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Powys Teaching Health Board Equality Annual Report 2025-2026

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Foreword

CEO's Foreword – Equality Annual Report 2025–26

I am pleased to introduce this Equality Annual Report for 2025–2026, outlining the steps we have taken over the past year to strengthen equality, diversity, and inclusion across Powys.

During the year, we have focused on improving how people access information and services. One example is the new Women's Online Health Hub, launched in March 2026, which brings together clear, reliable information on a wide range of topics affecting women at different stages of life. Importantly, this resource was shaped by feedback from over 300 women locally, ensuring it reflects what matters most to those who use it.

We have also improved support for Deaf people by widening the availability of a British Sign Language interpreting service through the Convo app. This now connects users with more than 80 healthcare providers across Powys, helping to make communication easier and more inclusive.

Alongside this, we are proud to have achieved Disability Confident Employer Level 2 status, recognising our ongoing work to create a workplace where disabled people are supported in recruitment, retention, and career development.

While these developments are encouraging, we know there is more to do. We remain committed to listening, learning, and working with our communities to continue making meaningful progress toward greater equality.

Hayley Thomas
Chief Executive Officer
Powys Teaching Health Board

This year's Equality Annual Report highlights the progress made in strengthening fairness, inclusion, and respect across our organisation.

We signed the Hate Crime Charter, reinforcing our commitment to ensuring people are treated with dignity and supported appropriately. In partnership with the Wales Hate Support Centre, we also began delivering hate crime awareness training to staff, with further sessions planned.

We have continued to build staff awareness through Cognitive and Unconscious Bias training, with many staff taking part and strong feedback.

Accessibility has also improved through the expanded use of the Convo app, helping Deaf people communicate more easily with healthcare services across Powys.

These achievements provide a strong foundation, and we will continue to build on this work to create an even more inclusive and supportive environment for all.

Debra Wood-Lawson

Executive Director of People and Culture and Board Equality Champion
Powys Teaching Health Board

About the Powys Teaching Health Board Area

Powys Teaching Health Board (PTHB) occupies the same borders as the Powys County Council (PCC) area. At the time of the 2021 census there were 133,200 people living in Powys - a large, rural county of approximately 2000 square miles. This population density of 26 individuals per square kilometre is the lowest by far of Wales's local authority areas.

The rural nature of Powys means that whilst many services are provided locally through our community hospitals and services, there are no District General Hospitals within the health board area. This means that a significant proportion of secondary healthcare functions for Powys residents are commissioned from adjacent health boards, including over the border in England. A significant proportion of PTHB's funding allocation is spent on commissioned services taking place outside of the health board, and the services that are offered directly are disproportionately concentrated in fields such as community care (compared to other Welsh health board areas).

A consequence of this is that the health board as an organisation is smaller than would be expected allowing for population alone, employing 2,644 staff (as of 31 March 2026), alongside volunteers. This total staff count represents fewer than a typical District General Hospital in other Welsh health boards and our operating model is different, focussing on a mix of primary care, community / tertiary care and commissioned care. Due to the lack of centralised sites, the staff body is also quite disparate, and many staff live outside the county.

Partly as a response to our unique context, we have forged strong partnerships with colleagues in other sectors, such as Powys County Council, Dyfed-Powys Police and Powys Association of Voluntary Organisations (PAVO).

Information on how we intend to improve services for the people of Powys can be found on our website under the [Key Documents](#) section which includes copies of our annual reports, annual quality statements, strategies and plans.

Diversity within Powys

PTHB appreciates the diversity of our population and the need to treat one another with dignity and respect. Alongside our values we have specific legal obligations as a service provider and employer. In line with the Public Sector Equality Duty, this report focuses on the health board's activity in relation to promoting equality and tackling discrimination for our patients and wider population on the basis on the relevant protected

characteristics of Age, Disability, Pregnancy and Maternity, Race and Ethnicity, Religion and Belief, Sex, Sexual Orientation and Gender Reassignment.

In keeping with the area's rural character, the demographic profile of Powys' population as shown in the 2021 Census is quite different to the Wales average for some figures:

- Age – 27.8% of the population of Powys are aged 65 and over. This is the highest of any local authority area in Wales, where the average proportion in this group is 21.3%.
- Disability – 18.1% identified as having a disability, lower than the Wales average of 21.1%. 7.6% described their disability as limiting their day-to-day activities 'a lot'; this figure was the joint lowest in Wales.
- Race – 94.9% of the population 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.

A sparse population spread across a large rural land mass, means that PTHB faces many challenges when seeking to address inequality of access, inequality of opportunity and ultimately, tackling health inequalities for people who live within Powys. We have a particular challenge around understanding and addressing socio-economic inequalities and ensuring that people in lower income brackets who are particularly feeling the impact of the current cost of living crisis, are able to access the services they need. This has been acknowledged by reports from [Public Health Wales](#) and [the Nuffield Trust](#). Our [Strategic Equality Plan](#) (SEP) includes more details about these challenges and outlines our aims and objectives to reduce inequality, which are aligned to our IMTP.

Activity during 2025-26

The following table outlines the Equality-related activity which has taken place during 2025-26, cross-referenced to the Long Term Aims/Equality Objectives outlined in our 2024-2028 [Strategic Equality Plan](#).

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
1. As part of <i>Better Together</i> (formerly the Accelerated Sustainable Model), we will design and develop our services according to the principle of providing services as close as possible to people's homes, decentralising services, using online technologies and other approaches to avoid needing to send patients out of county where possible.	Primary Age Disability Pregnancy & Maternity Supplementary Socio-Economic Status	Key areas of progress - Strengthening of the frailty pathway through the agreed Level 2 community-based falls response model, delivered via community teams and aligned to the planned Single Point of Access (SPOA) for urgent and emergency care. This integrated approach supports earlier intervention closer to home, reduces unnecessary ambulance conveyances, and helps ease demand on out-of-county emergency departments. - Commissioning of external GIRFT expertise to undertake a proactive review of diagnostics and planned care service models. This work is helping us ensure teams have the right mix of skills and capacity to meet the needs of Powys' rural population, with continued emphasis on prevention and early intervention. - Improved clinical resilience in community-facing services, supported by the introduction of orthopaedic triage (September 2025), expanded consultant leadership in ophthalmology and anaesthetics, and recruitment to key specialist roles. - Strengthened diagnostics and planned care capability, including improved RTT performance, enhanced endoscopy leadership, and the introduction of	Focus on Wellbeing: Concentration on preventative healthcare Digital First: Utilising digital technologies and opportunities to improve access. Innovative Environments: Improving the environment of our sites with new technologies and approaches. Fully Joined Up Care: Ensuring a standard approach to accessibility across our services so that patients experience the same kinds of service from different areas of the health board.	- Staying Healthy - Dignified Care - Timely Care - Individual Care - More than Just Words - Disabled People's Rights Plan

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		improved theatre processes, contributing to a more resilient system surrounding primary and community care. Attend Anywhere Attend Anywhere virtual consultations for 2025/2026 have performed exceptionally well, supported by the introduction of new services and increased uptake across those already established. The service is now reaching and supporting a wider range of patients across: • Mental Health • Powys Living Well • Therapies • Secondary Care • Women's Health • Women's & Children's Services • Planned Care SilverCloud A targeted advert designed for students who are nearing University was shared widely. The advert encourages students to use SilverCloud's services to get a 'head start' on		



Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		their mental health if they have any worries or to build resilience. Encouraging students to use this online service helps to provide consistent mental health support during periods of transition. Community mobile dental unit at Bronllys Hospital The mobile unit (previously based in Hay on Wye) has been moved to Bronllys Hospital and brings dental services closer to local communities, particularly benefiting people who may face barriers such as rural location, mobility issues or difficulty travelling long distances. This initiative helps reduce inequalities in access to oral health services and supports our commitment to delivering care in more accessible and inclusive ways. BadgerNet Maternity Notes We made the move over to the BadgerNet digital maternity system to improve safety and streamline care. Digital records give clinicians real-time access to accurate information, helping them make faster, safer decisions during pregnancy and birth.		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		Better Together Powys Teaching Health Board's Engagement Team delivered ongoing engagement to support the Better Together programme, capturing feedback from residents across a range of protected characteristics. Engagement with community groups, attendance at Healthy Living events and Dementia Awareness information sessions have all been fed back into the programme.		
2. Work to address known health inequalities within our population and take steps to identify and address others.	Primary Age Sex Disability Gender Reassignment Religion or belief Pregnancy & Maternity Supplementary Socio-Economic Status	Women's Online Health Hub  In March 2026, we launched a new online Women's Health Hub to help women of all ages easily access trusted information on key topics such as period and pelvic health, sexual health and contraception, breast and cervical screening, pregnancy, termination, endometriosis, menopause, pain management, bladder and continence services, and mental health and wellbeing. The hub was developed using insights from over 300 women in Powys, ensuring the content reflects the real needs and priorities of local people.	Focus on Wellbeing: Work to address the underlying causes that lead to people needing to access healthcare services will reduce demand on those services at all levels.	• Staying Healthy • Individual Care • LGBTQ+ Action Plan • Disabled Peoples' Rights plan

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		Promotion of Key Awareness Events and Opportunities This year, we continued to promote key national and international awareness events across the organisation, helping to highlight a wide range of health conditions and lived experiences. This included recognising Endometriosis Awareness Month, Pulmonary Fibrosis Awareness Month, Rare Chromosome Awareness Day the International Day of Disabled People and Sign Language week. By sharing information, resources and events we supported greater understanding, visibility and inclusion. We also promoted incredible opportunities such as a funded PHD at Cardiff University titled 'Reducing Health Inequity for Women Living in Rural Communities Through Social and Community Activation'. Health & Wellbeing Promoting Schools Programme and Healthy and Sustainable Preschools Scheme Schools in deprived areas received targeted support around health and wellbeing, including workshops on cooking and on the harms of vaping.		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		- Targeted work with Flying Start early years settings include: support to implement the NYTH/NEST framework for children and young people's mental health and wellbeing; facilitating food and nutrition training; rollout of the Gold Standard Healthy Snack Award. Whole System Approach to Healthy Weight - Breastfeeding rates tends to be lower in more deprived populations. The Powys Breastfeeding Welcome scheme was introduced to support mothers to feel confident when breastfeeding out and about. Starting in the more deprived areas of Ystradgynlais and Newtown, over 340 setting have signed up to date. Information about the scheme is included in PTHB staff induction, manager training and in equality training. PTHB achieved Stage 1 UNICEF Baby Friendly Initiative in July 2025. - Building on earlier stakeholder engagement, insight has been undertaken with families to understand the local barriers and  		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		challenges to accessing affordable and healthy food to inform priorities for action. Health Protection – reducing the risk and impact of communicable disease - Proactive prevention work undertaken with vulnerable/underserved individuals, groups and settings. For our elderly, vulnerable population this includes the development of the Powys Care Homes Health Protection Champions programme. - Responding to outbreaks, limiting onward transmission and supporting recovery, providing a timely outbreak response and targeted advice in high-risk or closed settings. - Preventative health promotion work has a focus on vulnerable/ underserved individuals, groups, and settings to ensure equitable prevention measures through the Farming Fit programme. - Blood Borne Virus (BBV) outreach work across Powys, but targeting areas of higher deprivation, probation, substance users and housing association, using intelligence and data to inform action. Annual Report of the Director of Public Health 		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		2025 - Preventing the Preventable The Director of Public Health Annual Report was published. It presents the "Preventing the Preventable: Population Health Strategic Framework for Powys 2025-2035", which focuses on reducing health inequalities and improving wellbeing across the population through a prevention-led approach. Vaccinations • The Powys Vaccination Equity Strategic Plan is being implemented. Equity and access is regularly reviewed and monitored as part of the planning and delivery of vaccinations. Data is used to identify where there is low uptake in the eligible population. Plans are adapted to respond as necessary, for example, providing late evening and weekend clinics to increase access, offering mop-up clinics for flu and school-age flu for those that missed appointments. • A Powys Teenage Immunisation Improvement Plan has been developed and includes actions on reducing inequalities in vaccination. Catch-up programmes for teenage immunisations and MMR vaccination were offered during summer 2025. • Head of Service is part of the GP Unified Contract Assurance Framework Group – Vaccination uptake data is reviewed and actions agreed with the GP practice on improving uptake in their locality.		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		Stop Smoking support - Targeted work is being undertaken by the Powys Stop Smoking Team in areas of deprivation (where smoking prevalence is generally higher), providing group support and community clinics, working with pharmacies and other health services, and Smoking Cessation Champions - Text message project with GP Practices, sending personal invites to smokers to make a quit attempt and offering support from the Powys Stop Smoking Team.		
3. Improve access to our services and sites for individuals whose needs are different from others.	Primary Disability Age Race	Convo  We expanded access to British Sign Language interpretation across Powys through the free Convo app (formerly Sign Live), enabling BSL users to contact GPs, dentists, opticians, pharmacies and hospitals via a live Video Relay interpreter. The service now covers more than 80 providers across the county, helping remove communication barriers and improving access to care while supporting updated NHS Wales guidance on accessible communication. Convo also provide a live service on-demand, which allows a BSL user to communicate with a hearing person via a live remote sign-language interpreter.	Focus on Wellbeing: Widening access to wellbeing services e.g. living well, Silvercloud Digital First: Utilising digital technologies and opportunities to improve access; improving the access of those with additional requirements to those digital services. Innovative Environments: Improving the environment of our sites with new technologies and approaches; this may enable	- Effective Care - Dignified Care - Individual Care - More than Just Words - Accessible Communication and Information Standards in Healthcare - Disabled People's Rights Plan

