



Aneurin Bevan University Health Board

Workforce Race Equality Action Plan

2021 - 2024



Introduction to

The following Action Plan has been developed by the Aneurin Bevan University Health Board Race Equality Group. It represents the beginning of the Health Board journey towards becoming an anti-racist organisation and identifies the Health Boards first three workforce priorities. The Action Plan reflects feedback from staff who have 'lived experience' of racism, research evidence and best practice. It also takes account of the relevant goals described in the draft Welsh Government Action Plan – 'An Anti-Racist Wales – The Race Equality Action Plan for Wales'.


The first three ABUHB identified priorities are to:

- 'Open up the conversation' across the organisation, listening and learning from the 'lived experience' of our staff and helping everyone to feel safe to talk about racism, race equality and an anti-racist approach
- Improve our baseline ethnicity and other equalities data to ensure we can better target our actions and monitor progress
- Build on existing staff support mechanisms and expanding education to increase psychological safety and cultural competence

Action Plan

ABUHB Goal 1	Actions	Lead and Timescale	Expected Outcome and Progress
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<ul style="list-style-type: none"> To 'open up the conversation' across the organisation, listening and learning from the 'lived experience' of our staff and helping everyone to feel safe to talk about racism, race equality and an anti-racist approach 	<ul style="list-style-type: none"> Raise the profile of the work the Race Equality Group is undertaking through the following actions: <ul style="list-style-type: none"> ➤ A high profile launch event for the ABUHB Workforce Race Equality Action Plan. ➤ Plan a series of virtual 'drop in' events to 'open up' the conversation for staff to share their views. ➤ Work with colleagues from the corporate 	<p>Lead: Director of WOD to link with CEO re agreeing a date for launch.</p> <p>Timescale: July 21st 2021</p> <p>Lead: Assistant Director of Workforce and OD with responsibility for equalities.</p> <p>Timescale: Schedule of 'drop in' events and other activities to commence in July 2021</p>	<p>Outcome: More staff will be aware of the work being undertaken and how they can contribute.</p> <p>Progress: On line launch event took place on July 21st 2021 with keynote presentations from:</p> <ul style="list-style-type: none"> Judith Paget (CEO) who gave the background and context to the Action Plan Star Moyo (Snr Nurse Asylum Seekers & Vulnerable Groups and member of ABUHB Race Equality Group) who presented the priorities of the Action Plan Jason Mohammad (Radio and TV Broadcaster) gave a presentation on his personal experience of racism, the impact this has had and the importance of tackling race discrimination. <p>Outcome: Staff engagement will help identify the important issues from a staff perspective and their ideas of how racism can be tackled, so that the actions taken are the right ones, at the right time and in the right way.</p> <p>Progress: Workforce Race Equality Launch took place on July 21st 2021. Schedule of 'drop in' events to be agreed.</p>
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	<p>communications team and Divisions to develop a schedule of communicators that promotes key race equality and anti-racism messages throughout the year.</p>	<p>Lead: Assistant Director of Workforce and OD with responsibility for equalities and Head of Corporate Communications. Timescale: To commence in May 2021</p>	<p>Outcome: The profile of the work of the Race Equality Group will be raised, increasing understanding and awareness of staff in relation to anti-racism. Cultural differences and similarities will be better understood and good relations fostered between different groups. Progress: Health Board 'Spotlight on Maternity Services' undertaken in May with May 27th focussed on Anti-Racist practice and equality of outcomes, publicised on Intranet and via Social Media. A new Anti-racism Resource pack has been developed and distributed across Maternity Services. On June 22nd we publicised the NHS Wales 'Windrush voices' event developed by Velindre NHS Trust.</p>  <p>Windrush Day Poster</p>
	<ul style="list-style-type: none"> ➤ Utilise both internal role models from among our own staff and external role models to promote key messages. ➤ Report the work of the Race Equality Group to the Trade Union Partnership Forum (TUPF) via a regular agenda item. 	<p>Timescale: To commence in September 2021 as part of the communications plan</p> <p>Lead: Director of WOD</p>	<p>Outcome: Staff will be encouraged and inspired by visible leaders across a wide range of roles and levels. Progress: Draft format for 'role models' developed for review by Race Equality Group.</p> <p>Outcome: This will help increase visibility and awareness of the work being undertaken by a wider range of professional groups and increase opportunities for joint learning. It will also help maximise the potential for learning from the</p>

