

Powys Teaching Health Board

Anti Racism Action Plan

2024 – 2026

November 2025 Update



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd
Addysgu Powys
Powys Teaching
Health Board

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1. INTRODUCTION

In June 2022, the Welsh Government published its [Anti-Racist Wales Action Plan](#), setting out Wales-wide objectives to incorporate anti-racist principles into the public sector's services and employment practices. Under the plan, public sector organisations like Powys Teaching Health Board are required to develop local Action Plans showing how they will work to achieve the various Wales-wide objectives locally over the timescales identified in the plan.

1.1 What is anti-racism?

Anti-racism is about changing the systems, policies and processes which for so long have embedded a negative view of ethnic minority people. These negative biases can only be tackled through an anti-racist approach. 'Fixing' ethnic minority people, either as individuals or as a group, is not the answer.

Often it is the systems for progression, and for selecting who will be mentored, coached or sponsored, that fail people. In service provision, it is often the 'colour-blind' approach that works against ethnic minority people. Frequently, the assumption is made that 'providing the same for everyone' will be the most appropriate service. Whereas in fact, **taking people's differences** (e.g. language, dietary needs, dress, etc.) **leads to a more sensitive, accessible and effective service**. Often the consequence of the 'colour-blind' approach is that ethnic minority people struggle to enter jobs, or to progress, or to receive services appropriate to their needs.

The approach is further explained in the Welsh Government approach; [An Introduction to an Anti-Racist Wales](#)

1.2 Purpose

Our local plan aims to provide simplified but measurable actions that enables the organisation to **actively** identify and remove (formal and informal) systems, processes or policies which produce radically different outcomes for ethnic minority groups. It requires us to acknowledge that even if we do not see ourselves as 'racist' we can, by turning our eye away, be complicit in allowing racism to continue.

The purpose of this plan is to create an organisational culture in which all members of staff are able to enjoy working free from discrimination, regardless of their ethnic background. The plan attempts to ensure that anyone who works for our organisation or who uses its services can be confident that they will be treated without any form of discrimination related to their race or ethnic background.

In the development of our local plan, we have shared the document through a consultative approach with our **Minoritised Ethnicity Staff Network** and **Workforce Policy Review Group** (providing trade union input into the actions). We have also aligned our own local plan to the objectives and 'Priority Actions' identified in the health section of the overarching Anti-Racist Wales Action Plan; the wording in the first two columns of the local plan below reflects the wording in the original Welsh Government document.


1.3 Workforce Race Equality Standard

In July 2024 Powys Teaching Health Board received its first Workforce Race Equality Standard (WRES) report, a report taking data from various sources on a number of indicators. Intended to be an annual report, this initial iteration identified four "key headline areas of inequality", specific to PTHB:

1. absence of ethnic minority board membership
2. progression of ethnic minority staff to senior grades
3. poor levels of declaration of ethnicity, especially by senior staff
4. likelihood of ethnic minority staff being appointed after shortlisting

These priorities have been incorporated into this plan. In June 2025 the second WRES report highlighted three of the same issues; with #3 (staff declaration of ethnicity) replaced by

5. increased likelihood of minoritised staff being referred into disciplinary and capability processes

