

# **Powys Teaching Health Board**

## **Anti-Racist Action Plan 2022-24**

### **Summary**

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. 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.*

*For us, anti-racism involves actively identifying and getting rid of policies, systems, structures and processes that 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.”*

Welsh Government, [An Introduction to an Anti-Racist Wales](#)

## **2. What is the purpose of this plan?**

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.

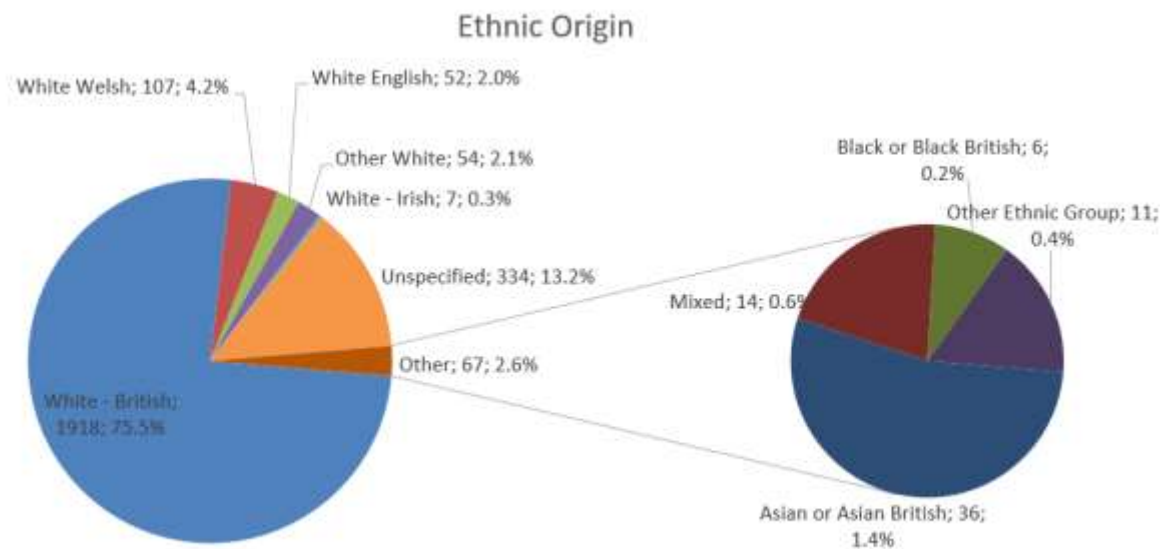
The objectives in this local PTHB plan are based on the objectives and ‘Priority Actions’ identified in the health section of the overarching Anti-Racist Wales Action Plan; the wording in the first two columns of the local plan below reflects the wording in the original Welsh Government document, as do the timelines in the final column. All identified objectives in the All-Wales plan with NHS Organisations and/or Health Boards listed as responsible have been included. Against each of these relevant priority actions/objectives, proportionate and reasonable local actions have been identified for PTHB.

Additional health objectives feature in the overarching plan for which PTHB are not accountable, and these are not reflected in this local PTHB plan.

## **3. What is the situation in Powys Teaching Health Board at present?**

According to Welsh Government population estimates, of a population of 129,700 (June 2022) Powys had approximately 1,900 residents (1.5%) of Black, Asian, Mixed, or ‘Other’ non-white ethnicities, significantly lower than the Wales average of 5.1%.

As of 31<sup>st</sup> March 2023, ESR reports a total of 67 individual members of PTHB staff (2.6% of the total) identifying as Black, Asian, mixed-race, or other non-white ethnic Minorities, or specified their ethnic group as 'other'. A further 54 staff identified as White but of non-UK or Irish ethnicity.



Whilst this number is higher than the local population, it is significantly lower than other Welsh health boards. It is clear that PTHB struggles to attract staff from these groups, and this may be due to the nature of Powys as a region (lacking large urban areas) and healthcare provider (with a smaller proportion of medical staff and less history of overseas recruitment) rather than factors within the health board's control. Whilst we cannot currently be certain of this, it is important that the small numbers of individuals are not taken as a reason for inaction or deprioritisation.

Indeed, it is possible that individual Black or Asian people are in fact *more* vulnerable to racism in contexts where they represent a smaller proportion of the population.

Following an actively anti-racist approach, the actions outlined in the plan commit PTHB to seeking out and identifying any evidence of discrimination, ensuring that PTHB is able to actively work to improve outcomes for Black, Asian and Minority Ethnic staff and service users.

#### **4. How will the delivery of this plan be ensured, and progress be recorded and reported?**

This local Powys Anti-Racist Action Plan is owned by the Equality Team within the Workforce & Organisational Development Directorate.