	<ul style="list-style-type: none"> • Scope out any internal and external groups that can help support our work, such as BAPIO and trade Unions. All group members to share any relevant information with JE (Organisational Development) • Consider the benefits and methods for helping staff to have a better understanding of different cultures as a means of increasing inclusivity and trust. 	<p>Timescale: Commence March 2021 and ongoing</p> <p>Lead: Assistant Director of Workforce and OD with responsibility for equalities</p> <p>Timescale: Commence by September 1st 2021</p> <p>Lead: Assistant Director of Workforce and OD with responsibility for equalities</p> <p>Timescale: Commence in September 2021</p>	<p>work being undertaken by the Trade Unions in relation to Equality, Diversity and Inclusion.</p> <p>Progress: This commenced on March 25th 2021 with a presentation on the work of the Race Equality Group to date. A further update was given on July 29th 2021.</p> <p>Outcome: ABUHB will have a broader range of resources and expertise that we can draw on to support the implementation of the Race Equality Action Plan and Anti-Racism agenda. More staff will be aware of the range of groups available to support them.</p> <p>Progress: To be updated when work has commenced.</p> <p>Outcome: This will help foster understanding and good relations between individuals and groups, helping to create a more inclusive and equal culture.</p> <p>Progress: To be updated when work has commenced.</p>
<p>Rationale for our goal based on feedback from staff</p>			
<p>Staff have shared that they would welcome the profile of race equality being better promoted and would be interested in understanding and contributing to the work of the Race Equality Group to bring about meaningful change. Staff would like reassurance that there is senior leadership</p>			

support for this and that the work will be sustained over time with tangible progress being made. Staff want to feel 'safe' to talk about race and to create a more equal and inclusive workplace.

Mapped to Relevant Welsh Government Anti-Racist Wales Race Equality Action Plan 'Leadership and Accountability' Goal below

Goal	Action	When and Lead	Outcome
<ul style="list-style-type: none"> Leadership and accountability <p>To ensure that NHS Wales is anti-racist, with zero tolerance of any form of discrimination or inequality for employees or service users.</p>	<p>Welsh Government will review accountability frameworks for the NHS to make clear the requirements to address racism in all its forms. This will be embedded into NHS systems including reporting within Integrated Medium Term Plans (IMTP) and Annual Plans, which will be monitored through the Joint Executive Team process.</p> <p>All NHS Executive Directors, Chairs of NHS Health Boards, Trusts and Special Health Authorities in Wales will be required to demonstrate their personal contribution to meeting the Public Sector Equality Duty as part of their objectives. And ensure every Board member (including themselves) has diversity and inclusion objectives, to include anti-racism, as part of their annual appraisal.</p> <p>Welsh Government will introduce a role description for 'Board Executive Equality Champion' roles to provide greater clarity regarding the expectations of the role and</p>	<p>Short term – within 12 months</p> <p>Short term – within 12 months</p>	<p>Welsh Government will have used many more levers to embed leadership responsibility for anti-racism and for supporting ethnic minority staff and meeting the Public Sector Equality Duty in its fullest</p> <p>Every NHS Wales organisation has appointed an existing board member to fulfil the role of</p>

	<p>make clear the requirements to address racism (and other oppressions) in all its forms, and for evaluating effectiveness.</p> <p>Welsh Government will revise directions for all NHS Health Boards and officers of the Board, to establish (where they are not already in place) Black, Asian and Minority Ethnic Networks and ensure they have appropriate levels of resource and access to the Board to inform and progress improvements</p>	Short term – within 18 months	<p>'Board Executive Equality Champion', as set out in guidance issued by Welsh Government.</p> <p>Welsh Government will have used many more levers to embed leadership responsibility for anti-racism and for supporting ethnic minority staff and meeting the Public Sector Equality Duty in its fullest</p>
ABUHB Goal 2	Actions	When and Lead	Expected Outcome and Progress
<ul style="list-style-type: none"> To improve our baseline ethnicity and other equalities data to ensure we can better target our actions and monitor progress 	<ul style="list-style-type: none"> Use schedule of 'virtual drop in' sessions as one way of helping to identify the factors preventing compliance and how this can be increased. Design and develop a communications plan to raise awareness of the importance and relevance of completing the data. 	<p>Lead: Assistant Director of Workforce and OD with responsibility for equalities.</p> <p>Timescale: To commence in November 2021</p>	<p>Outcome: Staff start to feel safe and confident to provide ethnicity data and confident that the data will be used for their benefit without risk of detriment. ABUHB will have complied with our duties under the Equality Act 2010 to publish accurate and timely diversity data. Those that are asked to provide information about their ethnicity will have a greater understanding of why that information is needed, leading to greater trust. Increased levels of data will drive and inform improvements.</p> <p>Progress: To be updated when work commences.</p>

Rationale for our goal based on feedback from staff

Staff have expressed that an increase in completion of equality related data will only be possible if staff feel confident in the confidentiality of the Electronic Staff Record (ESR). Greater trust and understanding is required so staff are aware of why the data is required and how it is used in an anonymised way to improve the way the Health Board operates. Greater understanding of what the concerns and challenges are, is required so these can be properly addressed.



It will be important to make efforts to raise levels of confidence and trust **before** we start asking for higher compliance.

We must understand culture to build trust. Engaging with positive role models at local level that people can relate to will help with this.

