

Reference:	FOI.16713 & 16714.25
Subject:	Anti Racist Wales Action Plan and learning/education spend
Date of Request:	3 March 2025

Requested:

FOI.16713

1. How much did the Health Board spend producing its "Anti Racist Wales Action Plan Local Plan 2024-25"?
2. How much staff time went into the plan?
3. In the plan, the Health Board states it is on target to ensure guidance is provided to asylum seekers on accessing healthcare services in their first language - how much has been spent on this to date?
4. How much has been spent on board members undertaking an "anti-racist education programme" as specified in the plan - if any third parties were contracted to provide this, please specify who and the amounts paid to them/
5. Who carried out the "independent audit of existing workforce policies and procedures through an anti-racist lens" - as specified in the plan? How much were they paid to carry out this audit and what were its findings?
6. Have any contracts/grants been awarded by the Health Board to third sector organisations through the plan? If so please specify which and the value?
7. In its subsequent update, the Health Board confirmed it delivered "lunch and learn sessions on health barriers for Gypsy, Roma Traveller communities." How much was spent on these sessions?

Further details of the plan can be found here <https://hduhb.nhs.wales/about-us/governance-arrangements/board-committees/people-organisational-development-and-culture-committee-podcc/podcc-29-october-2024/3-1-anti-racist-wales-action-plan-update-on-local-implementation/>

FOI.16714

1. In each of the past five financial years, up to and including 2023-24, how much has the Health Board paid in contracts/grants to each of the following organisations:
 - a. Diversity and Anti-Racism Professional Learning
 - b. Apex Educate
 - c. Oshun Education

In each case, please specify the value of the grant/contract, the date on which it was awarded, details of any schemes funded or services procured.

Response:

1. Hywel Dda University Health Board (UHB) confirms that it did not incur any expenditure in producing its Anti Racist Wales Local Plan 2024-25.

2. The UHB is unable to provide you with the information requested, as it did not retain a record of the amount of time spent on the development of the plan.
3. The UHB is unable to provide you with the information requested, as following the update report dated 29 October 2024 that went to the People, Organisational Development and Culture Committee (PODCC), it detailed that guidance is provided as part of the wider role of the Community Development Outreach Team. This means the UHB does not hold the information in a format that would enable us to answer this question.
4. The UHB confirms that Board Members received a training session delivered by Boundaries Training and Consultancy Ltd, which cost £710.
5. The UHB confirms that an independent audit of NHS Wales Workforce Policies was commissioned by Welsh Government and was undertaken by Diverse Cymru in 2024.

Additionally, the UHB is applying an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as some of this information is already in the public domain and is accessible by another means. The information requested regarding the findings can be found using the link below:

[Audit of All-Wales NHS Workforce Policies through an Anti-racist Lens - Diverse Cymru](#)

6. As referred to in response to question 4, Board Members received a training session that was delivered by Boundaries Training and Consultancy Ltd at a cost of £710. In addition to this, the Diversity and Inclusion Team commissioned Ethnic Youth Support Team (EYST) to deliver eleven (11) Anti-Racism and Religion and Belief training sessions at a cost of £4,500.
7. The UHB confirms that its 'lunch and learn' sessions are delivered by members of the Community Development Outreach Team, who have previous experience of working with Gypsy, Roma Traveller communities. These sessions form part of a broader programme of awareness raising sessions, which support increasing staff awareness and understanding around equality, diversity and inclusion. The Community Development Outreach Team is internal to the UHB and therefore, no money was spent nor any external sessions purchased/commissioned.

FOI.16714

1. The UHB confirms that it has not commissioned any work from the organisations listed.