11 policy areas, including Health and Social Care.

There are five enabling goals for Health:

- Leadership and Accountability

- Workforce
- Data
- Access to services
- Tackling health inequalities

The policy area of Health has 21 main actions but, within the action plan, there are 6 additional actions for all public bodies to achieve.

Five Core Actions for Leadership

- A strong commitment to lead from the front and demonstrate it in terms of anti-racist values, behaviours, representation at all levels of your organisations and accountability measures.
- Participation in all decision making and senior leadership groups in a way that enables lived experiences of ethnic minority people to be heard and acted upon.
- Achieve, at the very least, minimum requirements of the Equality Act 2010 and publish your results in an open and accessible forum/platform.
- Ensure minimum standards and provision of culturally sensitive and appropriate services, including provision of translation and interpretation.
- Ensure robust complaints policies and processes for racial harassment that are validated to the satisfaction of ethnic minority groups

The Health Board will be held to account against the 5 core actions, via the Welsh Government's Accountability Group which will be an external, independent group, made up of ethnic minority people and those with lived experience of racism. There will be open and transparent recruitment to the group which will be led by Prof Emmanuel Ogbonna and Dr Andrew Goodall, Permanent Secretary.

Welsh Government has started to design a Strategic Progress Measurement Framework, which will be the main reporting tool for the plan, however the framework will not be available until Autumn 2022 at the earliest. The framework will include strategic performance measures and the Health Board will need to create its own operational performance measures, to show how its measuring progress against the goals and actions set out in the action plan.

The link to the Welsh Government Anti Racism Plan has been included below for information and a local plan will be developed in line with the above timescales.

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

Argymhelliad / Recommendation

The People, Organisational Development & Culture Committee is asked to accept the overview of the Anti-racist Wales Action Plan launched by Welsh Government and note that updates will be provided at regular intervals on the Health Board's progress against the 21 health specific actions and 6 additional actions for all public bodies.

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 Termiau: 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:	<p>Lack of staff awareness of issues faced by Black Asian and Minority Ethnic people.</p> <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>
Cyfreithiol: Legal:	<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>
Enw Da: Reputational:	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.
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	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.

