



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Name of Meeting

Board

Date of Meeting

27/01/2022

Agenda item:

3

Zero Racism Pledge

Executive lead: Neil Lewis, Director of People and Organisational Development

Author: Sarah Morgan, Head of Employee Experience

Approval/Scrutiny route: Neil Lewis, Director of People and Organisational Development

Business Executive Team – 17 January 2022

Purpose

The purpose of this paper is to provide background information to the Board on the Zero Racism Pledge.

Recommendation:

APPROVE

CONSIDER

RECOMMEND

ADOPT

NOTE

The Board is asked to:

- **Approve** the digital signing the Zero Racism Pledge and therefore **agree** to the statement of intent.

Link to Public Health Wales [Strategic Plan](#)

Public Health Wales has an agreed strategic plan, which has identified seven strategic priorities.

This report contributes to the following:

Strategic Priority	2 - Improving mental-well-being and building resilience
Strategic Priority	7 - Building and mobilising knowledge and skills to improve health and well-being across Wales
Strategic Priority	Choose an item.

Summary impact analysis

Equality and Health Impact Assessment	None required
Risk and Assurance	There is a risk that if the Board do not support the signing of this pledge, staff from a Black, Asian or Minority Ethnic background will not feel supported in the organisation
Health and Care Standards	This report supports and/or takes into account the Health and Care Standards for NHS Wales Quality Themes Theme 7 - Staff and Resources Governance, Leadership and Accountability Choose an item.
Financial implications	None
People implications	Signing this pledge gives a clear message to all staff of organisational commitment, so that our BAME staff can feel supported and valued, and there is a clear expectation for other staff.

1. Purpose / situation

The purpose of this paper is to provide background information to the Board on the Zero Racism Pledge which, if approved will be signed digitally in the Board meeting on the 27 January 2022.

To date, over 1300 organisations across all sectors in Wales have signed the pledge.

2. Background

Race Council Cymru has set up an online pledge for organisations and individuals to sign to demonstrate that they do not tolerate any racism and are committed to promoting racial harmony and equity.

Signing the pledge as an organisation was discussed in a BAME Staff Network meeting in November, which received unanimous support.

3. Description/Assessment

By signing the pledge and agreeing to the statement of intent, Public Health Wales (PHW) agrees to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in our organisation the right to feel safe, valued and included. It also sends a message to our Service Users so they understand our commitment. A copy of the Statement of Intent, which has been drawn up for use by Zero Racism Wales is shown at Annex 1.

To support the signing of the pledge, an agreement has been made to continue the work that we have been doing with Diverse Cymru on the Cultural Competence Certification Scheme. We were recently awarded the Silver Level of the scheme, and work has commenced to work towards achieving Gold Level. This will involve reviewing the work completed to date on HR Policies, training, recruitment, Communications, and Network development to ensure that our actions have become embedded in the way the organisation works. We will work closely with the Network to ensure that we make robust changes that make a difference to create a sustainable and fair difference.

Plans are already in place for all staff at Band 8A and above to undertake the Inclusive Leadership half day course, which will further underpin understanding around racial awareness and bias. We are now reviewing how to roll this out to the next tier of staff in Bands 5-7.

Signing the pledge in the Board meeting on the 27 January 2022 will require the chief Executive to access the Zero Racism Wales Website and click the link on the website to digitally sign. Arrangements have been made with the Communications Team to support this, and share on our Social Media sites to raise awareness.

The Zero Racism Wales Website contains all of the information about the pledge, including details of all of the organisations who have signed it. This can be accessed here: <https://zeroracismwales.co.uk/>

3.1 Well-being of Future Generations (Wales) Act 2015

This update contributes /will contribute to the following Public Health Wales well-being objectives

Goal 3 - Support the NHS to deliver high quality, equitable and sustainable services

Goal 5 - Influence policy, planning and design

Goal 6 - Maximise the potential of our natural and cultural resources



By signing this pledge shows longer term commitment so that we can work towards future goals in an inclusive way



The pledge will assist us in our aim to eliminate racism and help us meet our objectives set out in our Strategic Equality Plan



This will help us to create a fairer Wales and to work with other public bodies



By working with other organisations to share good practice and also with Diverse Cymru to help us on our journey of improvement we can strive for Zero Racism



By working with our Network, we can identify and address issues to help achieve our aim.

4. Recommendation

The Board is asked to:

- **Approve** the digital signing the Zero Racism Pledge and therefore **agree** to the statement of intent.

Annex 1

Public Health Wales Statement of Intent

Public Health Wales (PHW) welcomes the breadth and diversity of tradition, belief and culture of the community. It seeks to create, maintain and promote a community in which each person is treated fairly and equally irrespective of race. PHW confirms its commitment to a policy of equal opportunities in employment and service delivery. Individuals will be selected and treated on the basis of their relevant merits and abilities and will be given fair and equal opportunities within the organisation.

Equally, we confirm our commitment to treating all staff, clients, customers and service users in accordance with this policy. PHW commits to adhere to the Equality Act 2010 and provide fair and equitable services to people from all race and other protected characteristic backgrounds. The aim of the policy is to ensure that no job applicant or user/ visitor/ guest receives less favourable treatment on any grounds which are not relevant to good employment practice. We are committed to a programme of action to make this policy fully effective.

Public Health Wales Policy Statement

PHW commits to promoting a zero tolerance to racism throughout the organisation, this means that:

- **We will** take a stand against racism and promote a more inclusive and equal society for all.
- **We will** not tolerate racial prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual.
- **We will** stand in solidarity, come together, and say no to racism, in all its forms.
- **We will** promote good race relations between people from diverse ethnic backgrounds in organisation.
- **We will** promote equal and fair opportunities for people from diverse ethnic backgrounds to attain promotion.
- **We will** eliminate unlawful race discrimination, harassment, victimisation and abuse.

Public Health Wales Responsibility

All persons at all levels have certain responsibilities. Good relations and practice and the achievement of an inclusive community depend on all members of organisation treating their fellow members/ users/ visitors with respect and dignity. Therefore, all persons are expected to:

1. Co-operate with measures to advance equality and diversity and to eliminate unlawful discrimination.
2. Treat all members of staff in a fair and non-discriminatory manner, respecting differences.
3. Not discriminating where such members might have power over others.
4. Not inciting or attempt to induce others to behave in discriminatory ways.
5. Not victimising or attempt to victimise anyone who has made complaints of discrimination, harassment, victimisation or abuse or who has provided information on discrimination.
6. Eliminate harassment abuse or intimidation of others on the grounds of race or ethnicity, for example in attempts to discourage them from applying for vacancies or volunteering opportunities within the organisation.
7. Inform an appropriate person if a form of discrimination, harassment or victimisation is taking place.
8. Take appropriate action where they are informed that an act or acts of discrimination, harassment or victimisation have occurred.

Monitoring

It is PHW policy to monitor equality and diversity across all aspects of its activity. This includes:

- The admission and recruitment of staff, volunteers, members, users and visitors.
- The number and nature of complaints, grievances and disciplinary actions.
- The resignations and withdrawal rates of staff, clients, customers and/ or service users.

Monitoring in this way will reveal whether particular groups experience disadvantage and whether they receive fair and equitable treatment in relation to either their employment or their use of PHW. **Where unfair practices are discovered through the monitoring process, necessary action will be taken to remedy the disadvantage.**