

Staff Diversity Networks: Requests to Board Update

Executive lead:	Neil Lewis, Director of People and Organisational Development
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Approval/Scrutiny route:	Neil Lewis, Director of People and Organisational Development Business Executive Team – 16 November 2021
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Purpose

The purpose of this paper is to provide an update to the Board on the requests to date that the Staff Networks have made to the Board within presentation during 2021/22.

Recommendation:

APPROVE

CONSIDER

RECOMMEND

ADOPT

NOTE

The Board are asked to:

- **Note** the progress made against the requests to date.

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	1 - Influencing the wider determinants of health

Summary impact analysis

Equality and Health Impact Assessment	None required as this has been developed in collaboration with the Staff Networks and forms the basis of an EQIA
Risk and Assurance	There is a risk that if the Board do not support the requests, the rest of the organisation will not understand the needs of the networks, leaving staff in marginalised groups feeling unsupported and us not being able to achieve the inclusive culture we are striving for.
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	D&I Training for all staff Band 8a and above - £10,000 (recently approved investment bid) Recruitment Review - £24,000 (recently approved investment bid) Workplacements to be funded by WG Kickstart scheme
People implications	This is an ambitious programme of work which will have implications for staff in terms of training and adjusting to new systems and processes. The long term goal is a more inclusive culture where everyone can be their

	best at work, which will ultimately benefit everyone.
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1. Purpose / situation

The purpose of this paper is to provide an update to the Board on the requests to date that the Staff Networks have made during presentations to the Board during 2021/22.

2. Background

There are five Staff Diversity Networks in Public Health Wales. These are as follows:

1. Enfys LGBT+ Network (est Sept 2017)
2. We Care, Carers Network (est July 2018)
3. Women's Network (est Aug 2018)
4. Disability Network (est Nov 2018)
5. BAME Network (est Jul 2019)

To date, three of the networks: We Care, BAME Network and Enfys, have presented to the Board in 2021. Each Network has put forward a number of requests for consideration that would improve the experience of their members, as well as other staff who share the same protected characteristic.

The remaining two Networks will be presenting to the Board in November (Porffor Disabled Staff Network) and January (Women's Network). A further update will be provided following this.

3. Description/Assessment

There has been some positive progress made towards the requests made to date. Conversations are active on how best to implement changes around introducing pronouns into meetings, as well as on individual staff passes and email signatures. Following discussions with network members and people from the Trans community, the emphasis needs to be on individual choice with this, as mandating pronoun use could have the unwanted effect of making individuals feel uncomfortable, or forced into a situation they are not ready to be open about. Therefore, the focus will be on encouragement rather than making it mandatory. Guidance and information will be made available on the new Intranet site when available.

Progress to date with the other requests is as follows:

Racial Awareness training for Senior Managers

This has been expanded to cover wider Diversity and Inclusion training for all staff at Band 8a and above (approximately 400 people). The rationale for this comes from there not being any training of this kind in place for managers, as well as the three consultations that have come out from Welsh Government on Race, LGBT and Disability, where the recommendation is likely to be that training is made mandatory for senior staff.

Quotes have been obtained and a supplier identified for the training. The content is currently being developed in collaboration with the Employee Experience Team, and a plan in place to deliver 20 half day sessions between January – March 2022.

Work-placements

We are currently working with the Welsh Government and the Department of Work and Pensions to bring in a cohort of individuals under the Kickstart Scheme. This scheme is aimed at 16-24 year olds who are currently in receipt of Universal Credit, and runs until the end of March 2022. The placements are for 25 hours per week, and funded by the Welsh Government. This also supports our obligations under the Socio-economic Duty.

The adverts have been finalised and 15 placements identified across the organisation. We will be working with a number of agencies that support under-represented groups such as Disability Wales, Race Council Cymru, Race Equality First, Stonewall Cymru, Chwarae Teg, Women Connect First and Delsion Diversity to advertise these opportunities with a view of ringfencing a minimum of 8 posts for under-represented groups.

Flexible Working

Work has recently been undertaken as part of the Future Ways of Working project to look at the various options going forward once the current "Work from home" requirements are lifted. All of the staff networks have been involved and have had the opportunity to feed into this work, as well as the second phase which involved setting up the principles of "Work where it works best". This has been very much welcomed by network members who have benefitted from current arrangements, and have been able to flex their hours accordingly. We expect to conduct a survey to monitor how this is working during 2022 and obtain further feedback on the practical arrangements and any adjustments needed.

Recruitment Review

Additional funding has been identified internally to further review the current recruitment processes and identify barriers for certain groups so that action can be taken to address them.

Analysis of the recruitment data and research with the networks will enable a wider action plan to be developed to be taken forward during 2022. This will include more diverse recruitment panels, reviewing more accessible selection processes, standard areas to test in recruitment exercises and working closer with partners in the talent pipeline to attract more diverse candidates.

Promoting the Networks

Network activity has been mentioned in several Executive Team messages, and in Tracey's Live sessions. The Chair and Vice Chair are also attending Staff networks over the course of 2021/22. As a result, all networks have seen growth in numbers and feedback from individuals has been very positive on the benefits of being involved. The new Intranet site will enable further promotion of the networks, with each network having their own page and control over content.

In addition to this, the networks are about to embark on a pilot of the use of "Yammer", so that they can have conversations around issues and get more people involved.

Diversity Monitoring

Work is currently under way to develop a standard set of Diversity Monitoring questions to be used for all public facing engagement and internally driven research. This will be made available to all staff on the new Intranet site.

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



The actions in the plan look at initial actions which will have long term benefits. These actions will be built on as they progress, ensuring a sustainable change.



By undertaking the actions identified, we can prevent problems in the future, and build a more inclusive organisation



These actions integrate with the actions in our Strategic Equality Plan



The networks have worked collaboratively to identify the actions and solutions



Networks have involved members in their communities and groups to identify changes.

The Board are asked to: