

Advancing Equality and Good Relations

Organisation	Hywel Dda University Health Board
Date of Report	October 2021
Report Prepared By	Strategic Partnerships, Diversity & Inclusion Team

The Public Sector Equality Duty seeks to ensure that equality is properly considered within the organisation & influences decision making at all levels. To meet the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 Health Boards & NHS Trusts must consider how they can positively contribute to a fairer society through advancing equality & good relations in their day-to-day activities. The equality duty ensures that equality considerations are built into the design of policies & the delivery of services and that they are kept under review. This will achieve better outcomes for all.

Reporting Schedule: Progress against the organisation's plan is to be reported bi-annually. This form is to be submitted on 31 October and 30 April. **Completed form to be returned to: hss.performance@gov.wales**

Please attach a copy of the organisation's Strategic Equality Plan (SEP) which should set out how tackling inequality and barriers to access improves the health outcomes and experience of patients, their families and carers. Your SEP should also include equality objectives to meet the general duty covering the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race (including ethnic or national origin, colour or nationality), religion or belief (including lack of belief), marriage and civil partnership, sex, sexual orientation.

Update on the actions implemented during the current operational year to advance equality & good relations in the health board's day to day activities

	Key Actions Planned 1 Oct 2020 to 31 Mar 2022	Risks to Delivery Corrective Actions & By When	What was Achieved during 1 Oct 2020 to 30 Sept 2021	What was Achieved during 1 Oct 2021 to 31 Mar 2022
Planning & Performance Management				
IMTPs clearly demonstrate how the NHS organisation meets the duties associated with equality & human rights and the arrangements for equality impact assessment.	The commitments to promoting equality duties are clearly set out in the Strategic Equality Plan (SEP)		At present Hywel Dda does not have an IMTP and submitted to WG a 3yr Plan incorporating the Annual Plan for 2020/21. This includes a link to our SEP and arrangements for equality impact assessment (EQIA). The Board's Annual Plan includes the consideration of the Health Board's SEP Annual Report and the refreshed SEP and Objectives for 2020-2024.	The development of a new 3yr IMTP is underway which includes the planning objectives to be implemented by the Strategic Partnerships, Diversity and Inclusion Team (SPD&I) in the following service areas: <ul style="list-style-type: none"> • Equality, Diversity and Inclusion • Homelessness, Vulnerable Groups and Sensory Loss • Carers • Armed Forces Covenant • Regional Well-being Plans Service Managers within SPD&I have developed draft Plans on a Page for each planning objective which will feed into the IMTP. These outline a series of sub-objectives, outcomes, governance arrangements, key dates and deliverables, and any identified risk.

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<p>Steps have been taken, where possible, to align equality impact & health needs assessments to ensure they take account of the 'protected characteristics' & utilise specific data sets & engagement activity.</p>	<p>Fully embed the new integrated Equality and Health Impact Assessment (EHIA) into the Health Board.</p> <p>Our aim will be to capture data to create baseline targets to use to report future progress with improving social value for our Hywel Dda population. We will also seek to understand how our local recruitment and employment decisions impact on social value, both as the largest single employer in south west Wales and also as a large procurer of goods and services from the local economy.</p> <p>Continue to engage with "protected characteristics" and the wider population of Hywel Dda in our programme business case for a major new urgent and planned care hospital, the repurposing of two of our hospitals and the ten community hubs.</p>		<p>We have developed and published our new integrated EHIA Guide and templates and support managers in their use as part of large scale projects and change programmes.</p> <p>We worked with academic partners; PhD students from the University of Bangor will continue to work with the Health Board to undertake in-depth studies into aspects of economic analysis to help us better understand the ways in which we can deliver improved social and economic value, and better treatments for our patients.</p> <p>An EHIA Review group has been established to ensure that all aspects of service change and the planned new hospital build will have engaged with each "protected group" in each of the 3-counties and all health needs assessed by the subject matter experts.</p> <p>Protected Characteristics Engagement Logs have been created to ensure that extensive engagement has and will continue to take place.</p> <p>As at 31 March 2021 with the Introduction of the socio economic duty, the Health Board EQIA and EHIA includes an assessment of those experiencing socioeconomic deprivation alongside the "Protected groups" in order for it to be considered and any impacts identified and if required, mitigated against.</p>	<p>Alongside key partners in the Public Services Boards (PSBs) and Regional Partnership Board (RPB), the Assistant Director of SPD&I has been co-ordinating the health board's contribution to the Local Assessments of Well-being (LAWB) and Population Assessment (PA) undertaken during 2021/22. The results of the extensive assessments have been shared with the Strategic Development and Operational Delivery Committee at its meeting on 26th April 2022 and will be presented to the Public Board meeting in May 2022.</p> <p>The data from the LAWB and PA will be used to inform future EQIAs and EHIAs undertaken by the health board.</p> <p>In the meantime, the Health Board continues to use available data sets and engagement activity to inform EQIA and EHIA. For example, data from the regional Pharmaceutical Needs Assessment provides a rich data source on the health and wellbeing of our local populations.</p> <p>Other sources of information have also been used include:</p> <ul style="list-style-type: none"> • Current population data sets from Stats Wales • Data from West Wales Area Plan (2018) • Data from various Welsh Government Plans and Reports such as the Transgender Action Plan, and the COVID-19 BAME Socioeconomic Subgroup Report <p>The Health Board also anticipates that data from the 2021 Census will be available from mid-2022, which will also be used to inform future EQIA and EHIA.</p>

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				<p>Considerable work has been undertaken over the past 6 months to progress our Programme Business Case for the new major urgent and planned care hospital, and the re-purposing of two of our hospitals and the ten community hubs. A detailed EHIA was developed and submitted in January 2022 alongside the business case for the new urgent and planned care hospital.</p> <p>Programme groups have also been established for the Fishguard Integrated Health and Wellbeing Centre and the Cross Hand Health and Wellbeing Centre. Both of which will involve analysing engagement activity which will be used to inform the development of the EqIAs and mitigating action plans to ensure that our plans meet the needs of those with protected characteristics.</p> <p>The Health Board has purchased digital software licences to improve communication and engagement activity. Engagement HQ and Tractivity are being used to record and store engagement activity and create databases which can be used for future engagement activity. This allows the health board to easily identify community groups with a protected characteristic and plan future engagement activity.</p>
<p>Equality impact assessment is embedded into service change/transformational programmes and service delivery plans and informed by the findings</p>	<p>Sessions with teams are held to support staff with completion of robust EQIA.</p> <p>Staff are more confident and clearly understand the</p>	<p>As Wales emerges post-Covid, many organisations are likely to begin consulting on various plans. This can cause engagement</p>	<p>The principles of equality, diversity and human rights are embedded in the guidance to the Board on our approach to service planning and reporting mechanisms, enabling robust scrutiny of proposals, performance and actions.</p>	<p>The EDI Team continues to provide regular training on EQIA to staff and promotes EQIA across all service areas. In 2021/2022, the EDI team have provided:</p> <ul style="list-style-type: none"> • guidance and assisted in the completion of 129 EQIAs

