

## POWYS TEACHING HEALTH BOARD

### CONFIRMED

## WORKFORCE AND CULTURE COMMITTEE MEETING HELD ON TUESDAY 11 July 2023, 15:00-15:45 VIA MICROSOFT TEAMS

### Present:

Ian Phillips	Independent Member (Chair)
Chris Walsh	Independent Member
Cathie Poynton	Independent Member
Jennifer Owen Adams	Independent Member

### In Attendance:

Hayley Thomas	Interim Chief Executive
Mark McIntyre	Deputy Director of Workforce and Organisational Development
Claire Roche	Director of Nursing and Midwifery
Pete Hopgood	Director of Finance and IT
Helen Bushell	Director of Corporate Governance (from 14.20)
Adam Pearce	Service Improvement Manager: Welsh Language and Equalities
Carl Cooper	PTHB Chair (observing)

### Apologies for absence:

Debra Wood Lawson	Director of Workforce and OD
Claire Madsen	Director of Therapies & Health Science

### Committee Support:

Liz Patterson	Interim Head of Corporate Governance
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<b>PRELIMINARY MATTERS</b>	
W&C/23/16	<p><b>WELCOME AND APOLOGIES FOR ABSENCE</b></p> <p>The Committee Chair welcomed Members to the meeting. Apologies for absence were noted as recorded above.</p>
W&C/23/17	<p><b>DECLARATIONS OF INTEREST</b></p> <p>No interests were declared in addition to those already declared in the published register.</p>
W&C/23/18	<p><b>MINUTES FROM THE PREVIOUS MEETING, HELD 16 MAY 2023</b></p> <p>The Committee APPROVED the minutes of the meeting 16 May 2023.</p>
<b>ITEMS FOR ASSURANCE</b>	
W&C/23/19	<p><b>EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT</b></p> <p>The Service Improvement Manager: Welsh Language and Equalities presented the Equality, Diversity and Inclusion Annual Report 2022-2023.</p> <p><i>Independent Members sought assurance by asking the following questions:</i></p> <p><i>How have the activities put in place and actions undertaken contributed to the culture of equality, diversity and inclusion?</i></p> <p>The Service Improvement Manager: Welsh Language and Equalities confirmed that there had been an increased focus and resource put in place to support the culture in recent years. The Equality, Diversity and Inclusion Annual Report commonly attracts criticism as it is written by equality professionals who are only able to include information that has been shared by colleagues.</p> <p><i>How is it possible to ascertain if the actions outlined in the report are taking place and what impact they are having?</i></p> <p>The Deputy Director of Workforce and OD advised that information regarding culture can be obtained from the national staff surveys, local pulse surveys and examining cases of complaints of inequality. The Service Improvement Manager: Welsh Language and Equalities is leading on a</p>

revised action plan and survey questions specifically linked to this area.

*The Health Board sponsor Pride but sponsorship by Health Boards can be difficult. What does this mean in real terms?*

The Service Improvement Manager: Welsh Language and Equalities advised that the sponsorship of Pride had been provided by Mental Health Services and the Living Well Programme with contributions from their budgets. The involvement had been by way of the presence of the sexual health and equalities team at events.

*The Strategic Plan for Equality, Diversity and Inclusion had been impacted by Covid-19. What steps have been taken to address this?*

The Service Improvement Manager: Welsh Language and Equalities advised that it was important to impact assess the recovery plans put in place in response to the pandemic from an equality, diversity and inclusion perspective.

*The gender pay gap at 17.7% is above the UK average. Is this due to a disproportionate impact from the higher pay bands?*

The Deputy Director of Workforce advised that the gender pay gap was broadly comparable to the UK economy. There are a larger percentage of women working in health and the Health Board compares favourably with other NHS organisations.

*Is there an ethnicity pay gap?*

The Service Improvement Manager: Welsh Language and Equalities advised that this differential was less clear than the gender pay gap.