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		Convo services were used on 7 occasions during 2025-2026, ensuring BSL users could access services when they needed them. Language Line  We continued to use and promote Language Line across the health board in 2025-2026 to ensure clear and accessible communication for all. Language Line provides on-demand telephone and video interpreting in more than 200 different languages, as well as face-to-face and BSL interpreting, offering 24/7 support. These services help us remove communication barriers and ensure service users receive safe, accurate and person-centred information whenever & wherever they need it. During 2025-2026 Language line was used 860 times for 30 different languages. The five most popular languages for interpretation were Polish (25.81%), Tamil (10.35%), Sorani (9.42%), Bulgarian (9.19%) and Arabic (7.56%). Digital Listener A Digital Listener is a portable hearing amplification device that helps improve one-to-one communication for people with hearing loss, including those who do not use hearing	patients to receive treatments within Powys that might otherwise have to travel outside the county. Fully Joined Up Care: Ensuring a standard approach to accessibility across our services so that patients experience the same kinds of service from different areas of the health board.	

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		aids. Digital Listener devices have been distributed to all the main outpatient departments in Powys Teaching Health Board, and staff have been trained in their use to support effective and inclusive communication. Making our Environment Dementia Friendly - Day Hospital Bronllys Hospital We have continued to make improvements in line with the Dementia Friendly Hospital Charter, strengthening our commitment to creating safe, supportive and inclusive environments for people living with dementia. As part of this ongoing work, we have made enhancements to the Day Hospital corridor at Bronllys Hospital, improving the physical environment to help people see, hear and communicate better.		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		Outdoor Space at Bronllys Hospital Bronllys Hospital has partnered with local horticultural charity Flora Cultura to provide gardening, outdoor activities, and skills development opportunities that support people with mental health conditions, learning disabilities, and neurological conditions. These services are also available for use by our staff. The site has now been awarded a Green Flag award which is an internationally recognised quality standard for parks and green spaces. 		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
4. In accordance with the <i>Better Together</i> Model / Workforce Futures, ensure that Powys Teaching Healthboard is an employer of choice for individuals with diverse needs.	Primary Disability Age Race Sexual Orientation	Disability Confident Employer Level 2  We were awarded Level 2 Disability Confident status, recognising us as a Disability Confident Employer committed to removing barriers for disabled people in recruitment, retention and career development. Achieving Level 2 required us to evidence practical actions across attracting, supporting and developing staff, including providing workplace adjustments, strengthening disability awareness and supporting an inclusive workplace. This achievement reflects our ongoing commitment to creating more opportunities for people with disabilities & those with long-term health conditions and to building a diverse, supportive workforce that enhances the quality of care we provide. Staff Networks  We have continued to promote and support our staff networks, recognising the vital role they play in creating an inclusive, supportive and representative workplace. We encourage colleagues to join and participate in these networks as safe spaces for connection and support.	Workforce Futures: Participation in workplace accreditation schemes may draw new applicants and improve retention of existing staff. Transforming in Partnership: Providing staff with the opportunity to contribute to workstreams which concern them increases investment and retention.	• Anti-Racist Action Plan • More than Just Words • LGBTQ+ Action Plan • Disabled People's Rights Plan • Accessible Communication and Information Standards in Healthcare

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		Our current Staff Networks include: • LGBTQIA+ • Black, Asian & Minority Ethnic Staff Group • Neurodiversity Network • Welsh & Learning Welsh Networks • Menopause Safe Space • Unpaid Working Carers Network • All Wales BSL and Hard of Hearing Staff Network Mindfulness, ACT and Compassion (MAC) Approach  The MAC Wellbeing service promoted to staff, offer group sessions, individual Time4Me appointments, and practical tools that build awareness, acceptance and self-kindness. The service also provides weekly community events that strengthen connection and support. These approaches are shown to reduce stress and low mood while boosting resilience, wellbeing, creativity and performance across the workplace.		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
5. Improve the health board's ability to accommodate the religious needs of its staff and patients.	Primary Religion & Belief Race & Ethnicity	Sharepoint page  We have developed a dedicated staff page offering Spiritual, Religious and Cultural Support to ensure colleagues can access guidance that reflects the diverse needs of the people we care for. The page brings together practical resources, including spiritual care plans and information on culturally significant practices like the safe and appropriate use of henna. This new space not only helps staff better understand and meet individual service users needs, but also supports inclusive and culturally sensitive care across the health board. Over the coming year, we plan to expand this resource further by adding additional guidance and tools. Multi Faith / Reflection Room Claerwen Ward at Llandrindod War Memorial Hospital now have dedicated Multi Faith facilities to support the spiritual, religious, and reflective needs of staff. The room is suitable for:	Workforce Futures: Providing staff with the opportunity to contribute to workstreams which concern them increases investment and retention. Focus on Wellbeing: Respecting the spiritual needs of our staff and patients.	• Dignified Care • Individual Care • Staff & Resources • Anti-Racist Action Plan

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		• Silent reflection • Mindfulness or meditation • Private prayer • Emotional decompression during challenging shifts Planning and consultation work is continuing to refurbish the Chapel at Bronllys Hospital with a review to providing a similar space.		
6. We will develop an organisational culture that is inclusive and supportive of all our staff, and has a zero-tolerance approach to the harassment of staff by patients or others, including sexual harassment.	Primary Race & Ethnicity Sexual Orientation Gender Reassignment Age Sex Disability	Hate Crime Charter We signed up to the Hate Crime Charter this year, helping to ensure that everyone is treated with dignity, offered clear information and supported. Working with the Wales Hate Support Centre, which provides specialist support and training across Wales we began delivering hate crime awareness training to staff this year, with further sessions planned for the next financial year. We also plan to continue working with the Wales Hate Support Centre and organise visits to PTHB sites to share resources, meet staff and to build confidence and awareness across our workforce. Pride 2025 In July 2025, we invited staff, along with their friends and family to join us at the Brecon Pride Parade to visibly demonstrate 	Workforce Futures: Ensuring PTHB is an employer of choice for staff locally and beyond.	• Staff & Resources • Disabled People's Rights Plan • Anti-Racist Action Plan