Mapped to Relevant Welsh Government Anti-Racist Wales Race Equality Action Plan 'Data and Intelligence' Goal below

WG Goal	Actions	When	Outcome
<ul style="list-style-type: none"> Data and Intelligence <p>To ensure that health data in relation to race, ethnicity and intersectional disadvantage is actively collected, understood and used to drive and inform continued improvements in services</p>	<p>The NHS in Wales will use workforce data and intelligence, including from Health Education and Improvement Wales' centre of excellence, to address concerns of discrimination and bullying raised by staff, including information such as staff survey results, lived experience and commissioned, independent interviews on the lived experiences of ethnic minority staff. This will be monitored jointly through the Joint Executive Team process.</p>	<p>Short term – within 18 months and ongoing</p>	<p>Staff start to feel safe and confident to provide ethnicity data and confident that data will be used for their benefit.</p> <p>All NHS Wales bodies will have complied with duties under the Equality Act 2010 to publish accurate and timely diversity data.</p> <p>Those that are asked to provide information about their ethnicity will have a greater understanding of why that information is needed, leading to greater trust.</p>
ABUHB Goal 3	Actions	Lead and Timescale	Expected Outcome and Progress
<ul style="list-style-type: none"> Build on existing staff support mechanisms and expand education to increase 	<ul style="list-style-type: none"> Work with Health and Safety colleagues in the first instance to review support for staff who have experienced a racist incident. Utilise a coaching/mentoring approach to 	<p>Lead: Head of Health and Safety and member/s of Race Equality Group.</p>	<p>Outcome: Our policies and procedures will be culturally competent and sensitive to the lived experience of those that have been subject to a racist incident. Staff will feel safe, supported and confident in our policies and procedures.</p>

<p>psychological safety and cultural competence</p>	<p>ensure the review is co-produced by those who have 'lived experience' of racism.</p> <ul style="list-style-type: none"> • Explore the concept of reverse mentoring as a means of supporting the development of senior leaders and others. • Scope training opportunities and increase access to a wider range of staff. • Demonstrate proactive support for the British Medical Association (BMA) Charter for Medical Schools to Prevent and Address Racial Harassment'. 	<p>Timescale: Work to commence by October 2021</p> <p>Lead: Assistant Director of Workforce and OD with responsibility for equalities</p> <p>Timescale: Work to commence by December 2021.</p> <p>Lead: Assistant Director of Workforce and OD with responsibility for equalities</p> <p>Timescale: Work to commence by October 2021</p> <p>Lead: Head of Medical Education and Assistant Director of Workforce and OD with responsibility for equalities</p>	<p>We will develop an effective approach for reviewing other workforce policies through an anti-racist lens.</p> <p>Progress: Manager from Health and Safety identified</p> <p>Outcome: Senior leaders will have an increased understanding of the barriers that ethnic minority staff face.</p> <p>Progress: Benchmarking with other NHS organisations has commenced to learn from their experience and best practice.</p> <p>Outcome: All staff will be equipped with the skills needed to be anti-racist leaders and team members.</p> <p>Progress: ABUHB is represented on All Wales Subgroup to review existing mandatory Equality training called 'Treat Me Fairly'. Extensive engagement is being undertaken and race equality will be an integral part of the new training programme.</p> <p>Outcome: We have a tangible benchmark in place to assess progress against. Medical students are better protected from racism and have support if they experience racism and confidence that it will be addressed.</p>
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	 	Timescale: Work to commence by September 2021	Progress: This has been raised at the 2021 Undergraduate Commissioning Review meeting and will now form part of the ABUHB Service Level Agreement (SLA) with Cardiff University. Internal ABUHB lead yet to be identified.
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Rationale for our goal based on feedback from staff

Some staff have expressed reluctance to report racist incidents as they do not have confidence that their needs will be understood or taken account of and that appropriate action will be taken. Some staff are not sure of the process for reporting incidents or what support will be available. Many ethnic minority staff don't feel confident that their 'lived experience' will be understood or the impact of racism such as 'micro aggressions' taken seriously. Staff express that current equality training could be improved across all of the 'protected characteristics' including race.

Mapped to the relevant Welsh Government Anti-Racist Wales Race Equality Action Plan 'Workforce' Goal below

WG Goal	Actions	When	Outcome
<ul style="list-style-type: none"> Workforce <p>To ensure that the NHS Wales workforce reflects the population it serves; and staff work in safe, inclusive environments (recognising specific challenges for women in the workplace) that enables them to reach their full potential recognising the</p>	<p>Welsh Government will support the work in Health Education and Improvement Wales to address issues of differential attainment identified by the General Medical Council</p>	<p>Ongoing</p>	<p>Actions have been taken to support racial and ethnic diversity among the health workforce, which promote inclusive, psychologically and physically safe workplaces and culturally sensitive and appropriate services</p>

intersectional factors causing cumulative disadvantage in an individual.			
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