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from the engagement and consultation and other evidence.	<p>reasons why they need to conduct an EQIA.</p> <p>Outcomes from public engagement and consultation for the proposed transformation to services are analysed to inform decision making across a range of proposed service changes.</p>	<p>fatigue with the potential to impact a number of individuals from a range of protected groups.</p> <p>Reporting of equality monitoring data is voluntary, therefore there is likely to be a degree of underreporting on the data we hold. This concern has also been raised in our response to the consultation on the Welsh Government LGBTQ+ action plan.</p>	<p>Training is offered to staff, to ensure that they are clear on the requirement to complete EQIA and EHIA and have the knowledge and confidence to robustly assess for impact.</p> <p>Our engagement team is working hard to reach all parts of our community and to ensure that everyone's voice is heard.</p> <p>We continue to work closely with transformation teams and project managers to ensure that relevant data and consultation and engagement outcomes and findings inform the way in which we move forward.</p> <p>The Health Board has a policy that clearly defines the requirements that all policies, guidelines and service changes will need to undergo EQIA. This will ensure that we continue to put the individual first and provide person centred care.</p> <p>Completed EqlAs = 89</p>	<ul style="list-style-type: none"> • advice and support on 49 open EQIAs • 5 Training sessions to 56 members of staff • 60 Individual advice & training sessions <p>A member of the EDI Team continues to attend the Clinical Written Control Documentation Group which monitors policies for approval. This also provides assurance that each policy has evidence of sufficient EQIA.</p> <p>A representative from the EDI team continues to attend and advise steering groups for large-scale service redesign projects such as the new major urgent and planned care Programme Business Case which includes the repurposing of two of our hospitals and 10 community hubs. The EDI Team has built strong links with the Capital Planning Programme Manager to ensure that all associated service change proposals will be assessed accordingly for EQIA or EHIA.</p>
Governance				
The Health Board/NHS Trust receives assurance that processes are in place to identify equality impact, undertake engagement and that mitigating actions are clearly set out. Committee or sub-committees confirm that equality impact	The reporting templates for Board and Committee Papers include both integrated and EQIA information to ensure that these are considered as part of the decision making process.		<p>The Governance Team play a key role in reviewing papers for Committees and Board meetings. The templates for papers being presented to Board and Committees include both integrated and equality impact assessment information. All new Board members are issued with and have access to guidance in the scrutiny of equality impact assessments of all proposals considered at Board and Committees. SBARs include the two questions;</p> <ul style="list-style-type: none"> • Has EqlA screening been undertaken? 	<p>Current processes to provide assurance to the Board are working which is evident in the continuous increase in completed EQIAs published both with Board and Committee Papers and on the dedicated page on our website.</p>

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assessments inform decision making.			<ul style="list-style-type: none"> Has a full EQIA been undertaken? <p>Clinical Written Control Document Group have amended their policy in order to confirm and have assurance that all policies, service changes or guidelines that are completed have an EQIA.</p> <p>All policies that are sent to be uploaded without an EQIA are directed to the Senior Diversity & Inclusion Officer in order to assist the policy owner with completion and/or further training.</p> <p>If there are any negative impacts highlighted, mitigating actions are put in place and if these can't be made as low as reasonably practical then the service/policy has to be changed before it can be put into place.</p>	
The Health Board/NHS Trust ensures that equality considerations are included in the procurement commissioning and contracting of services.	<p>It has recently been agreed that EQIA will be carried out for all tenders for goods or services worth in excess of £25,000. This will build on processes currently in place and assist in identifying and addressing any potential negative impacts.</p> <p>The NHS Wales Standard Terms and Conditions for the Provision of Goods & Services is utilised for procurement of goods and services in NHS Wales.</p>	Potential delays in entering into tender processes owing to unfamiliarity with the new requirements around EQIA	<p>The Health Board has established the parameters for the new system for tender exercises with the Procurement Team and providing the appropriate templates and guidance documents to enable a smooth transition into the new process. A number of EQIA training sessions have also been arranged to assist anyone currently unfamiliar with the process.</p> <p>The Health Board procures goods and services in line with the NHS Wales Standard Terms and Conditions for the Provision of Goods and Services. These Terms and Conditions cover the following areas:</p> <ul style="list-style-type: none"> Section 49 – Human Rights Act 1998 Section 52 – Well-being of Future Generations (Wales) Act 2015 	The new system is working well. The Procurement Team are now asking each tenderer if they have an equality policy of their own, and if so, to provide a copy. To date, all tenderers have been able to evidence that they already have an equality policy in place. This will make it easier for the Health Board to be assured that robust equality considerations are included in the procurement procedures.