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		our commitment to inclusion and support for our LGBTQIA+ colleagues, service users and communities. Being present at Pride strengthened our message that everyone is welcome and that creating an open, safe and supportive environment is central to who we are as a health board. Black History Month 2025 We supported Digital Health and Care Wales' Black History Month 2025 programme, <i>Standing Firm in Power and Pride</i>, which featured a series of powerful sessions throughout October. These included a discussion on the cultural significance of hair and appearance, a session on taking charge of your health, an exploration of inclusive leadership, reflections on career experiences and resilience. Together, these events aimed to educate, empower and strengthen an inclusive culture across the whole workforce. Equality for Managers This Equality training is embedded in the PTHB Managers Training Programme. This means that all managers receive an advanced session focused on identifying workplace discrimination, providing Reasonable Adjustments for disabled staff and more.		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		In 2025-2026, 20 new members of staff completed this training. Cognitive and Unconscious Bias Training This session explores how our automatic thinking patterns can influence everyday decision making and gives staff practical tools and techniques to recognise and reduce bias in real workplace situations. After a successful launch in 2024-2025, this training session has continued to develop in 2025-2026 with a further 45 members of staff completing the training and giving very positive feedback. <i>"Brilliant session. Very interactive, kept us all engaged throughout."</i> Age Friendly Employer  During this financial year we continued to work on our pledge as an Age Friendly Employer. We shared information and events on things like flexible working, age related grants and		

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		planning for retirement. We continue to improve our processes to better support an age diverse workforce. NHS Wales Anti Sexual Harassment Policy We implemented the NHS Wales Anti Sexual Harassment Policy in 2025, which applies to all employees, officers, consultants, self employed contractors, casual workers including bank staff and locums, agency workers, apprentices, volunteers and interns, ensuring a safe, respectful, and inclusive working environment for everyone		
7. Ensure that our feedback mechanisms collect the views of staff and patients of all groups.	All PCs.	Leavers Questionnaire Staff departing PTHB are now asked a range of questions on their experience, allowing us to collect learning and feedback. These can be analysed by Protected Characteristic. Reverse Mentoring Programme 2025-2026	Transforming in Partnership: Providing our service users and staff with the opportunity to impact on the direction of the health board on a micro and macro-level. Digital First: Using digital technologies to capture feedback from a range of stakeholders.	• Individual Care • Staff & Resources • Disabled People's Rights Plan • Anti-Racist Action Plan

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		The PTHB Reverse Mentoring Programme continued this year offering staff the opportunity to mentor a more senior colleague, allowing for meaningful insight-sharing that helps senior leaders better understand staff experiences, workplace challenges and the impact of organisational change. People's Experience Framework The refreshed NHS Wales People Experience Framework (April 2025) includes a self-assessment maturity matrix to help organisations assess their current position and identify opportunities for ambitious improvement in people's experience.		
8. Carry out the actions identified in the local PTHB Anti-Racist Action Plan.		(See dedicated section below)	Workforce Futures: Ensuring PTHB is an employer of choice for staff locally and beyond. Focus on Wellbeing: Addresses health inequalities within these groups.	• Staff & Resources • Individual Care • Anti-Racist Action Plan
9. Implement our Welsh in Healthcare Strategy	Welsh Language / All PCs.	Welsh in Healthcare Strategy Work to deliver the strategy this year has included the following key areas: • Rollout of a Welsh in Healthcare training aimed at all staff	Digital First: Utilising digital technologies to provide services bilingually. Workforce Futures	• Staff & Resources • Individual Care • Dignified Care

Objective	Protected Characteristic(s) & other groups impacted.	Work carried out during 2025-26	Contributes to the following Health and Care Strategy Wellbeing/ enabling objectives	Health & Care Standards & Additional Policy Strands
		- Continued promotion of our Welsh for Managers training - Working closely with Dysgu Cymraeg to offer training at all levels to staff with a great uptake. - Promotion of events, opportunities and resources. - Focus on National celebrations like Dydd Miwsig Cymru, Dydd Gwyl Dewi, Wythnos Defnyddia dy Gymraeg and more. - Continued promotion of our Welsh Language Requirements Assessment tool for vacancies. For full details on our activity in this area during 2025-26, see the Welsh Language Annual Report 2025-26 on the Welsh Language pages of our website, which also hosts the Welsh in Healthcare Strategy.	Developing the bilingual skills of our current and future workforce.	
10. Gender Pay Gap Continue to monitor the relative pay gap in PTHB and identify any issues arising.	Primary Sex Pregnancy & Maternity	See Appendix A.	Workforce Futures: Ensuring PTHB is an employer of choice for staff locally and beyond.	Staff & Resources
11. Ethnicity Pay Identify and mitigate or address any underlying issues contributing to unequal pay outcomes for staff from different ethnic backgrounds.	Primary Race & Ethnicity Supplementary Religion & Belief	See Appendix B.	Workforce Futures: Ensuring PTHB is an employer of choice for staff locally and beyond.	Staff & Resources

Anti Racist Wales Action Plan

As part of the Anti-Racist Wales Action Plan, Powys Teaching Health Board maintains a local plan to capture and monitor how it will work locally towards the aim of an Anti-Racist Wales.

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 - 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	Complete
	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) - 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	Complete
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	Complete
	Plan will also be integrated into the IMTP process. [Complete for 2023-2026 IMTP]	Planning & Performance: People & Culture Directorate	Ongoing	Complete

	Ethnicity Pay Gap Reporting to be included in 2022-23 Annual Report and onwards.	People & Culture Directorate: Equality Team	Ongoing	Complete
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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	Off Track 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. <i>2026: We have held 2 sessions on Hate Crime and Online Hate; with 2 further</i>	People & Culture Directorate: Equality Team	By Q4 2025-26	On Track

	<i>sessions booked for Understanding Hate Crime and Antisocial Behaviour Hate Crime</i>			
	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
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.				
	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 – 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.

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	Off Track
	Review internal incident reporting policies to ensure that incidents of racism are effectively captured, monitored and easily reported (<i>with respect to staff and workforce</i>).	People & Culture Directorate: Equality Team / Nursing Directorate	2025/26	Complete
	New action 2026: Review internal incident reporting policies to ensure that incidents of racism are effectively captured, monitored and easily reported – with respect to Patient treatment.	People & Culture Directorate: Equality Team / Nursing Directorate	2026/27	Not 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.				
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.	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: - 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	People & Culture Directorate: Equality and Business Partnering Teams Workforce Policy Review Group	Q2-3 2024/25	Complete
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	The health board will mandate the nationally developed training this will include: - 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	People & Culture Directorate	Q3-4 2024/25 Ongoing monitoring of compliance	Complete 86% as of October 2025.