*Will further information be provided on what the Anti-Racist Action Plan includes?*

The Service Improvement Manager: Welsh Language and Equalities confirmed that the Annual Report related to 2022-23 and the Anti-Racist Action Plan went to Board in May 2023.

The Committee recommend to Board for approval and publication on the Health Board's website the Equality, Diversity and Inclusion Annual Report 2022/23.

W&C/23/20	<p><b>WELSH LANGUAGE ANNUAL REPORT</b></p> <p>The Service Improvement Manager: Welsh Language and Equalities presented the Welsh Language Annual Report 2022/23 produced in compliance with Welsh Language Standard 120. The Report was based on a template provided by the Welsh Language Commissioner.</p> <p>The Director of Corporate Governance advised that the Executive Committee had considered compliance against the Welsh Language Standards and whilst a considerable amount of progress has been made, there was still much to be done.</p> <p><i>The Health Board have received a notice of investigation by the Welsh Language Commissioner. How does this relate to the 2022-23 Annual Report?</i></p> <p>The Service Improvement Manager: Welsh Language and Equalities advised that Annual Report related to the period 2022/23 and the Notice of investigation had been received recently within the 2023/24 reporting period. It is the first Investigation that has been received by the Health Board. Work to date on the matters raised during the investigation tend to suggest that a technical solution will be appropriate.</p> <p>The Committee recommend to Board for approval and publication on the Health Board's website the Welsh Language Annual Report 2022/23.</p>
<b>ITEMS FOR DISCUSSION</b>	
W&C/23/21	There were no items for inclusion in this section.
<b>ESCALATED ITEMS</b>	
W&C/23/22	There were no escalated items.
<b>ITEMS FOR INFORMATION</b>	
W&C/23/23	There were no items for information.
<b>OTHER MATTERS</b>	
W&C/23/13	<p><b>ITEMS TO BE BROUGHT TO THE ATTENTION OF THE BOARD AND/OR OTHER COMMITTEES</b></p> <p>There were no items identified under this section.</p>
W&C/23/14	<b>ANY OTHER URGENT BUSINESS</b>

	There was no urgent business for the Committee in open session. The Committee would receive an update from the Deputy Director of Workforce and OD on a workforce matter in the In-Committee meeting.
W&C/23/15	<p><b>CONFIDENTIAL ITEM</b></p> <p>The following motion was passed:  <b><i>Representatives of the press and other members of the public shall be excluded from the remainder of this meeting having regard to the confidential nature of the business to be transacted, publicity on which would be prejudicial to the public interest</i></b></p>
<p><b>PRESENT:</b></p> <p>Ian Phillips (Chair)  Cathie Poynton (Independent Member)  Jennifer Owen Adams (Independent Member)  Chris Walsh (Independent Member)</p> <p><b>IN ATTENDANCE:</b></p> <p>Claire Roche (Director of Nursing and Midwifery)  Helen Bushell (Director of Corporate Governance)  Mark McIntyre (Deputy Director of Workforce and Organisational Development)  Liz Patterson (Interim Head of Corporate Governance)  Carl Cooper (PTHB Chair – observing)</p> <p><b>APOLOGIES FOR ABSENCE:</b></p> <p>Debra Wood Lawson (Director of Workforce and OD)</p>	
W&C IC/23/16	<p><b>MINUTES FROM THE PREVIOUS IN-COMMITTEE MEETING, HELD 16 MAY 2023</b></p> <p>The Committee APPROVED the minutes of the In-Committee meeting 16 May 2023.</p>
W&C IC/23/17	<p><b>DEPUTY DIRECTOR OF WORKFORCE AND OD UPDATE</b></p> <p>Rationale for item being held in private: This item relates to an individual member of staff.</p> <p>The Director of Workforce and OD updated the Committee on an employment issue.</p>

	<b>DATE OF THE NEXT MEETING</b> 12 September 2023 via Teams