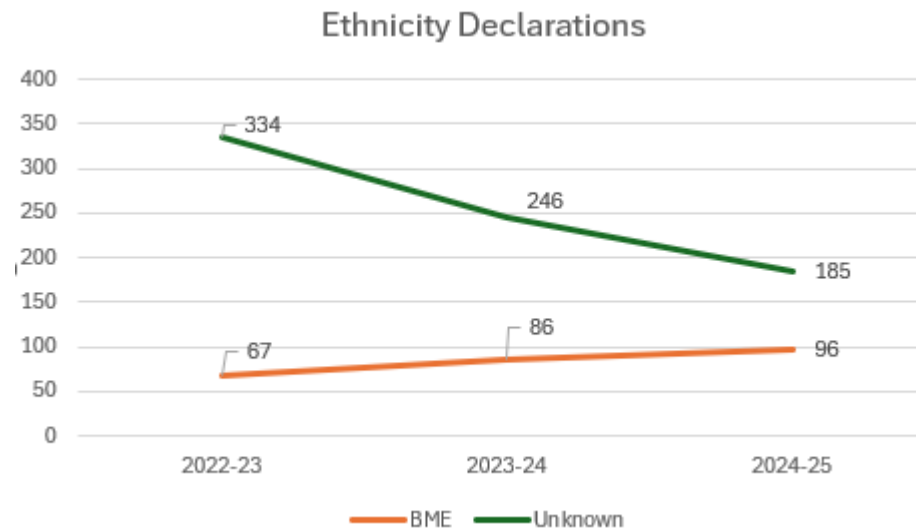
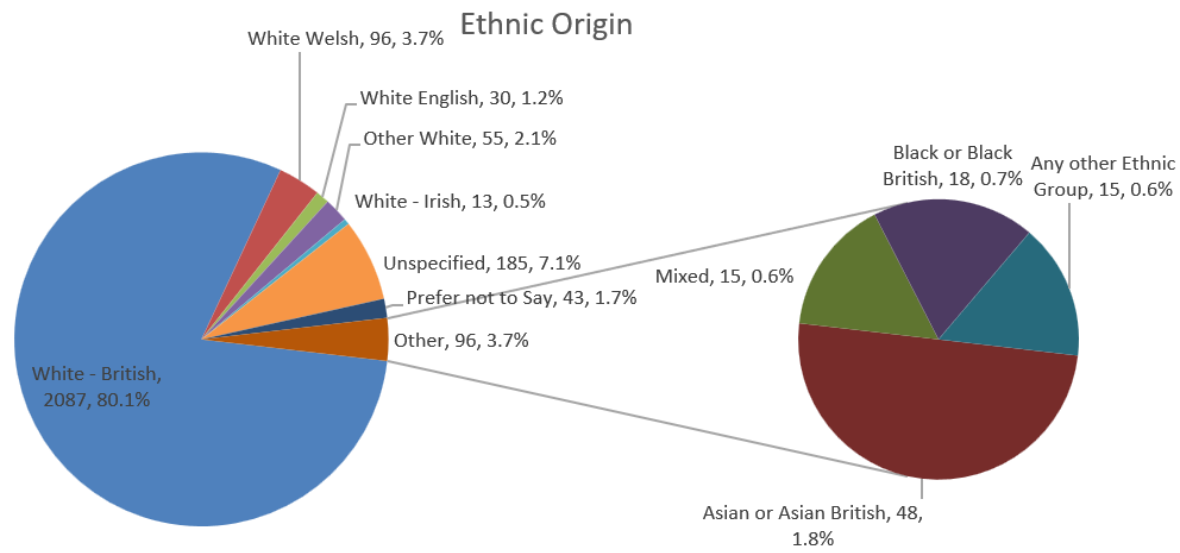


The report however acknowledges that indicator (which showed an opposite disparity in the previous report) is likely to be primarily a consequence of the small numbers of staff. We have therefore not incorporated action on this measure into our plan, though we will, as requested in the report, continue to monitor this indicator.

2. ORGANISATIONAL CONTEXT

In the 2021 census, **94.9% of the population of Powys described their Ethnicity as White** (Welsh, English, Scottish or British), rising to 97.7% when including all other White groups (including Irish, European and all Traveller groups). These figures are among the highest in Wales and correspondingly the proportion of the population identifying as Black, Asian or other non-white groups is one of the lowest in Wales at just **2.2%**, compared to 6.2% for the whole of Wales.

As of 31st March 2025, ESR reports **3.7%** of staff (a total of 96 individual staff members) identified as Black, Asian, mixed-race, or other non-white ethnic Minorities, or specified their ethnic group as 'other'. A further 55 staff identified as White but of non-UK or Irish ethnicity, and 185 were unknown.



This is a continuation of the increased trend from one and two years ago, (3.3% / 86; 2.6% / 67), though the increase over the past year was much smaller (approx. half the size) of increase where the equivalent returns were **2.6%** (67 individuals). The results of work to improve the completeness of Ethnicity data have previously suggested that those whose ethnicity was not recorded were more likely than the health board average to be in ethnic minority groups.