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.				
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: - 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: - 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

– likelihood of ethnic minority staff being appointed after shortlisting	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.	PTHB Equality Team	Begin planning Q4 2025-26 During 2026-27	On track
	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). Now being recorded.	PTHB Workforce Team	Q4 2025-26	Complete
	New Action 2025: Promote our internal training on cognitive and unconscious bias. <i>70 attendees on 7 sessions as of May 2026</i>	PTHB Equality Team	Q3-4 2025-26	On track
	Recruit to the international nurses' Pastoral Care Officer role, to ensure effective induction, support and onboarding of international nurses.	Community Services Directorate	Q2-3 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
Leadership: The NHS in Wales will be anti-racist and will not accept any form of discrimination or inequality for employees or service users.				

Local / WRES Actions: - absence of ethnic minority board membership - progression of ethnic minority staff to senior grades - likelihood of ethnic minority staff being appointed after shortlisting	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 they are anti-racist and inclusive. This will include; - 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.	People & Culture Directorate	Q3 2024/25 - Q2 2025/26	Complete
	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	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
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				

NHS Boards, Trusts, and Special Authorities will continue to: – improve workforce data quality; – 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	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. – Achieved target with 90.2% by end of 2023-24 financial year. – Maintain completion above 90% in future. – 92.7% 2024-25 – 93.5% 2025-26	People & Culture Directorate: Equality Team Communications Team	Completed 2024 target. Maintain (ongoing)	On Track
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: – 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 team to ensure data is being captured on ethnicity with regards to flexible working/retirement requests.	People & Culture Directorate: Business Partner Team / Workforce information	Q1-2 2025/26	On Track
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

BRAG KEY	Complete	Delayed (Major Issues)	Delayed (Minor Issues)	On Track
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Moving Forward: Priorities for 2026-27

We intend to work on all of the Strategic Priorities in our Strategic Equality Plan during 2026-27. However, specific work planned for next year includes:

- Develop and implement a structured plan to achieve Disability Confident Level 3.
- Continue to review religious provision, strengthen guidance for managers and services, and proactively identify opportunities to extend multi faith spaces when estates developments arise.
- Carry out qualitative research with BME staff to understand lived experience, barriers to progression, and workplace culture within PTHB.
- Review the BME Staff Network model to improve participation if possible.
- Undertake a sample review of patient facing documentation to assess compliance with accessibility and information standards.
- Review our current provision of same-sex and unisex toilet and changing room facilities, and make changes to the designation of facilities as appropriate to ensure that all our sites have provision for all staff and patients regardless of gender.

Further information

More information on Equality, Diversity and Inclusion at Powys Teaching health board can be obtained by contacting the team (powys.equalityandwelsh@wales.nhs.uk). Please also contact the team if you have any queries about individual activities touched on in this report.

Further information on the health board's broader initiatives and achievements throughout 2025-2026 can be found in the [Annual Reports](#) section on the health board's website.

Appendix A: Gender Pay Gap Reporting & Analysis

Note: All the information in this section reflects the situation as of 31st March 2026.

As per UK legislation, as an organisation with over 250 employees PTHB is obliged to report on its Gender Pay Gap including the average and median hourly rates earned by men and women.

As of 31st March 2025, the Gender Pay Gap in Powys Teaching Health Board was as follows:

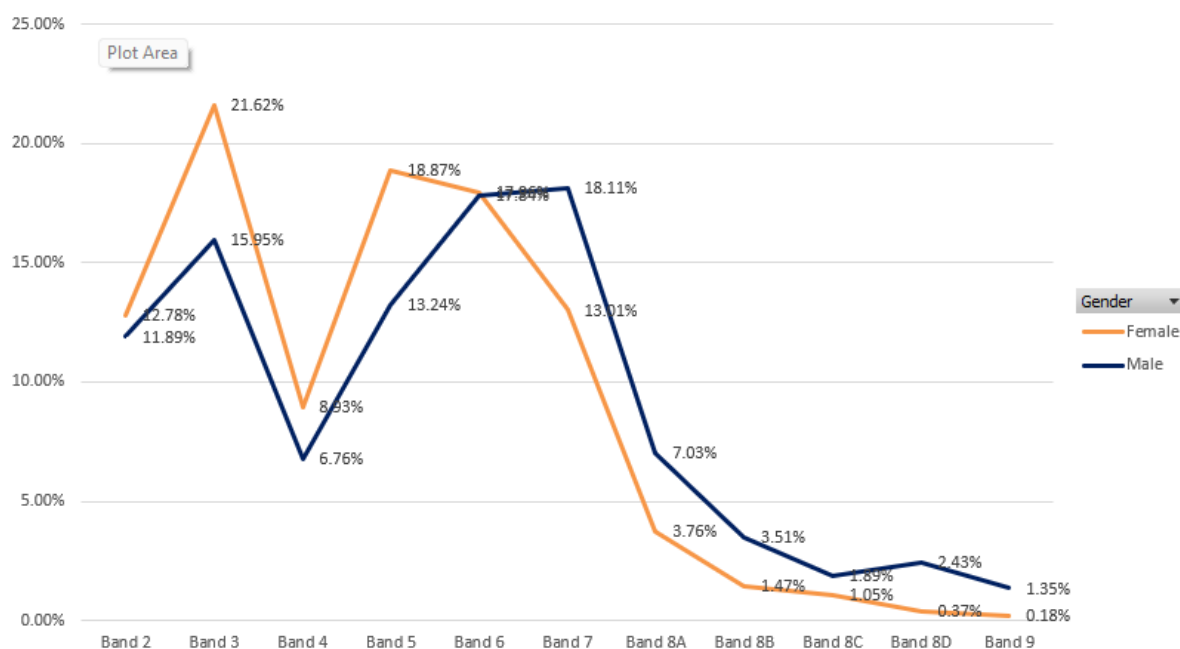
Gender	Avg. Hourly Rate	Median Hourly Rate
Male	25.6770	21.1910
Female	20.3737	18.4348
Difference	5.3032	2.7562
Pay Gap %	20.6537	13.0066

Of our 2,644 staff, 2,230 are women (84%) and 440 are men (16%). This is similar to other NHS Wales organisations; however, our gender pay gap of 20.7% is a little above the UK average (12.8% in 2025) but compares favourably to other NHS Wales Health Boards.

The [overall UK Gender Pay gap](#) has shown a long term decline since the 1980s. PTHB first reported on the Gender Pay Gap in 2019-20; the figures reported each year since that date have been relatively similar. This year's figure of 20.6% shows a marked increase compared to last year (17.2%) and prior years (17.5% and 17.7%).

It seems likely that this is a consequence of a significant change that took place within the Welsh healthcare workforce that led to the majority of Healthcare Support Workers within the Welsh NHS rebanded from Band 2 to 3, in many cases straight to the top of Band 3. This would have effected many male HCSW staff in Mental Health. A similar change has also affected a significant number of Works staff. These changes can be seen in the graphs below which show Band 3 staff now outnumber Band 2, a significant change from previous years.