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			<ul style="list-style-type: none"> Section 58 – Equality and Non-discrimination <p>The Procurement Team offer training support and places on equality training to companies that tender to the Health Board.</p>	
Quality & Safety				
<p>Links are made between equality and the quality initiatives set out in the Quality Improvement Strategy and Annual Quality Statement.</p>	<p>Staff, including Board members, will be motivated to use their lived experiences and act as role models to create positive experiences for colleagues and service users, to identify where improvements can be made and will be supported to put their ideas in to practice as appropriate.</p>		<p>In response to evidence of the disproportionate impact of Covid-19 on Black, Asian and Minority Ethnic staff, the Health Board established a Black, Asian and Minority Ethnic Advisory Group, demonstrating the Board level leadership and commitment to addressing inequalities. Actions have included:</p> <ul style="list-style-type: none"> an analysis to understand the demographic profile of our workforce ensuring that the concerns and lived experiences of members are acted upon supporting staff development raising awareness of diversity and inclusion; and establishing a staff network. <p>Opportunities to attend conferences and events such as the Race in the Workplace digital conference, has increased awareness and understanding amongst the Advisory Group members and other senior leaders.</p> <p>The Black, Asian and Minority Ethnic Advisory Group produced a calendar celebrating diversity. This Religious Festivals & Events Calendar 2021 was produced to support timetabling, work scheduling and event planning to help ensure that we provide an inclusive environment which enables participation from all our staff and visitors. The calendar was distributed to all staff and volunteers and highlights key diversity days.</p>	<p>The Black Asian and Minority Ethnic Advisory Group has met regularly throughout the year to assess the implementation of the recommended actions set out in the First Ministers BAME COVID-19 Socio-economic Subgroup.</p> <p>In September 2021, a workshop was held to plan for the establishment of a Black Asian and Minority Ethnic Staff Network. The purpose of this network will be to offer staff the chance to meet to discuss any challenges and barriers that they face both as members of staff, and for any prospective employees. Information will be fed into the Black, Asian and Minority Ethnic Advisory Group and will be used to identify further actions to support employees in the workplace.</p> <p>The group will also discuss matters relating to Black, Asian and Minority Ethnic service users to help develop and implement initiatives to improve equality and reduce any direct or indirect discrimination towards service users.</p> <p>The ongoing disruption to healthcare services due to the impact of COVID-19 also affected the implementation of the Reverse Mentoring for Equality Diversity and Inclusion (ReMEDI) Programme. However, the programme was successfully piloted throughout the year and early analysis shows positive</p>

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			<p>Staff from our Black, Asian and Minority Ethnic networks along with our LGBTQ+ staff network were invited by the Chair of the Health Board to participate in a reverse mentorship programme coordinated by Nottingham University. Whilst this was not specifically designed for LGBTQ+ staff, the programme was intended to represent intersectionality of our workforce. We asked up to 30 staff volunteers to virtually mentor members of the Board on a 1-1 basis. No previous mentoring experience was required as training was provided. Training for mentors took place on the in January 2021 via a virtual workshop. The programme will run for 6 months, during that time mentors will have access to regular peer support and are required to attend two reflective practice sessions. Building on the successful outcome of this programme, we are looking for opportunities to strengthen the LGBTQ+ focus of future reverse mentoring programmes.</p> <p>The Health Board continues in its efforts to fulfil the objectives of its Quality Improvement Strategic Framework. Focus has been placed upon improving methods for collating patient feedback and strengthening communication mechanisms for service users. The following actions have been achieved:</p> <ul style="list-style-type: none"> Family Liason Officers (FLOs) were recruited during the COVID-19 Pandemic. FLOs were issued with iPads to facilitate important communication between patients and loved ones via FaceTime, Skype and FaceBook Messenger. They also provide support for inpatients with sensory loss as they allow screen enlargement, read 	<p>outcomes and impacts upon all those who took part in the pilot scheme.</p> <p>Reverse mentors for the pilot were sought from the following groups:</p> <ul style="list-style-type: none"> Black, Asian and Minority Ethnic Under 25yrs Frontline Staff <p>Each reverse mentor was subsequently paired with a Board Member utilising a robust matching process that capitalised on 'difference' to ensure mentoring pairs comprised individuals of different age groups, sexual orientation, gender, race etc.</p> <p>The ReMEDI programme is believed to be the first of its kind in NHS Wales and sought to encourage our Board Members as leaders to connect with their reverse mentor on a deeper level, to listen and understand individual perceptions and experiences and take systemic action in response.</p> <p>Interim evaluations and reflections have portrayed that the programme was incredibly valuable for both the mentees and reverse mentors, some of whom describe it as one of the best things that they have done. Organisational learning has centred around culture, values, engagement, innovation and raising concerns. A formal review of programme is due to take place in April 2022 with the intention of rolling out this programme on a long-term basis to help the organisation to foster inclusive attitudes in its leadership and management.</p> <p>The Sensory Loss Partnership Forum have identified a dedicated team who are taking part in the Health Board's Enabling</p>

