

Date 3rd October 2023

Dear Colleague

Re: Anti Racist Wales Action Plan

Introduction

The CSP welcomes the opportunity to provide comments on the current state and delivery of the Anti-Racist Wales action plan, particularly in health. The CSP has a diverse membership in Wales, and we welcome the publication and ongoing work to instil an anti-Racist approach in the NHS in Wales.

Comments from the Chartered Society of Physiotherapy (CSP)

- **Consider the effectiveness of Welsh Government actions to deliver the plan, including what is being done to ‘lead by example’ in taking a pro-active and cross-governmental approach to racism.**

The CSP welcomes Welsh Government’s approach to anti-Racism. We think that developing an action plan, with measurable deliverables is a far better way of influencing change than developing strategies or frameworks. Welsh Government need to lead by example by ensuring that all individuals, especially at a senior level in Welsh Government, live and breathe the principles of anti-Racism. It should not be a matter that Welsh Government pass over to public bodies without taking specific actions themselves which result in change within their organisation. If Welsh Government have done something internally, this should be shared widely so that other organisations can learn from it.

- **Consider progress and monitoring arrangements for the Plan, including the role of the public sector (local authorities, health, education), third sector and where applicable, the private sector.**

The CSP are not included in any over-arching progress and monitoring arrangements for the delivery of the plan. The CSP are involved in the delivery of specific health-related actions through being nominated on to the group as a social partner via the Welsh Partnership Forum. The CSP believes that there should be accountability for the delivery of the actions. This works quite well in the health sector due to the long-standing social partnership working arrangements.

- **Examine the progress of the Racial Disparity Unit, and determine whether there are gaps in data collection and analysis of data is being carried out effectively.**

The CSP have had very little contact, if any, with the Racial Disparity Unit. However, the CSP hold a seat on the Workforce Race Equality Standards (WRES) implementation group. We welcome the implementation of WRES data in Wales and believe it is long overdue. Holding a seat on the implementation group provides the CSP with assurance that the WRES action contained within the action plan is currently in progress and on-track for the delivery of a first report in 2024.

The CSP has provided comments on the implementation of this work, most importantly what happens once the data is developed and provided to healthcare organisations in Wales. The CSP believes it is important that post-implementation of WRES, healthcare organisations in Wales are held accountable for the following things:

- Development of an action plan to address issues highlighted by WRES data. This action plan should be co-produced in Social Partnership with Trade Union colleagues and internal diversity networks.
- Producing and publishing an easy-to-read report so that all staff have easy, legible access to the key findings from WRES data.
- An evidence-based approach to encouraging staff to self-report for diversity monitoring to inform the WRES. The Workforce Partnership Council's report in diversity monitoring data would be a good starting point.
- A follow up to the previous year's action plan to look at what has worked and what hasn't with an aim to improve outcomes on the WRES data.
- Demonstrating they are using the data as a source of triangulation of data to pick up on 'hotspots' of issues in the workplace.

The CSP believes that implementing the WRES data is very important. However, it will be pointless unless organisations use the information in a way to influence positive change.

- **Explore what channels of communication has been established to ensure people with lived experience are informed of the plan's progress and what changes are happening as a result of the plan.**

The CSP are unaware of the channels that have been established. As far as we are aware, none of our members are directly engaged by Welsh Government in terms of communication channels. The main channels that exist are through us as The CSP providing updates to members. We would assume there is communication on a local level, but it is difficult to say how effective or how much of this there is.

- **Evaluate the effectiveness of the Plan in its first year, including whether actions have been delivered, what the key outcomes have been so far and to determine why any outstanding actions have not been implemented.**

NHS Wales, on a national basis, appears to be grasping the importance of the delivery of some of the key actions in the health section of the action plan. NHS Employers have started work on a key number of actions namely the audit of All Wales Policies through an anti-Racist lens, implementation of WRES data and development of anti-Racism training. The former two are well underway however the latter requires further input and drive.

It is hard to comment on the effectiveness of the plan as we remain in the delivery phase and there was little in place beforehand to measure the change. The WRES data and updated staff survey will provide two forms of outcomes that will enable us to ensure the effectiveness of the actions. The CSP believes it is too early to say in general whether the plan has been effective. One positive change that appears to be evident however, is the willingness and desire to have local conversations about work that will move organisations to become actively anti-Racist. The CSP believes a review would be most effective and have most buy-in if led by people with lived experience.

- **Help further understanding of what other interventions are needed to support delivery of the plan and whether there are barriers to implementing the plan.**

The CSP believes that the current financial position of the NHS and the scrutiny of NHS managers this brings with it, is likely to be a significant barrier to the implementation of the plan. Managers are only able to do so much, and with cost savings plans to be created and delivered, financial control panels placing more bureaucratic requirements on

individual managers and assurance meetings, the CSP feel that the implementation of the anti-Racist action plan is likely to suffer.

There has been an increase in individual staff in the NHS trying to make small changes to influence change in their workplace. Welsh Government should harness this enthusiasm of individuals and provide the psychological safety for them to make changes that will positively contribute to the NHS becoming actively anti-Racist. Organisations must not see funding as a barrier to implementing the changes they need to make in this space, and this should be a constant reminder through Welsh Government scrutiny meetings.

The CSP have developed a Reps Race Equality Group, which meets monthly to implement small local changes. Welsh Government should consider how they are engaging with all trade unions, not just the large unions, in the work individual unions are doing in view of making NHS Wales anti-Racist.

Concluding remarks

The CSP welcomes Welsh Government's approach to anti-Racism and the actions taken to date. There are currently significant pressures on the Welsh Government and the NHS in Wales which could have a significant and negative effect on the delivery of action within the Anti-Racist Wales Action Plan. The CSP has implemented a new equity, diversity, and belonging strategy through active involvement of its members. Our commitment to these issues means we will continue to engage in social partnership on work towards an anti-Racist NHS in Wales and we hope to see Welsh Government continue to prioritise this work along with the NHS.

About the CSP and Physiotherapy

The Chartered Society of Physiotherapy is the professional, educational and trade union body for the UK's 64,000 chartered physiotherapists, physiotherapy students and support workers. The CSP represents 2,400 members in Wales.

Physiotherapists use manual therapy, therapeutic exercise and rehabilitative approaches to restore, maintain and improve movement and activity. Physiotherapists and their teams work with a wide range of population groups (including children, those of working age and older people); across sectors; and in hospital, community and workplace settings. Physiotherapists facilitate early intervention, support self-management and promote

independence, helping to prevent episodes of ill health and disability developing into chronic conditions.

Physiotherapy delivers high quality, innovative services in accessible, responsive and timely ways. It is founded on an increasingly strong evidence base, an evolving scope of practice, clinical leadership and person-centred professionalism. As an adaptable, engaged workforce, physiotherapy teams have the skills to address healthcare priorities, meet individual needs and to develop and deliver services in clinically and cost-effective ways. With a focus on quality and productivity, physiotherapy puts meeting patient and population needs, optimising clinical outcomes and the patient experience at the centre of all it does.

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