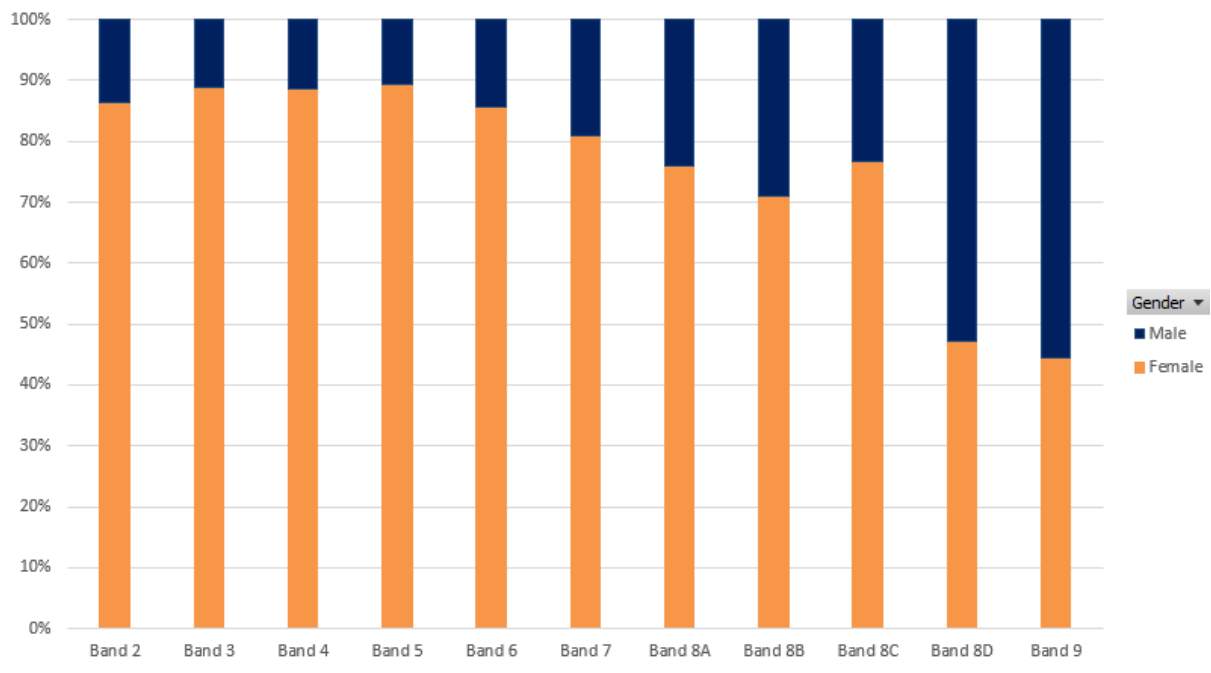
(note: due to small numbers, in the following graph Bands 8D and 9 have been merged)



Graph A: the proportion of men and women at each AFC Pay Band, as a % of all men and women on AFC pay bands at PTHB. For example, 12.78% of men employed by the health board are in Band 2 and 13.01% of women are in Band 7.

Because the salaries and terms and conditions of almost all staff are dictated by Agenda for Change and other frameworks with strictly delineated roles and pay bands, there is no reason to suggest that Equal Pay (women being paid less than men to do the same work) is an issue in PTHB.

Instead, the gender pay gap is the consequence of the difference in the kind of roles occupied by men and women in the health board, as shown by graphs B & C below. Whilst women are well represented at all levels of the organisation, the fact that men are comparatively better represented at higher levels of the organisation causes the gender pay gap observed.



Graph B: Gender by pay grade (proportions of total)

Additional Remarks about the PTHB Gender Pay Gap

- Women are well represented at all levels of the organisation, including the current and previous CEO.
- Previous annual reports included recruitment data showing that women were, on average, more likely to be invited to interview than men and more likely to be successful, possibly evidence for a “confidence gap” (documented in [various sources](#)) which suggests men are more likely than women to apply for jobs when they are less confident of success.

Appendix B: Ethnicity Pay Reporting & Analysis

Note: All the information in this section reflects the situation as of 31st March 2026.

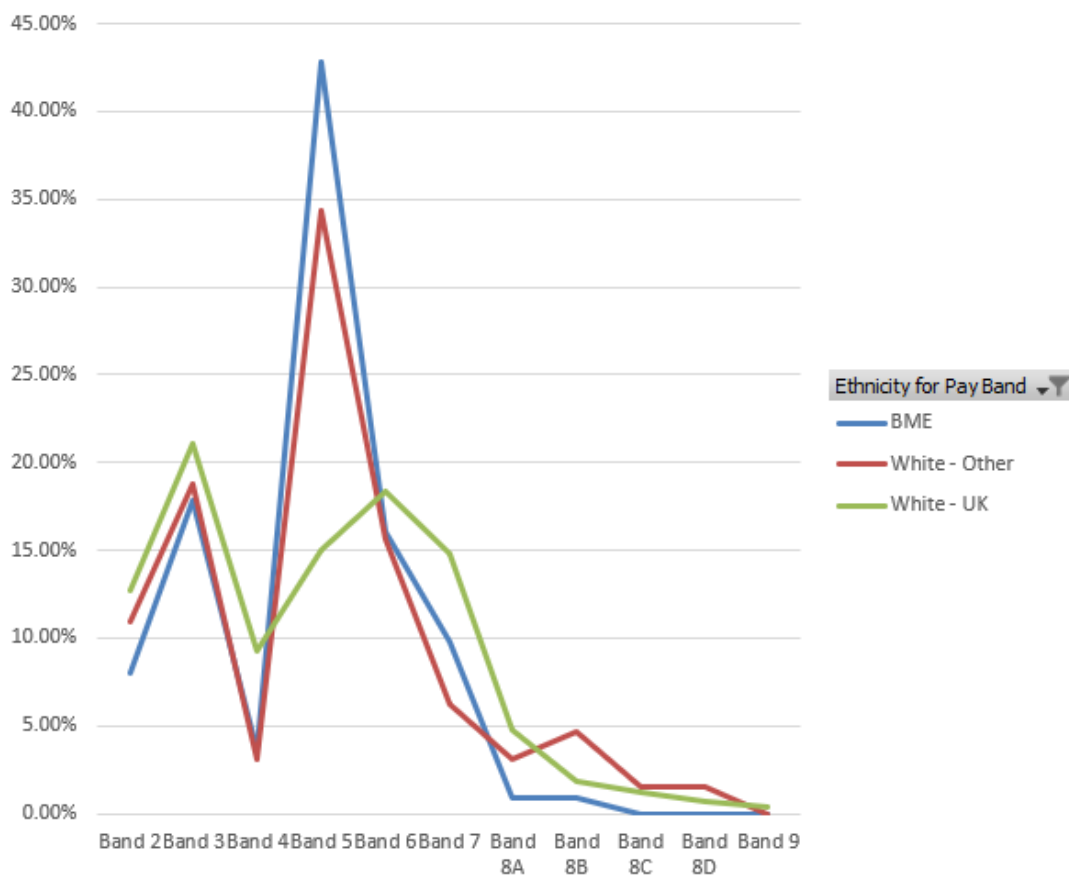
There is no statutory requirement to report on ethnicity and pay. However, PTHB has committed to reporting this voluntarily as per our local Anti-Racist Action Plan (see above).

