



Working for Equality In Healthcare in Powys 2022-23

**EasyRead version of
Powys Teaching Health Board Equality Annual Report 2022-23**

Mae modd darllen hwn yn Gymraeg

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Introduction



Powys Teaching Health Board runs the hospitals in Powys.



We also run some community health programs.



The law says that we have to treat everyone fairly.



By fairly, we mean that we don't treat different kinds of people less fairly than each other.



We call this Equality.



Each year, we have to make an Equality Report (this one!).



The Equality Report has to say what we are doing to improve Equality.



It's our way of showing we are working to achieve Equality.

About Powys



Powys is a large area in Mid Wales.



The biggest towns in Powys are Newtown, Brecon, Llandrindod, and Ystradgynlais.



But lots of people in Powys live in the countryside.



The hospitals we run are quite small.



This means sometimes people have to go out of Powys, to get to big hospitals.



Lots of different kinds of people live and work in Powys.



Compared to other parts of Wales, there are lots of older people in Powys.



There are also many people with disabilities in Powys.



This includes learning disabilities.



Some people in Powys also have less money.

What we planned to do



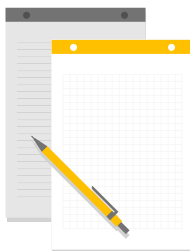
Back in 2020 we wanted to make a plan to improve Equality.



We asked lots of people what we should put in our plan.



We listened to what they said, and made the plan.



This was called our *Strategic Equality Plan*.

2020
2021
2022
2023
2024

The Strategic Equality Plan covers five years.

1 2 3

In our Strategic Equality Plan, we said we would try and do three things.



We said we would teach our staff to treat people fairly.



We said we would listen to our patients.



We said we would listen to our staff, and make sure they are happy.

What we did



We made sure we told our staff about chances to learn about Equality.



We taught some of our staff about making things Easy Read (like this!)



We taught our staff how to check that they are being fair with everyone.

This is called 'Equality Impact Assessment'!



We gave patients the chance to tell us stories about what happened to them.

We helped our staff form groups to help us learn to treat them better!



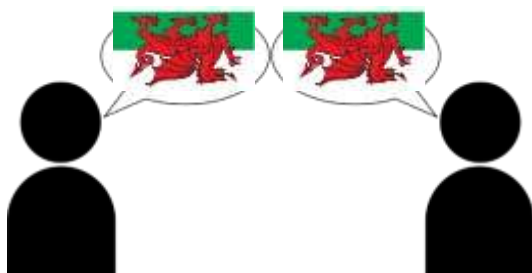
One group was for women going through the menopause.



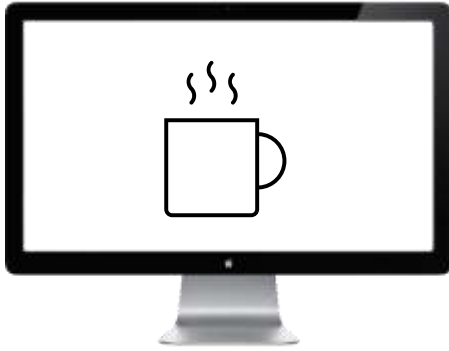
Another group was for staff with Autism or other different ways of looking at things.



We made a group for staff who speak Welsh.



And another group for staff learning Welsh.



We put things to help our staff relax and feel better online.



We celebrated Lesbian, Gay, Bisexual and Trans people at Pride!

We set up a new way to help patients on the internet, called SilverCloud.



SilverCloud helps patients who are having trouble with their mental health.



SilverCloud is on the internet which makes it easy for lots of people to use, instead of going into a surgery.

We also made some new jobs for some particular medical specialists.

These jobs help more people to access services across Powys.



In 2021, we put a specialist in muscle and bone problems in a doctors' surgery in north Powys.



This worked well, so we have now put five more of these specialists in doctors' surgeries across Powys!



We also made a new job for a Health Disability Practitioner.



This new job is all about helping people with disabilities to try out sports and other activities in their community.

What we will do next

Next year, in 2022-23, we want to focus on these things:



We'll keep letting our staff know about training, and to keep doing Equality Impact Assessments.



We want to make sure staff can access things to help them with equality on the internet.



We'll make a leaflet with information for Trans people to find out about Transitioning.



We'll try making more documents in Easy Read format (like this one!)

Want to find our more?

If you want to know more about Equality at Powys Teaching Health Board, you can get in touch with us in the following ways:



By email:

Powys.equalityandwelsh@wales.nhs.uk



On our website:

<https://pthb.nhs.wales/>