- The **Equality Team** are responsible operationally for producing resources etc. to facilitate the aims of this policy. They are responsible for many of the specific actions in the plan, as well as for holding other departments accountable for their own actions. The team provide assistance to the organisation and are the authors and controllers of this policy and accountable to the wider health board via:
- The **Director of Workforce and Organisational Development**, who is the executive lead for this plan.
- The **Executive Committee** approve the policy on behalf of the wider health board.
- **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).

#### **Note on timescales:**

*PTHB has not been able to meet the original timescales noted in the Welsh Government plan for some of the actions and this has been noted below. Some actions as part of the plan have now been completed, which is also noted.*

<b>National Priority Actions from Anti-Racist Wales Action Plan</b>		<b>Powys Teaching Health Board Actions to Support National Priority Actions</b>	<b>Responsible Department(s)</b>	<b>Date</b>
Priority Action 1 - Leadership	Require anti-racist leadership at all levels by direction. All NHS Boards, Trusts and Special Authorities to report demonstrable progress in driving anti-racism at all levels by:	<ul style="list-style-type: none"> <li>Board to appoint Executive Equality Champion. Pending provision of this role profile to Boards by Welsh Government.</li> </ul>	Corporate	September 2023 (ARWAP)
	<ul style="list-style-type: none"> <li>Appointing 'Executive Equality Champions' and 'Cultural Ambassadors';</li> </ul>	<ul style="list-style-type: none"> <li>Board to appoint Cultural Ambassador(s), pending provision of the role profile by Welsh Government. [If the above role profiles have not been provided by the target dates, PTHB will develop its own]</li> </ul>	Corporate	September 2023 (ARWAP)
	<ul style="list-style-type: none"> <li>Implementing a leadership and progression pipeline plan for Black, Asian and Minority Ethnic staff;</li> </ul>	<ul style="list-style-type: none"> <li>Build and rollout a specific survey of our Black, Asian &amp; Minority Ethnic staff, asking about their employee and career progression experience.</li> </ul>	Equality Team / Workforce	July 2023
		<ul style="list-style-type: none"> <li>Using the results of the survey, ESR workforce training and trac recruitment data, produce a workforce report on our Black, Asian &amp; Minority Ethnic staff; this report will inform possible actions in subsequent versions of this plan.</li> </ul>	Equality Team / Workforce	December 2023
	<ul style="list-style-type: none"> <li>Providing Ethnic Minority Networks appropriate levels of resource and access to the Board</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all options are exhausted for establishing Black and Asian Minority Ethnic staff consultation group/network within PTHB. If necessary, this group could be online only, and be a 'consultation group' rather than a network, providing opportunities for consultation on e.g. EIAs and other policies. [Complete – PTHB Black, Asian and Minority Ethnic Staff Yammer group created January 2023]</li> </ul>	Equality Team	Complete
		<ul style="list-style-type: none"> <li>Provide an ongoing program of events providing staff with opportunities to hear about the lived experience of individuals from Black, Asian and Minority Ethnic backgrounds.</li> </ul>	Equality Team	Ongoing – First events scheduled in Equality Week 15-19 May 2023

		<ul style="list-style-type: none"> <li>• Invite Black, Asian &amp; Minority Ethnic staff to produce staff stories and present at least one to Board during 2023-24.</li> </ul>	Equality Team / BAME Network	April 2024
	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. Progress will be monitored and reported Via IMTP and Annual Plans, and the Joint Executive Team process.	• Draft Anti-Racist Action Plan (this document) ready for consultation amongst health board staff, and for subsequent approval by board.	Equality Team	June 2023 [originally December 2022 (ARWAP)]
		• Plan will be monitored and reported on to both the board and Welsh government as part of the Equality Annual Reports for 2022-23 and 2022-24, as per Welsh Government guidance.	Equality Team	Beginning in Equality Annual Report due June 2023
		• Plan will also be integrated into the IMTP process. [Complete for 2023-2026 IMTP]	Performance / Workforce	Complete/Ongoing
		• Ethnicity Pay Gap Reporting to be included in 2022-23 Annual Report and onwards.	Equality Team	Beginning in Equality Annual Report due June 2023
	All NHS Board members will undertake an anti-racist education programme and implement and report progress against personal objectives (for all Board members) to meet vision of an anti-racist Wales.	• Establish personal objective in support of an anti-racist Wales for each Board member	Corporate	May 2023 [Originally March 2023 ARWAP]
		• Deliver Board development programme during 2023 commissioned by Public Bodies Unit, Welsh Government, when ready.	Corporate	During 2023 / Once commissioned by Welsh Government
		• Board members will role model anti-racist practices by challenging discrimination, listening to lived experiences and considering racial perspectives when making decisions.	Corporate	Ongoing
		• Board members to undertake PTHB Equality for Managers and Equality Impact Assessment training as part of their Board development.	Corporate / Equality Team	September 2023