An Introduction to the Anti-racist Wales Action Plan

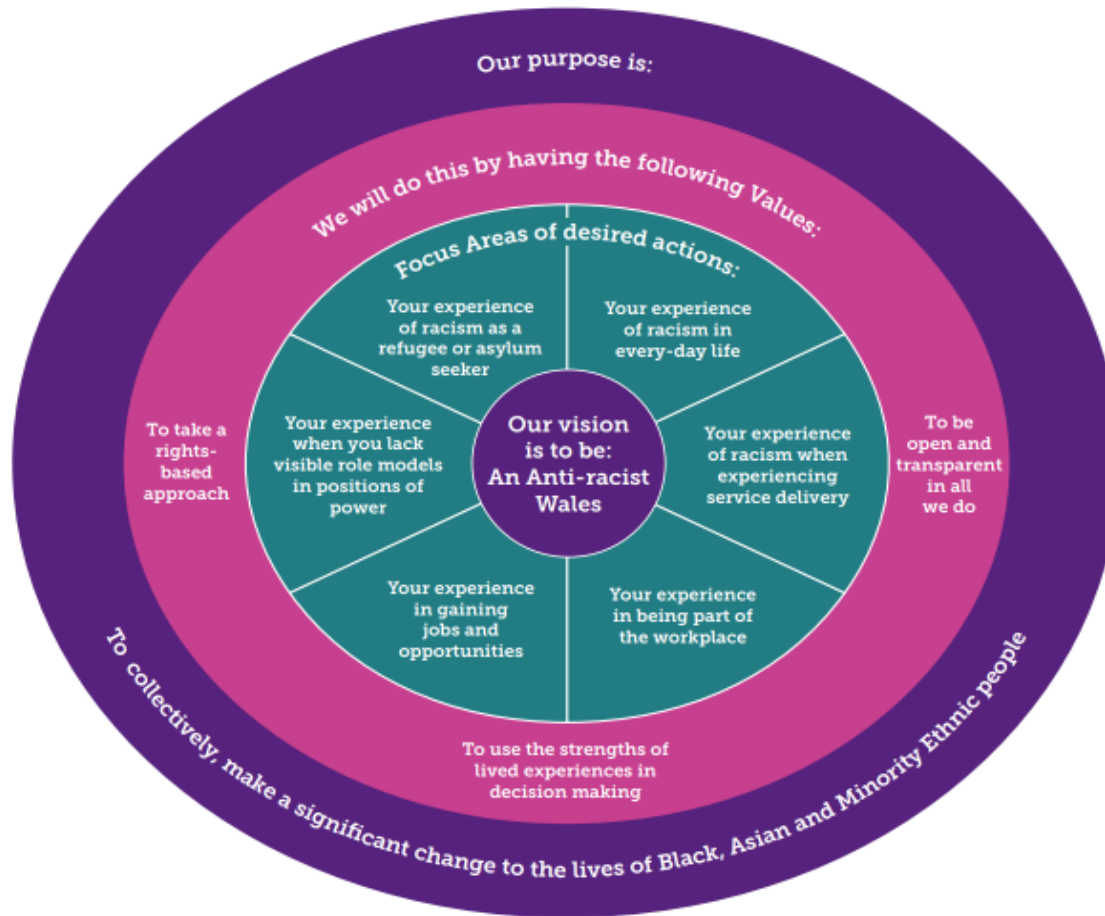


Helen Sullivan
Head of Partnerships, Diversity and Inclusion

Background

- In early 2020, calls for race equality by the Wales Race Forum and other grassroots organisations
- The pandemic exposed pre-existing inequalities
- Draft Race Equality Action Plan
- Anti-racist Wales Action Plan

Achieving the vision



Policy Areas

- Leadership within Welsh Government and across public services
- Education and Welsh Language
- Culture, Heritage and Sport
- Health
- Social Care
- Homes and Places
- Local Government
- Employability and Skills
- Nation of Sanctuary – support for refugees and asylum seekers
- Crime and Justice
- Childcare and Play

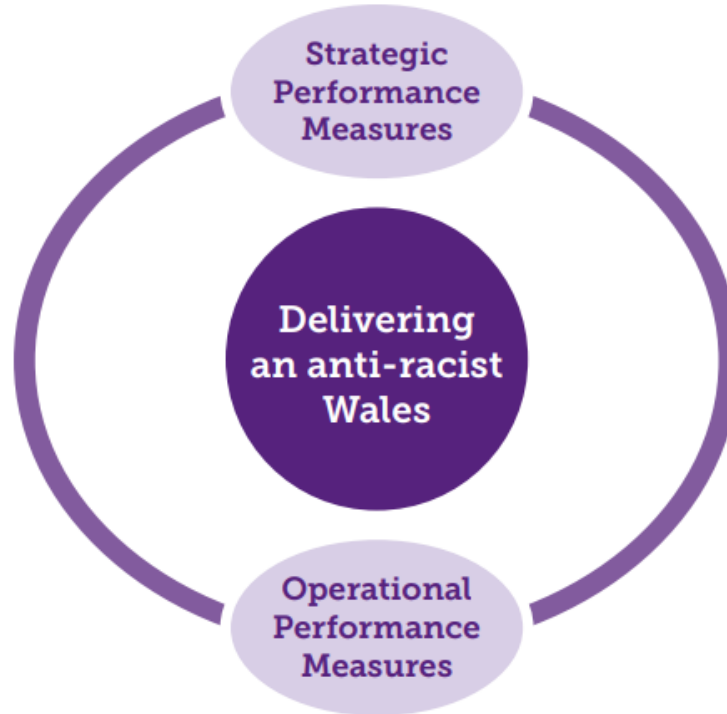
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Five enabling goals for Health

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- Data
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Reporting Mechanisms



Next Steps

- Raise awareness – Regional Workforce Board, People, Organisational Development and Culture Committee, Communications to staff
- Set up a working group with key colleagues and partners from social care
- Prioritise actions including development of an action plan and internal reporting procedures
- Strategic Progress Measurement Framework

Any Questions?



Diolch / Thank You