

Staff Network Requests to Board

Network	Date to Board	Request	Deadline	RAG	Lead	Exec Lead	Progress
Actions at Risk							
Enfys	30/09/2021	ESR representation	31/12/2022	At risk	Workforce Systems and Analytics Lead	Director People & OD / Executive Director QNAPs	Need to keep making representation/lobbying for change in National Meetings. Replcement for ESR currently under consideration in 2025. Will ensure that this is included in spec for new system. There has recently been an update to ESR which makes it easier for individuals to update their Diversity information, with a space on the ESR homepage. Instructions on how to update your information was published as a News Story in February
Ongoing Actions							
We Care	27/05/2021	Board to promote Carers and the Network	Ongoing		Board Secretary	Board Secretary	We Care Network provided input into a report on the determinants of mental wellbeing for unpaid carers in Wales which raised their profile in the organisation more. Chair and Vice Chair scheduled to attend Network session
Actions in progress but not yet due							
BAME	29/07/2021	Diversity on Recruitment Panels	31/03/2023		Strategic Resourcing and Workforce Planning Manager	Director People & OD / Deputy CEO	Review of recruitment currently underway. Guidance on Intranet, training and Recruitment policy to be updated to reflect the requirement for mixed gender panels, and racial diversity where possible

BAME	29/07/2021	Paid BAME Workplacements/Internships	31/03/2022		Organisational Development Advisor/ Strategic Resourcing and Workforce Planning Manager	Director People & OD / Deputy CEO	Kick start scheme in place - cohort of 7 started in February 2022. Further plans for an internship scheme in partnership with Swansea university are underway which will commence September 2022
Enfys	30/09/2021	Internal and external information to include representation of different groups including same sex	31/03/2022		Head of Communications	Deputy CEO / Executive Director QNAPs	This has been discussed with Comms colleagues who will ensure this is considered in future campaigns.
Porffor	25/11/2021	Q&A session with board and disabled staff	31/07/2022		Board Secretary	National Director Public Health Knowledge & Research	Plan in development
Women	31/03/2022	Help to raise awareness by attending network events	31/03/2023		Head of Employee Experience	Director for NHS Quality Improvement and Patient Safety, Improvement Cymru	Jan and Kate are planning to attend various network meetings and events throughout 2022
Women	31/03/2022	Clear organisational position on the workplace as a place of safety	31/03/2023		Head of Employee Experience	Director for NHS Quality Improvement and Patient Safety, Improvement Cymru	Position statement to be developed once this has been scoped out with Facilities, Comms, P&OD and the Women's Network

Women	31/03/2022	Help to support address safety on our sites and during commute to work by supporting key messages to the organisation and beyond	31/03/2023		Head of Employee Experience/ Women's Network Chairs/ Chris Orr	Director for NHS Quality Improvement and Patient Safety, Improvement Cymru	Women's Network will be working with Facilities to take this forward
Women	31/03/2022	Help to engage with more men	31/03/2023		Women's Network Chairs	Director for NHS Quality Improvement and Patient Safety, Improvement Cymru	Currently exploring options and potential speakers

Completed Actions

We Care	27/05/2021	Open dialogue with Managers	Completed		All Execs	Director of People & OD / Board Secretary	Factsheets developed for individuals who have caring responsibilities and for Managers of those individuals and are now published on the Intranet site. Information for Carers has been pulled into one guidance document
We Care	27/05/2021	Flexible working -Be mindful of carer roles being 24/7	Completed		All Execs	Director of People & OD / Board Secretary	Work/life sessions and survey delivered in October. Reinforced in CEO messages/Live Q&A. ESR has now been updated to enable individuals to record their status as an unpaid carer, which will help us identify and support people
BAME	29/07/2021	Racial Awareness training for Senior Managers /All Staff online / All Staff on panels classroom session (June 2022)/All staff Classroom (2022-23)	Completed		Head of Employee Experience	Director People & OD / Deputy CEO	This has been widened to encompass wider ED&I training for all staff at Band 8a and above (half day session delivered via Teams). Supplier identified and training commenced in January. All sessions for senior staff were delivered by 31/03/2022. A number of facilitated team discussions on Racial Awareness have been held (on request) within various teams. We will further promote and offer these sessions across the organisation.

Enfys	30/09/2021	Pronouns on passes. Facilities to come up with an approach	Completed		Head of Facilities	Deputy CEO / Executive Director QNAPs	The form to request a building pass has now been updated to include the option of bilingual pronouns to be added
Enfys	30/09/2021	Pronouns in email signatures	Completed		Head of Communications	Deputy CEO / Executive Director QNAPs	Pronoun information has now been made available for all staff on the new Intranet site. Guidance and bilingual examples has also been published together with information on why this is important for individuals to make an informed choice.
Enfys	30/09/2021	Definitive list of Diversity Monitoring questions/categorisations to be identified and approved by BET	Completed		Head of Employee Experience	National Director Public Health Knowledge & Research / Executive Director QNAPs	Diversity Monitoring questions approved by BET in January. These are now available on the Intranet site along with guidance for staff
Enfys	30/09/2021	Pronouns in meetings	Completed		Head of Employee Experience	Board Secretary / Executive Director QNAPs	Guidance available on Intranet. This will be encouraged but not mandated.
Enfys	30/09/2021	Gender Neutral Language Policy	Completed		Head of Employee Experience	Board Secretary / Executive Director QNAPs	It is suggested that this is guidance and examples rather than a policy. Support tools are now available on the Intranet with Pronoun information.
Porffor	25/11/2021	Staff to undertake the following training: All staff to undertake Inclusive Language training by March 2022 All Staff to undertake Disability Confident training by March 2023	Completed		Head of Employee Experience	National Director Public Health Knowledge & Research	Inclusive Leadership training has been rolled out to Band 8a staff and above. ED&I training will now be embedded into existing L&D programmes using the Skill Boosters package

Porffor	25/11/2021	PHW to adopt the Social Model of Disability	Completed		Head of Employee Experience	National Director Public Health Knowledge & Research / All Board members	The Social Model of Disability has been included in the Inclusive Leadership training. In addition to this, a factsheet has been developed and is now included on new Intranet site, along with links to training videos and resources.
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- Awareness raising and information for staff
- Training
- Recruitment
- Policies, systems and processes
- Completed
- At risk