Priority Action 2 - Workforce	Commission an independent audit of all existing workforce policies and procedures through an anti-racist lens, and expect Black, Asian and Minority Ethnic representation within forums or groups established to design the audit/and oversee and support their effective implementation and application	<ul style="list-style-type: none"> <li>PTHB will collaborate with the Welsh Government-commissioned Audit of All-Wales policies, as required. PTHB are hosting two focus groups as part of the audit and staff have been invited to participate in these and the online ones by the commissioned body (Diverse Cymru).</li> </ul>	Workforce; Corporate	Ongoing
		<ul style="list-style-type: none"> <li>Once the audit is complete, the recommendations will be shared, and PTHB will incorporate these into local Workforce Policies, training programs (EIA Training) and elsewhere as required.</li> </ul>	Workforce; Equality	Once All-Wales audit is published / complete. Ongoing
	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.	<ul style="list-style-type: none"> <li>Once the training package (Welsh Government are co-designing with HEIW) is complete, PTHB will roll this out to all staff across the organisation as part of its existing Mandatory Training procedures.</li> </ul>	All teams; Workforce to monitor Mandatory Training Compliance	Once Training package is available
		<ul style="list-style-type: none"> <li>Equality Team to ensure existing training programs (EIA Training, Equality for Managers) incorporate anti-racist principles.</li> </ul>	Equality Team	Complete (Sessions updated during February 2023)
	Each NHS organisation will commit to their 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.	<ul style="list-style-type: none"> <li>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.</li> </ul>	Corporate Governance	Ongoing



Priority action 3 - Data	Improve workforce data quality and introduce a Workforce Race Equality Standard (WRES) to provide an evidence base to make and measure targeted structural change. Underpinned by cultural change, through targeted interventions at both local and national level, developed through social partnership.	<ul style="list-style-type: none"> <li>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.</li> </ul>	Equality Team/ Communications/ Workforce	During 2023-24, target by April 2024.
		<ul style="list-style-type: none"> <li>PTHB Service Improvement Manager for Equality and Welsh Language to collaborate with NHS colleagues in designing and adopting the WRES. PTHB to collaborate as required in ensuring ESR can produce the relevant reports.</li> </ul>	Equality Team Workforce Information	Ongoing
		<ul style="list-style-type: none"> <li>Once WRES is published, ensure all relevant information is collected and appropriately reported.</li> </ul>	Workforce Information	September 2023 (ARWAP)
		<ul style="list-style-type: none"> <li>Following implementation of the WRES, ensuring it is fully incorporated into PTHB reporting procedures such as the Equality Annual Report.</li> </ul>	Equality Team	May 2024
		<ul style="list-style-type: none"> <li>Update the PTHB Action plan (this document) to take into account any issues identified as a result of analysing the data provided by the WRES.</li> </ul>	Equality Team	September 2023 (ARWAP)
		<ul style="list-style-type: none"> <li>Incorporate the WRES as appropriate into the PTHB Strategic Equality Plan 2025-29.</li> </ul>	Equality Team	During 2024



Priority Action 4 – Access to Services	The Maternity and Neonatal Safety Support Programme, co-designed and developed with Black, Asian and Minority Ethnic people and stakeholders, will detail and implement specific changes to maternity services that will improve outcomes and experiences of Black, Asian and Minority Ethnic women and families who experience health inequalities who experience health inequalities.	<ul style="list-style-type: none"> <li>Following the publication of the programme, implement any recommendations or actions identified that are relevant to Maternity services in Powys.</li> </ul>	Womens' & Children's	Ongoing, subject to publication of programme and any associated recommendations. January 2023 (ARWAP)
Priority Action 5 – Tackling Health Inequalities	Ensure our COVID-19 recovery plans are fully inclusive and targeted to address known health inequalities in access to care and service provision.	<ul style="list-style-type: none"> <li>Project Managers involved in Covid-19 Recovery schemes to undertake training on PTHB Equality Impact Assessment Progress, delivered by PTHB Equality Team.</li> </ul>	Project Managers involved in Covid recovery / Equality Team	By September 2023(ARWAP)
		<ul style="list-style-type: none"> <li>Apply Equality Impact Assessment to COVID 19 recovery plans and link to known health inequalities.</li> </ul>	Covid Recovery Managers	By September 2023(ARWAP)
	"Time to Change Wales" will develop and deliver an anti-racist mental health anti-stigma programme which is co-designed with people with lived experiences and from Black, Asian and Minority Ethnic people.	<ul style="list-style-type: none"> <li>Following the publication of the programme, implement any recommendations or actions identified that are relevant to Mental Health services in Powys.</li> </ul>	Mental Health	Ongoing, subject to publication of programme and any associated recommendations. March 2023 (ARWAP)