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			<p>aloud functions, text messaging and subtitling.</p> <ul style="list-style-type: none"> Alongside procedures for accessing professional interpreters, the Health Board promotes the use of the Insight App and LanguageLine to support patients with language needs. Patient Experience posters are produced in large print with QR Codes, to make it easier for patients to share their experiences. Letters, emails are produced in larger print/bilingually (various formats and languages) upon request. <p>To further enhance quality improvement for both service users and staff, The Health Board has put measures in place to promote positive feedback to help raise morale, increase positive healthcare environments and encourage good practice. Examples of this include:</p> <ul style="list-style-type: none"> feedback from patient questionnaires is reported to all staff via our “Feel Good Fridays” initiative Patient Experience Certificates of Appreciation presented to individuals and teams who have been identified in the “Big Thank You” nominations process. <p>The Health Board continues to encourage service users, carers, family and friends to report positive experiences of good healthcare for those with a protected characteristic. The Health Board has seen an increase in compliments received which are feedback to staff. Examples of this include:</p>	<p>Quality Improvement in Practice (EQIIP) programme with the aim to develop robust mechanisms for assessment the accessibility of our services for people with sensory loss. The aim of the project is to develop an award programme for service areas which will be self-assessed and verified by the Sensory Loss Manager. This project is led by senior clinical staff who are leading on Quality Improvement with the aim to equip people with the project management skills and assessment tools to achieve desired outcomes for staff and improve the quality and efficiency of services provided. This project is expected to complete and evaluated in September 2022 with the intention for further roll-out across the health Board.</p> <p>The requirement for an Annual Quality Statement was stood down for 2020-2021 and instead we were tasked with ensuring quality went through our annual report. The same arrangements are in place for 2021-2022 whilst we wait for the new duty of quality in the Health and Social Care (Wales) Act to come into force in Spring 2023.</p> <p>Due to the successful pilot during the pandemic, the appointment of the FLOs has been made permanent. These posts will continue to support staff to engage with service users. Feedback from the FLOs continues to instigate immediate mitigating actions to minimise negative impacts upon service users who are vulnerable. Feedback can also be used to identify any key themes which can be used to inform service area action plans.</p>

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			<p>“YES Staff were exceptionally good in so many ways. I am sight impaired and the staff helped in every way”.</p> <p>“Yes All the staff were extremely helpful and made me feel at ease and comfortable they were all very efficient from the receptionist, nurses and the consultant and Junior Doctor. I’m registered blind and had my guide dog with me as well as my husband and they were fantastic”</p> <p>“Yes My husband is deaf, his comment was they treated me so well, were so accommodating of my deafness. So kind and lovely to me”</p>	