Our work to improve data in this area has been recognised by the WRES which removed this as a target area between 2024 and 2025; PTHB data is more complete than the NHS Wales average.

3. MONITORING & REPORTING

This Powys Anti-Racist Action Plan is owned by the Equality Team within the People and Culture Directorate and feeds into the Health Board's Strategic Equality Plan. The team provides expertise and guidance to the organisation and are the authors and controllers of this plan, accountable to the wider health board via:

- The **Board**, who approve the plan on behalf of the wider health board
- The **Director of People & Culture**, who is the executive lead for this plan

3.1 Responsibilities

- The **Equality Team** are responsible operationally for producing resources etc. to facilitate the aims of this plan. They are responsible for many of the specific actions in the plan, as well as for holding other departments accountable for their own actions.
- **Executive Directors** are responsible for delivering the actions in the plan within their own areas. Board members also have established personal objectives in support of an Anti-Racist Wales.

- **All Staff** need to understand the implications of the plan and their personal responsibility within this area.

The plan will be published internally on the Equality pages of the health board intranet. As per the guidance received from Welsh government, progress against this plan will be reported publicly as a part of the health board's existing Equality reporting frameworks (Specifically, the Equality Annual Report, published each financial year). In addition, local monitoring of progress will be led by the Equality team and regularly reported through the Workforce & Culture Committee.

4. POWYS TEACHING HEALTH BOARD ANTI RACISM ACTION PLAN

National Priority Actions from Anti-Racist Wales Action Plan	Powys Teaching Health Board Actions to Support National Actions	Responsible Directorate(s)	Date	BRAG
Leadership: The NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users.				
Providing assurance that the appointed executive equality champions are working with Black, Asian and Minority Ethnic staff networks to co-develop the organisation's annual anti-racism plans to correct inequities identified by workforce and patient data sources e.g. the Workforce Race Equality Standard	In social partnership, work to engage staff and staff side representatives in the development of the Health Board Anti-racism action plan <ul style="list-style-type: none"> - Minority ethnic staff networks on the development of the Health Board Anti-Racism action plan - Share through the Workforce Policy Review group (which includes staff side representatives in the development of the plan) 	People & Culture Directorate: Equality Team	Q3 2024/25	On Track
	Ensure a review of the WRES recommendations is undertaken as part of the development of the actions within the Health Board anti-racism plan	People & Culture Directorate: Equality Team	Q2-Q3 2024/25	Complete
	Promote awareness/membership of the PTHB Minoritised Ethnic staff network (and other staff networks) <ul style="list-style-type: none"> - Launch a promotional campaign with posters - Build into the induction programme 	People & Culture Directorate: Equality Team	Q3-Q4 2024/25	Complete (ongoing)

National Priority Actions from Anti-Racist Wales Action Plan	Powys Teaching Health Board Actions to Support National Actions	Responsible Department(s)	Date	BRAG
Leadership: The NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users.				
	Explore opportunities to work with partner organizations to extend networks building on the work already undertaken in relation to the Neurodivergent Staff network	People & Culture Directorate: Equality Team	Q3-Q4 2024/25	On Track
Use existing legislative frameworks to require NHS organisations to develop anti-racism action plans, for both employment and service delivery as a specific part of their wider approach to equality, inclusion and diversity.	In line with the Health Board strategic equality plan, a review of the local anti-racism action plan will be undertaken to ensure local progress and action is captured and monitored.	People & Culture Directorate: Equality Team	Q3-Q4 2024/25	Complete
Progress with plan implementation will be reported through the SEP and monitored through the IQPD and policy assurance mechanisms	Plan will be monitored and reported on to both the board and Welsh government as part of the Equality Annual Reports, as per Welsh Government guidance.	People & Culture Directorate: Equality Team	Q4 2024/25	On Track
	Plan will also be integrated into the IMTP process. [Complete for 2023-2026 IMTP]	Planning & Performance: Performance People & Culture Directorate	Ongoing	On Track
	Ethnicity Pay Gap Reporting to be included in 2022-23 Annual Report and onwards.	People & Culture Directorate: Equality Team	Ongoing	On Track

National Priority Actions from Anti-Racist Wales Action Plan	Powys Teaching Health Board Actions to Support National Actions	Responsible Department(s)	Date	BRAG
Leadership: The NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users.				
All NHS Board members will demonstrate anti-racist leadership through their diversity and inclusion objective, to enable meaningful impact of their organisational anti-racism plan.	Support the delivery of the Board development programme during commissioned by Public Bodies Unit, Welsh Government.	Corporate	Awaiting commissioning by Welsh Government	On Track
	Board members to undertake Equality training session.	Corporate / People & Culture Directorate: Equality Team	Q4 2024/25 – Q1 2025/26	Behind Contacted corporate to discuss November 2025.
	All board members will be sighted on the actions within the anti-racism action plan – Promote and share the plan across the organisation	Corporate Team / People & Culture Directorate: Equality Team	Q3 2024/25 – Q2 2025/26	On Track
	Sign up to the Hate Crime Charter to reinforce and publicise our organisational commitment to a zero tolerance approach.	People & Culture Directorate: Equality Team	Q4 2024/25	Complete
	New Action 2025: As part of the Hate Crime Charter, PTHB staff to undertake Hate Crime charter training and begin roll-out.	People & Culture Directorate: Equality Team	By Q4 2025-26	On Track

	New Action 2025: Promote awareness of the Hate Crime charter via posters & communications campaign.	People & Culture Directorate: Equality Team	By Q4 2025-26	On Track
	Establish Reverse Mentoring scheme and directly target this at staff networks including Black, Asian and Ethnic Minority Staff network.	People & Culture Directorate: Equality & OD Teams	Q3 2024/25	Complete
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Leadership: The NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users.				
	We will build on opportunities to ensure that minority ethnic staff have direct access to our board that enables them to share their personal stories and supports organisational learning from their experiences <ul style="list-style-type: none"> - Invite Black, Asian & Minority Ethnic staff to produce staff stories and present at least one to Board during 2024-25. 	Corporate Team/ People & Culture Directorate: Equality Team Minority Ethnic Network	Ongoing	Complete for 2024-25 – not yet for 2025-26.
Local / WRES Actions:	Review internal governance framework through anti-racism, perspective to ensure integration with other decision-making forums.	Corporate Team/ People & Culture Directorate: Equality Team	2025/26	Not yet commenced

	Review internal incident reporting policies to ensure that incidents of racism are effectively captured, monitored and easily reported.	People & Culture Directorate: Equality Team / Nursing Directorate	2025/26	Not yet commenced

National Priority Actions from Anti-Racist Wales Action Plan	Powys Teaching Health Board Actions to Support National Actions	Responsible Department(s)	Date	BRAG
Workforce: Staff will work in safe, inclusive environments, built on good anti-racist leadership and allyship, supported to reach their full potential, and ethnic minority staff and allies; both be empowered to identify and address racist practice.				
<p>NHS Wales Boards, Trusts and Special Authorities and the Welsh Partnership Forum implement the recommendations from the independent NHS Wales Workforce Policy Audit (Diverse Cymru, 2023), working with Black, Asian and Minority Ethnic staff groups to support their effective application.</p>	<p>PTHB will incorporate the recommendations of the Diverse Cymru audit into local Workforce Policies, training programs (EIA Training) and elsewhere as required. This will include:</p> <ul style="list-style-type: none"> - Establish a rolling programme of audit of existing policies against the diverse Cymru recommendations - Introduction of a policy checklist for newly developed and reviewed policies to ensure recommendations are actively considered as part of policy development and review 	<p>People & Culture Directorate: Equality and Business Partnering Teams</p> <p>Workforce Policy Review Group</p>	<p>Q2-3 2024/25</p>	<p>Complete</p>
<p>Higher Education Institutions (HEIs) and NHS Organisations will co-design anti-racist education programmes with Black, Asian and Minority Ethnic people. Set a requirement for all NHS Staff, NHS Volunteers and students to complete redesigned anti-racist education programmes</p>	<p>The health board will mandate the nationally developed training this will include:</p> <ul style="list-style-type: none"> - Ensuring this is mandated and reflected in ESR and reporting mechanisms - Publication and communication of the requirement throughout the organisation - Ongoing monitoring of completion of the training 	<p>People & Culture Directorate</p>	<p>Q3-4 2024/25</p> <p>Ongoing monitoring of compliance</p>	<p>Complete</p> <p>86% as of October 2025.</p>

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Workforce: Staff will work in safe, inclusive environments, built on good anti-racist leadership and allyship, supported to reach their full potential, and ethnic minority staff and allies; both be empowered to identify and address racist practice.				
Each NHS organisation will commit to their ongoing involvement in the Aspiring Board Members Programme, ensuring education, mentoring and support to participants who will be from a Black, Asian and Minority Ethnic background. Academi Wales, to work in partnership with NHS Wales and other appropriate organisations to develop and run an Aspiring Board Members Programme.	PTHB will commit to the Aspiring Board Members program, and provide any participants assigned to PTHB as part of the program with the full range of existing corporate development opportunities.	Corporate	Awaiting details of program from WG/HEIW.	Complete The scheme was promoted locally and a A PTHB staff member is participating in the program during 2025-26. The expected average for PTHB given the size of the program is <1.
Local / WRES Actions: <ul style="list-style-type: none">- absence of ethnic minority board membership- progression of ethnic minority staff to senior grades	We will undertake a review of our progression and training policies to ensure they are anti-racist and inclusive. This will include: <ul style="list-style-type: none">- Exploring in detail staff progression, including length of time in role.	People & Culture Directorate: Equality, OD & Business Partnering Teams	Q3 2024/25 - Q2 2025/26	Completed

<ul style="list-style-type: none"> – likelihood of ethnic minority staff being appointed after shortlisting 	<p>New Action 2025: PTHB should undertake a targeted study of its BME staff’s views on their career using qualitative, in-depth interviews to best understand the experience and aspirations of our BME staff, and the challenges they face.</p>	PTHB Equality Team	Begin planning Q4 2025-26 During 2026-27	On track
	<p>New Action 2025: PTHB should take steps to record data in those areas where it currently has none (e.g. flexible working requests and their outcomes) and to improve existing data (e.g. reduce unknowns).</p>	PTHB Workforce Team	Q4 2025-26	On track
	<p>New Action 2025: Promote our internal training on cognitive and unconscious bias.</p>	PTHB Equality Team	Q3-4 2025-26	On track
	<p>Recruit to the international nurses’ Pastoral Care Officer role, to ensure effective induction, support and onboarding of international nurses.</p>	Community Services Directorate	Q2-3 2024/25	Complete
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Leadership: The NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users.				
<p>Local / WRES Actions:</p> <ul style="list-style-type: none"> – absence of ethnic minority board membership 	<p>In light of the WRES recommendations relating to shortlisting data, the health board will undertake a review all aspects of recruitment policy and process to ensure</p>	People & Culture Directorate	Q3 2024/25 - Q2 2025/26	Complete

<ul style="list-style-type: none"> - progression of ethnic minority staff to senior grades - likelihood of ethnic minority staff being appointed after shortlisting 	<p>they are anti-racist and inclusive. This will include;</p> <ul style="list-style-type: none"> - Exploring in detail, shortlisting and recruitment data to develop an organisational understanding of the underlying causes - Based on the outcome of this review, we will explore opportunities to undertake positive action to support our recruitment approach - Explore how our outreach approach can be maximised to reach a diverse field of applicants, including for executive appointments to board. 			
	<p>Provide an ongoing program of events providing staff at all levels with opportunities to hear about the lived experience of individuals from Black, Asian and Minority Ethnic background to include for example, Equality Week, Refugee Week, Black History Month</p>	<p>People & Culture Directorate: Equality Team</p>	<p>Ongoing</p>	<p>On Track</p>
<p>National Priority Actions from Anti-Racist Wales Action Plan</p>	<p>Powys Teaching Health Board Actions to Support National Actions</p>	<p>Responsible Department(s)</p>	<p>Date</p>	<p>BRAG</p>
<p>Data & Evidence: Data in relation to race, ethnicity and intersectional disadvantage will be routinely collated, shared and used transparently, to level inequalities in health and access to health services, and provide assurance that the NHS Wales is an anti-racist and safe environment for staff and patients</p>				
<p>NHS Boards, Trusts, and Special Authorities will continue to:</p> <ul style="list-style-type: none"> - improve workforce data quality; 	<p>Request all staff to update their demographic information on ESR, aiming to achieve 90% completion (up from 86.6% in March 2023) by year end.</p>	<p>People & Culture Directorate: Equality Team</p>	<p>Completed 2024 target.</p>	<p>On Track</p>

<ul style="list-style-type: none"> – facilitate and support data collection against the Workforce Race Equality Standard (WRES) indicators; – scrutinise WRES data to implement targeted anti-racist workforce actions captured within organisational anti-racist action plans, in response to evidence base through targeted structural change 	<ul style="list-style-type: none"> – Achieved target with 90.2% by end of 2023-24 financial year. – Maintain completion above 90% in future. – 92.7% 2024-25. 	Communications Team	Maintain (ongoing)	
Implement systemic monitoring of concerns of workforce discrimination and bullying raised by staff through the Joint Executive Team process	A quarterly review of employee relations activity will take place and any disproportionate effect relating to minority ethnic staff will be escalated to the Director of People & Culture and built into the Joint Executive Team process	People & Culture Directorate	2025/26	On Track
Local / WRES Actions: <ul style="list-style-type: none"> – poor levels of declaration of ethnicity, especially by senior staff 	Directly contact senior managers (Bands 8C+) and board members who have not completed this data requesting that they do so.	Corporate / People & Culture Directorate: Equality Team	Q3 2024-25	Complete
National Priority Actions from Anti-Racist Wales Action Plan	Powys Teaching Health Board Actions to Support National Actions	Responsible Department(s)	Date	BRAG
Data & Evidence: Data in relation to race, ethnicity and intersectional disadvantage will be routinely collated, shared and used transparently, to level inequalities in health and access to health services, and provide assurance that the NHS Wales is an anti-racist and safe environment for staff and patients				
	Explore opportunities to implement recording of requests for flexible working/retirement via ESR to enable analysis of ethnicity. Operational HR	People & Culture Directorate: Business Partner	Q1-2 2025/26	On Track

	team to ensure data is being captured on ethnicity with regards to flexible working/retirement requests.	Team / Workforce information		
Equitable Access: We will identify and break down barriers which prevent equitable access to healthcare services for Black, Asian and Minority Ethnic people.				
Support and oversee the implementation phase of the Maternity and Neonatal Safety Support Programme (2024-2027), with the aim of delivering local and national actions to support improvements in the experiences and outcomes of women, babies and their families from Black, Asian and Minority Ethnic communities	Ensure we improve our maternity ethnicity data to have an accurate picture of our maternity population.	Women & Childrens Directorate	Ongoing	On Track
	A review of our Powys general ONS data to have an increased understanding of ethnicity, language and religion within our community.	Women & Childrens Directorate	Ongoing	On Track
	Review of our social media, information and leaflets to ensure inclusivity.	Women & Childrens Directorate	Ongoing	On Track
	Language line app has been installed on staff's phones and laptops to ensure we provide visual interpretation services.	Women & Childrens Directorate	Ongoing	On Track
National Priority Actions from Anti-Racist Wales Action Plan	Powys Teaching Health Board Actions to Support National Actions	Responsible Department(s)	Date	BRAG
Equitable Access: We will identify and break down barriers which prevent equitable access to healthcare services for Black, Asian and Minority Ethnic people.				
	Communication - Quarterly EDI Maternity Newsletter released with 'hot topic' areas to share good practice and EDI updates.	Women & Childrens Directorate	Ongoing	On Track

	Education - Diverse Cymru are providing us with 2 face to face sessions on EDI this year to increase staff awareness.	Women & Childrens Directorate	Ongoing	On Track
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BRAG KEY	Complete	Delayed (Major Issues)	Delayed (Minor Issues)	On Track
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