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Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Meeting Date	13 October 2022	Agenda Item	2.4
Report Title	Workforce section of Swansea Bay University Health Board Anti-racist Action Plan		
Report Author	Jane Williams Workforce Equality Manager Kay Myatt Head of Education Learning and OD		
Report Sponsor	Debbie Eytayo: Director of Workforce and OD		
Presented by	Kay Myatt, Head of Education Learning & OD		
Freedom of Information	Open		
Purpose of the Report	This paper asks Workforce and OD Committee to note and ratify the Workforce Anti-racist Action Plan which has been approved by Management Board.		
Key Issues	Publication of anti-racist Wales Action Plan on 7th June 2022. Development of the workforce section of the action plan. Links to Health Board objectives employer of choice, good employment public health strategy and high quality care delivery. Draft action plan and next steps.		
Specific Action Required <i>(please choose one only)</i>	Information	Discussion	Assurance
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Recommendations	WOD Committee is asked to: <ul style="list-style-type: none"> To note and ratify Workforce Anti-Racist Action Plan 		

ANTI-RACIST WALES EMPLOYMENT ACTION PLAN

1. INTRODUCTION

This paper updates Workforce and OD Committee on the workforce actions being taken in response to the Welsh Government's publication of their Anti-racist Wales Action Plan. The Workforce Anti-racist Action Plan has been approved by Management Board.

2. BACKGROUND

The Chief Executive Officer tasked the Director of Workforce and OD with developing the workforce only section of the Swansea Bay University Health Board Anti-racist Action Plan. The other sections of the Action Plan were allocated for drafting to the Interim Director of Communications by the CEO.

These tasks were allocated in response to the Welsh Government publication of their Anti-racist Wales Action Plan on 7 June 2022. Their press release outlined the aims for Wales to become an Anti-Racist Nation. The actions are focused on the next two years, set against the vision of a Wales which is anti-racist in 2030.

The goals and actions in the plan cover policy areas across government, including, health, culture, homes and places, employability and skills, education as well as a focus on leadership and representation within the Welsh Government and across public services. Read more here: [Anti-racist Wales Action plan | GOV.WALES](#)

To support the Anti-Racist Action Plan, the Welsh Government requested that we share their invite for any ethnic minority nurses to put themselves forward to join the Chief Nursing Officers Advisory Group. The invite was shared with our Black, Asian and Minority Ethnic Staff Network and one of the founders has put herself forward to join the Group.

Workforce Action plan

The workforce action plan can be found in Appendix A. This has been pulled together by a small group of staff, with input from our EDI Staff Network Groups. It is based on best practice evidence and has been engaged upon to ensure that it aligns with:

- Needs and expectations of our workforce,
- the vision for creating an anti-racist Wales,
- the Health Board ambitions around staff delivering high quality care,
- becoming an employer of choice,
- providing good employment as part of our public health strategy.

There have been various iterations of the draft action plan to get to this final version. Based on a range of feedback specifically from our Black, Asian and Minority Ethnic (BAME) Staff Network, Appendix A is a concise version of previous editions which focuses on our priorities for the first stage of roll out. These actions have realistic timelines, some of which have been set by Welsh Government which will enable

SBUHB to consolidate and embed learning. As a key action the plan will be monitored six monthly via Management Board and annually by Workforce & OD Committee and by Welsh Government.

Next Steps

Integrate the Workforce Action Plan into the Swansea Bay University Health Board Anti-Racist Action Plan	Workforce Equality Manager / OD lead/DICE	Dec 2022
SBUHB is to be presented at WOD Committee for ratification	Director Workforce & OD	October 2022
Swansea Bay University Health Board Anti-Racist Action Plan to Health Board for information	Director Insight, Communication & Engagement / Director Workforce & OD	Dec 2022 / January 2023

The Welsh Government LGBTQ+ action plan is due to be launched in winter 2022 following consultation and the disability action plan will be next for consultation at a national level. As the Health Board receives these actions plans based on specific protected characteristics, discussions at the yet to be formed Strategic Equality Group through leadership from the DICE and due to be appointed in December 2022/January 2023 Strategic Equality Lead, should inform where a joined up intersectionality approach can be taken.

3. GOVERNANCE AND RISK ISSUES

The vision for an Anti-racist Wales is integral to the delivery of fair, inclusive high quality services via an engaged and diverse workforce, who are supported by good employment. The Workforce Action Plan includes areas to strengthen governance through an anti-racist lens (policy, recruitment and retention, workforce data).

The Workforce Action Plan will form a section of the Health Board overarching action plan and will be monitored through the Strategic Equality Group and Management Board.

4. FINANCIAL IMPLICATIONS

The development of the action plan does not have any financial implications.

Any specific actions which have financial implications will be assessed separately as part of the engagement and implementation of the action plan.

5. RECOMMENDATION

Workforce and OD Committee is asked to note and ratify the Workforce Action Plan.

Governance and Assurance		
Link to Enabling Objectives <i>(please choose)</i>	Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	Deliver better care through excellent health and care services achieving the outcomes that matter most to people	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
Health and Care Standards		
<i>(please choose)</i>	Staying Healthy	<input checked="" type="checkbox"/>
	Safe Care	<input type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input checked="" type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input checked="" type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
Quality, Safety and Patient Experience		
This Action plan will have positive impacts on quality, safety and patient experience through improving staff experience.		
Financial Implications		
Any specific actions which have financial implications will be assessed separately as part of the engagement and implementation of the action plan.		
Legal Implications (including equality and diversity assessment)		
This proposal will support us in meeting the General Duty of the Equality Act and Welsh Specific Equality Duties.		
Staffing Implications		
Any specific actions which have staffing implications will be assessed separately as part of the engagement and implementation of the action plan.		
Report History	Links to: Anti-Racist Wales Management Board Paper August 2021 Staff Networks Paper Executive Team March 2022 Staff Networks Paper Management Board July 2022	
Appendices	Appendix A – Workforce Anti-racist Action Plan	