Workforce

There is evidence that employment information informs policy decision making and workforce planning.	<p>The Staff Inclusion Group will facilitate robust and ongoing analysis of workforce intelligence information in order to inform workforce planning.</p> <p>We aspire to be an employer of choice and wish our staff experience to be the best possible.</p>	Information gathered to inform the Annual Workforce Equality Report is collected from three different systems which are nationally managed and for Grievance and Disciplinary statistics, manually in-house. Information provided by staff to populate equality data monitoring forms is provided on a voluntary basis and staff may choose not to answer every question. Therefore reports produced may not provide a wholly accurate picture of staff demographics.	<p>The Annual Workforce report and gender pay gap report, for the SEP annual reporting inform policy decision making and workforce planning.</p> <p>Work on the high-profile transformation programme is underway with some recruitment of the newly developed posts successfully appointed into. This will continue through Q3 and Q4 of 2021-2022. Once recruitment is complete and new starters embedded into their new positions, changes will be evident in the way we currently work.</p> <p>The work which was underway to support the West Wales Learning Disabilities Charter, with a view to addressing the under-representation of people with learning disabilities within the workforce and appropriately supporting people with learning disabilities in our workforce to reach their full potential had to be placed on</p>	<p>The Health Board has invested in further developing its Workforce Experience and Culture Team and its Recruitment Team during 2021-2022 to help achieve its aim to be a more inclusive employer and increase workforce diversity. New roles with a focus on equality, diversity and inclusion have been created to achieve the actions within our Workforce and Organisational Development Positive Action Plan. The following achievements have been made throughout the year:</p> <ul style="list-style-type: none"> Engagement with the ‘Dream Team’ to help identify barriers for people with learning disabilities. Discussions are underway to establish a Staff Disabilities Network. This will provide a safe space for staff to share their experiences and suggest improvements to support staff in the workplace with learning disabilities.
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			<p>hold due to COVID19. This work will be re-instated October 2021.</p> <p>A personal Diversity Calendar was distributed successfully to all HB staff. Feedback was exceptionally positive</p> <p>The Health Board is working towards Disability Confident Leader (L3) accreditation.</p> <p>Training resources have been developed for inclusive recruitment and advice on inclusive recruitment provided for assessment centres.</p> <p>A bullying and harassment T&F Group has been established. The group will use WF data/Intelligence to help inform their work programme.</p> <p>All new staff continue to be encouraged to complete the equality data monitoring sections of their Electronic Staff Record at Induction. Periodic reminders to existing staff are issued by global email and through Team Brief.</p> <p>The Health Board has facilitated the creation of the following staff networks, to provide support and guidance to staff, peer support and encourage engagement with staff on matters that are important to them and to identify any work related issues/barriers:</p> <ul style="list-style-type: none"> • LGBTQ+ • Black, Asian and Minority Ethnic • Carers Peer support • Armed Forces <p>The Health Board has established a Black, Asian and Minority Ethnic Buddy System which initially will be available / trialed for the Medical/Dental Staff Group – which has the highest proportion of Ethnic Minority staff.</p>	<ul style="list-style-type: none"> • Preparatory meetings held to progress to Disability Confident Leader (Level 3) accreditation • Engagement activity undertaken with a range of groups to inform future workforce plans including meetings held with Armed Forces Network, Young Farmers Club, and Higher Education Students • The establishment of an Apprenticeship Academy Team who are looking at way to develop inclusive apprenticeship schemes and new pathways to registered professional status • Updated Retire and Return policy to retain staff in older age groups and surveys issued to targeted groups such as the over 50s, to learn more about what attracts them to posts • A series of bitesize training sessions and guidance documents for managers to raise awareness of best EDI management practices, which included sessions on disability and reasonable adjustments in the workplace. • Production of an Inclusive Recruitment Video featuring participation from current employees with a protected characteristic • Development of reasonable adjustments guidance and inclusive recruitment training which will form part of a rolling programme of recruitment training in March 2022 to support appointing managers • Regional joint working with local authority partners on the

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			<p>A suite of equality and diversity training has been provided to staff, to encourage an inclusive approach to all that we do, including:</p> <ul style="list-style-type: none"> • Active bystander • Unconscious bias • Diversity • Sensory Loss awareness • LGBTQ+ inclusive services • Accessible services <p>A new Equality Diversity and Inclusion post in the Workforce Directorate has been established.</p>	<p>development of a joint apprenticeship pathway and joint recruitment initiatives</p> <ul style="list-style-type: none"> • Scoping work to undertake targeted recruitment activity to support social value • Promotion of 3 surveys to staff and local communities on the characteristics of work which appeal to the under 24s, over 50s, and people with a protected characteristic (Disability, Ethnicity, Religion) <p>In addition to publishing our Workforce Equality Data Monitoring Report and a Gender Pay Gap report, the Health Board has also taken the decision to publish data on Disability Pay Gap and BAME Pay Gap reports. This data will be used to inform the Positive Action Plan for 2022-2023.</p> <p>In addition to the update provided earlier on the Black, Asian and Minority Ethnic Advisory Group and the Black, Asian and Minority Ethnic Staff Network, and the Staff Disability Forum the SPD&I Team have continued to develop its other staff support networks throughout the year. For example, a review of our ENFYS LGBTQ+ Staff Network was undertaken in January 2022 where staff decided upon a new structure for the Network going forward. This includes formal network meetings, informal social events and the provision of advice and training specific to LGBTQ+ staff. A schedule of events has been planned for the remainder of 2022.</p> <p>A menopause café has also been re-established for staff where they can share their experiences and offer support and</p>

