

Senior Leadership: Part 1

Section 5: Senior Leadership

This section comprises of 4 questions and examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels, then the individual actions they take. This section is worth 8.5% of your total score.

Within this section, senior leaders are split between two levels - board level and senior management. For more information about how we use these two terms, please see [here](#).

Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.

Board level staff

5.1 How does the organisation support board level employees to understand the issues that affect LGBT people?

Tick all that apply

GUIDANCE: The support given should be systematic in its implementation.

B. Promote LGBT specific conferences or seminars to the board level employees

Describe each option selected:

B. Promote LGBT specific conferences or seminars to the board level employees

Details of conferences are circulated to Board members, senior staff and notified to staff Network, including allies and friends.

5.2 In the past year, which of the following activities have members of the board engaged in?

Tick all that apply

GUIDANCE: Messages communicated should explicitly reference sexual orientation and trans equality. Meetings with the LGBT employee network group should be systematic and not ad hoc.

A. Communicated a strong message on sexual orientation equality

G. Engaged with senior management to discuss LGBT equality

Describe each option selected. Please include specific dates or time periods.

A. Communicated a strong message on sexual orientation equality	Our Chief Executive presented a paper to Board in July 2019 on the joint "This Is Me Conference" hosted by Hywel Dda University Health Board and Swansea Bay University Health Board in the National Botanic Garden of Wales in Llanarthne on 4th July 2019. This is available to the general public and staff with Board papers published on the Health Board's website. http://www.wales.nhs.uk/sitesplus/documents/862/Item%202.7%20Report%20of%20the%20Chief%20Executive1.pdf
G. Engaged with senior management to discuss LGBT equality	Senior managers across the Health Board had the opportunity to attend the This is Me Conference and were able to access the Chief Executive's report following.

Please list the names and job titles of the individuals named above. Please ensure you have strict permission from them for their name to appear in this submission.

	Name	Job title
Person 1	Steve Moore	Chief Executive (Hywel Dda University Health Board)
Person 2	Tracy Myhill	Chief Executive (Swansea Bay University Health Board)
Person 3	Type here...	Type here...
Person 4	Type here...	Type here...
Person 5	Type here...	Type here...

Senior Leadership: Part 2

Senior Management level staff

5.3 How does the organisation support senior management to understand the issues that affect LGBT people?

Tick all that apply

GUIDANCE: The support given should be systematic in its implementation.

B. Promote LGBT specific conferences or seminars to senior management level employees

Describe each option selected:

B. Promote LGBT specific conferences or seminars to senior management level employees	Information on Stonewall Conference are circulated via global email for all staff.
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5.4 In the past year, which of the following activities have senior management engaged in? Tick all that apply.

Tick all that apply

GUIDANCE: Messages communicated should explicitly reference sexual orientation and trans equality. Meetings with the LGBT employee network group should be systematic and not ad hoc.

A. Communicated a strong message on sexual orientation equality

Describe each option selected. Please include specific dates or time periods.

A. Communicated a strong message on sexual orientation equality	Our Senior Managers had the opportunity to attend the "This Is Me" Conference on the 4th July 2019 at the National Botanic Garden of Wales and were encouraged to create a inclusive working environment, in the departments and wards by sharing the messages from the day, referencing the presentations and contributing to the twitter wall. Names of attendees at Senior Management meetings are not published for public consumption.
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Please list the names and job titles of the individuals named above. Please ensure you have strict permission from them for their name to appear in this submission.

	Name	Job title
Person 1	Type here...	Type here...
Person 2	Type here...	Type here...
Person 3	Type here...	Type here...
Person 4	Type here...	Type here...
Person 5	Type here...	Type here...