Ethnicity	Avg. Hourly Rate
White - UK	21.16
White - Other	21.42
Non-White	23.21

Out of a total of 2,644 staff, 2,225 described their Ethnic Group as White UK (either British, Welsh, or English), 81 as other White groups (including Irish), and 126 as a non-White group; a further 212 are unknown (either because they have not filled in the form, or because they chose not to provide this information).

With the unknowns removed, this shows that **5.18%** of the staff body are from minority ethnic groups, an increase of 1.14% from last year (4.04%) with the remainder being white.

These groups break down by pay grade as follows:



Graph shows the proportion of White versus Minority Ethnic staff at each AFC Pay Band, as a % of the total of White or Minority Ethnic staff.

As shown in the above graph, minority ethnic staff are more likely than their white peers to be in Band 5, and less likely to be in other pay grades; this is similar to previous years, though the trend has intensified this year with the proportion of BME staff at Band 5 increasing from 39% in 2024-25 to 43% in 2025-26. This was expected, due to the health board recruiting a cohort of Band 5 hospital nurses overseas.

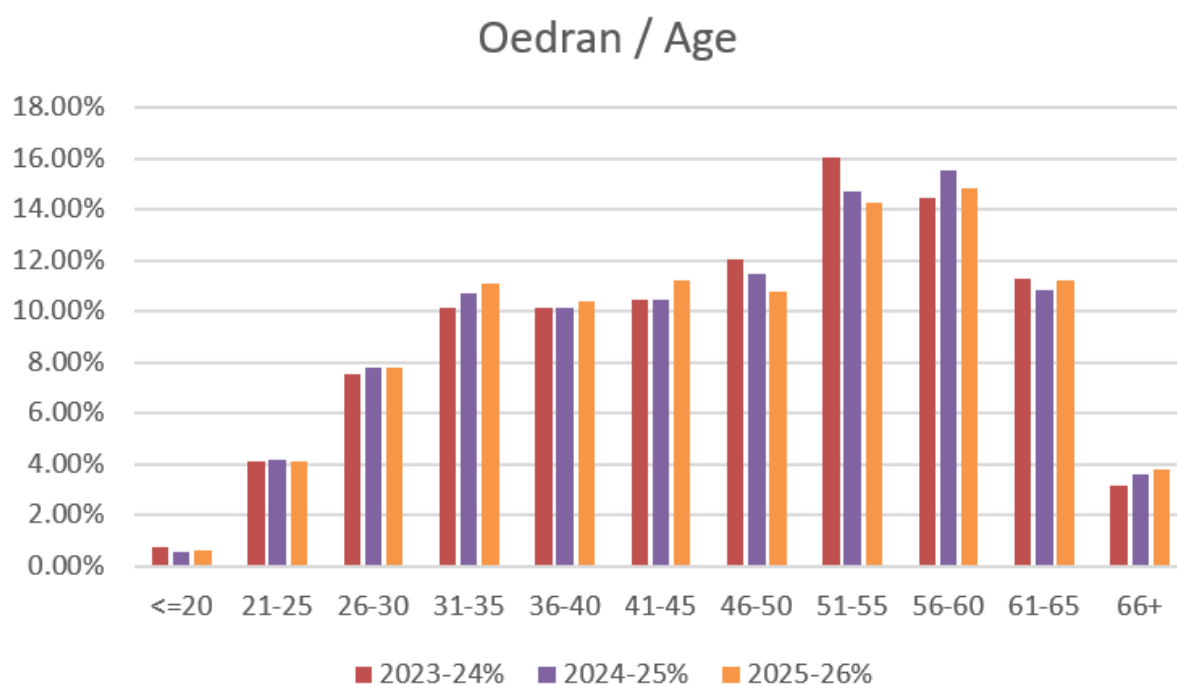
Close analysis of workforce data undertaken during this financial year found that BME staff are very unevenly distributed throughout the workforce, being concentrated in particular fields and staff groups.