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				<p>advice to one another. This has been accompanied by a series of training sessions on managing the menopause at work which has been well-attended and received positive feedback.</p> <p>The Armed Forces Network continues to grow and members have attended recruitment events throughout the year to advise other service leavers on employment within the Health Board. The Health Board were awarded the Gold Award in the Defence Employers Recognition service that shows we have achieved the highest award available in being a Forces friendly employer. We have policies in place that allow Reservists and Cadet Forces Adult Volunteers to have an extra 10 days additional leave towards their mandatory training days. We have worked with our Recruitment Teams to establish a system that allows previous military experience to be accounted for when identifying transferrable skills and matching up these with the essential criteria in job specifications.</p> <p>The EDI Team continues to offer a range of training to staff. This includes general EDI Awareness training, EqIA training, Active Bystander Training, Delivering Culturally Competent Care and many more specialised training and awareness sessions covering all areas of EDI. In 2021-2022, a total of 64 EDI training and awareness sessions were offered to staff in addition to the mandatory Treat Me Fairly e-learning module.</p> <p>The Health Board participated in the National Black, Asian and Minority Ethnic Health and Care Awards 2022 to recognise and celebrate the achievements of Black,</p>

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				<p>Asian and Minority Ethnic staff and the contribution of allies in supporting Black, Asian and Minority Ethnic staff career development and initiatives in healthcare. 18 nominations for various categories were submitted. These included compassionate and inclusive leader, inspiring diversity and inclusion lead, clinical champion, digital champion, Black, Asian and Minority Ethnic nurse of the year, outstanding achievement of the year, community initiative of the year, mental health initiative and outstanding corporate achievement of the year. For this final nomination, national recognition for the work done with Specialty and Associate Specialist (SAS) doctors and International Medical Graduates (IMG) was achieved. Winners will be notified at an award ceremony in June 2022.</p> <p>Following an invitation from the Office of the Chief Nursing Officer to participate in a Florence Nightingale Foundation workshop to develop digital stories of nurses who have transitioned to work in Wales, 3 Black, Asian and Minority Ethnic nurses have been selected to participate. The stories will be featured in an online leadership programme for international nurses and midwives.</p> <p>The development of a Diversity and Inclusion Calendar was received positively by staff in 2021. The Calendar has enabled staff to identify initiatives which they would like to promote within their teams to help staff raise awareness and understanding of those with lived-in experience who may face challenges in life that others are not aware of. Promotion of these initiatives has helped to increase a cultural awareness within the organisations. In 2021-2022,</p>

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				<p>examples of the initiatives identified in the Diversity Calendar include:</p> <ul style="list-style-type: none"> • LGBTQ+ History Month – Lunch and learn sessions with guest speakers • Sensory Loss Awareness Month – Introduction to BSL Sessions • International Womens Day – Virtual Coffee Morning and guest speakers • Black History Month Awareness – Lunch and learn sessions with guest speakers • Easter and Orthodox Easter – Spiritual Guidance from the Chaplain • Ramadan – Supporting staff who observe Ramadan • Holocaust Memorial Day – Candle lighting remembrance ceremonies • International Romani Day – the Romani flag was flown and on-line lunch and learn sessions were held for staff. <p>Following the calendar's success, another Diversity Calendar has been developed and published for 2022.</p>
			Numbers of staff who have completed mandatory equality and human rights training 'Treat Me Fairly' (TMF) -	80.96% of Staff have completed Treat me Fairly

Relevant Strategies and Guidance

Equality and Human Rights Commission Wales (EHRC) <https://www.equalityhumanrights.com/en/commission-wales>

Making Fair Financial Decisions: Guidance for Decision-makers - Equality and Human Rights Commission <https://www.equalityhumanrights.com/en/advice-and-guidance/making-fair-financial-decisions>

EHRC's "Is Wales Fairer?" 2018 <https://www.equalityhumanrights.com/en/publication-download/wales-fairer-2018>

Welsh Government Equality Objectives 2020-2024 <https://gov.wales/sites/default/files/publications/2020-04/strategic-equality-plan-equality-aims-objectives-actions-2020-2024.pdf>

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