Appendix C: Workforce Data

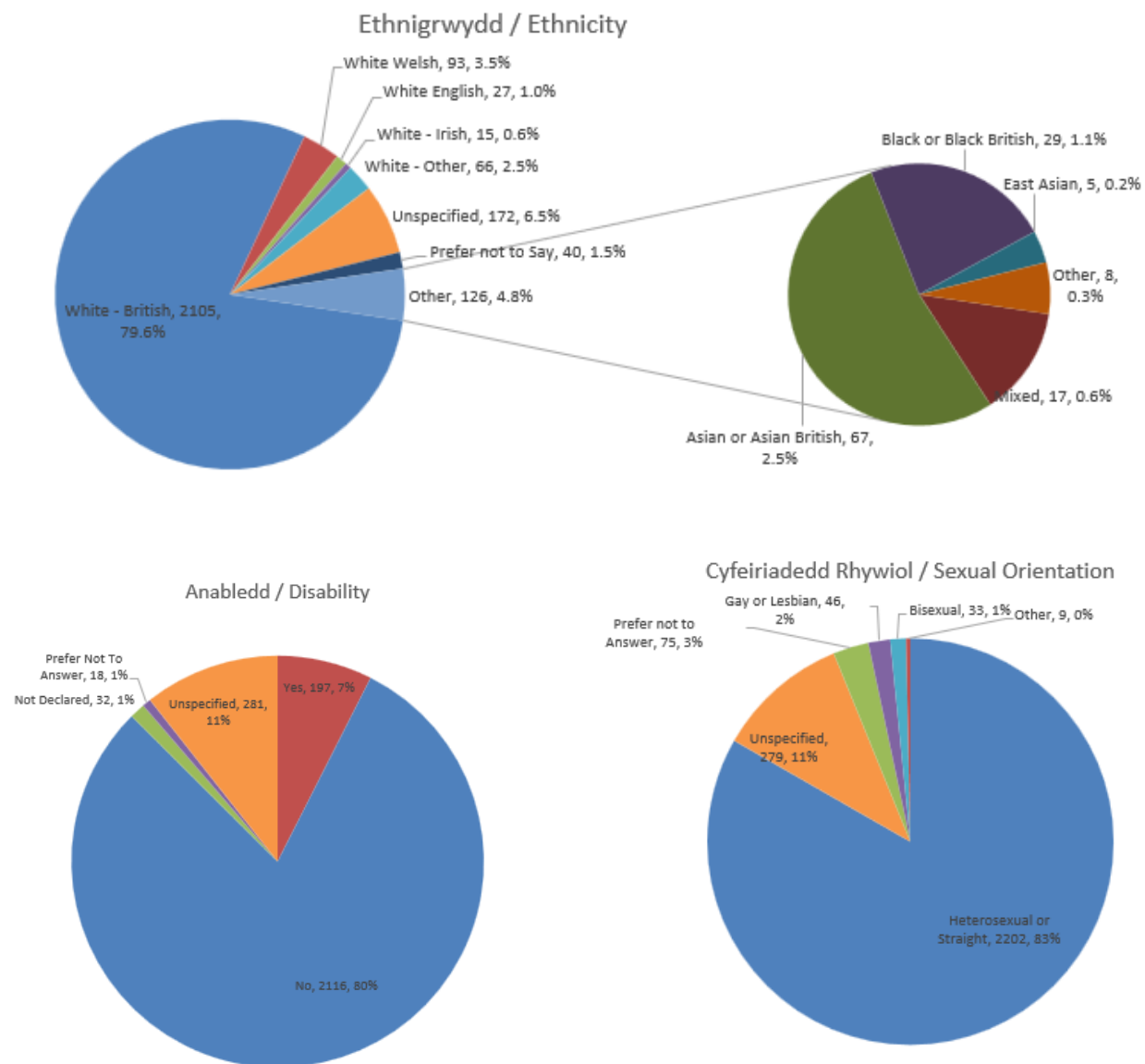
Note: All the information in this section reflects the situation as of 31st March 2026.

Powys Teaching Health Board employs 2,644 substantive individual members of staff, a slight increase from 2,605 in 2024, continuing a trend of gradual increase of over previous years. In this section, these staff are broken down by Relevant Protected Characteristics (see above for Sex/Gender).

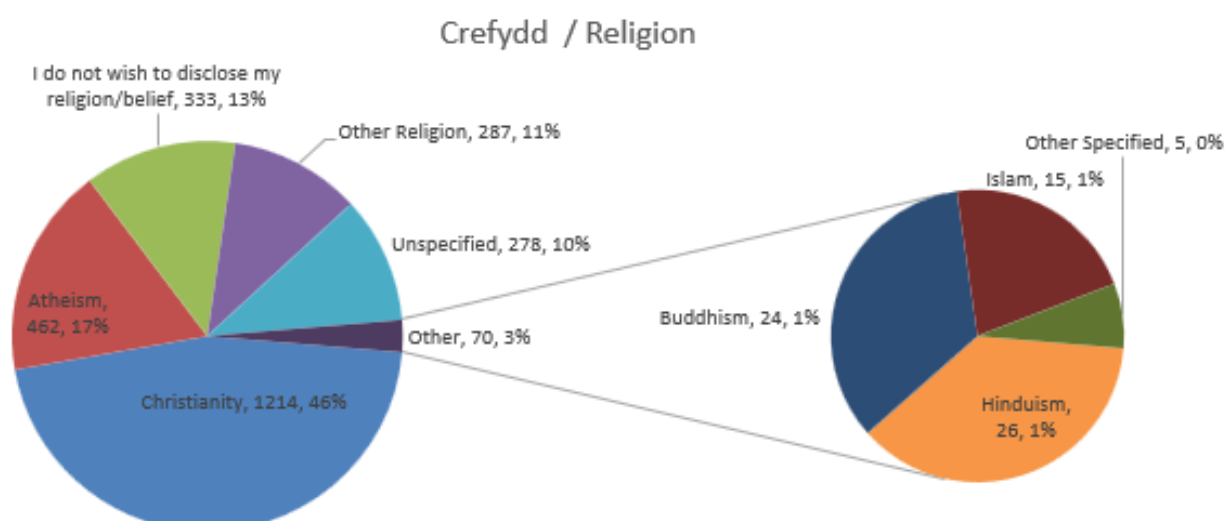
Some small groups may be merged or hidden in the following graphs to preserve anonymity.



Whilst the proportion of staff in the very oldest categories has increased for the second year, the number of staff in some of the younger groups has increased, and the average age of a PTHB employee has fallen for the second year running.



NB: In the above graphs, *Unspecified* means no information is held on that individual (they did not fill this element of the form); *Not declared* and *Prefer not to answer* are separate form options for disability.



In the above graph, *Unspecified* means that no information is held on that individual (they did not fill in that part of the form). *Other Religion* means that they chose to describe their religion as 'Other'. *Other (Specified)* means the individual chose a specific named religion from among the options, but too few individuals chose these religions, and to preserve anonymity these groups have been merged. The other specific options on the form are Jainism, Judaism and Sikhism.

Compared to last year, there has been a further decrease in the number and percentage of "unspecified" returns in all categories:

Category	2023-24		2024-25		2025-26	
Ethnic Origin	199	7.9%	185	7.1%	172	6.5%
Disability	413	16%	332	12.7%	281	10.6%
Sexual Orientation	362	14.5%	313	12.0%	279	10.6%
Religious Belief	366	14.5%	314	12.1%	278	10.5%

This is a continuing trend and likely due to continuing efforts to increase data completion rates undertaken as part of the Anti-Racist action plan. Although these efforts were targeted those whose ethnicity was unspecified, it is likely at least these individuals would have had other data missing also and would then have filled all missing data fields. The fact the rate is lowest for ethnicity may suggest some participants updated only this field, though may also suggest that people feel happier disclosing their ethnicity rather than the "hidden" attributes of disability, sexual orientation and religious belief.

There has been a noticeable increase in the number declaring their ethnicity to be other than white, from 96 in 2024-25 to 126 in 2025-26. This is likely to be partially a result of overseas recruitment but also an ongoing demographic trend.

Note on Data:

Powys Teaching Health Board uses the ESR system to collect and store this data, which does not hold data on Gender Reassignment or Pregnancy and Maternity. The data itself is also very likely influenced by the structure and limitations of the ESR system. For example, the ability to specify one's Ethnicity as 'White Welsh/English/Scottish' is a comparatively recent addition; staff who have been in the organisation for a long time may not have been prompted with these options. This likely explains the significantly

higher proportion identifying as 'White British' compared to the figures in other sources e.g., Census information.