

Anti-racist Wales

The Equality and Social Justice Committee: Inquiry into the implementation and delivery of the Anti-Racist Wales Action Plan.

Organisational Response

Your name and contact details as the person, or organisation, submitting the evidence.

- Steve Dooré, Equality and Inclusion Manager, BCUHB

Whether your evidence is submitted as an individual, or on behalf of an organisation.

- On behalf of BCUHB

If you are submitting evidence as an individual, confirmation that you are over 18 years old.

- N/A

If you are under 13 years old, your parent or guardian's agreement that you can participate (this can be provided via email).

- N/A

Confirmation of whether you would prefer that your name is not published alongside your evidence (names of individuals under 18 years old will not be published).

- Happy for it to be published.

Confirmation of whether you would like the Committee to treat any or all of your written evidence as confidential, with reasons for the request.

- No.

If you have referred to a third party in your evidence, such as a parent, spouse or relative, confirmation that they have agreed that you can share information that may be used to identify them and that they understand that it will be published

- N/A

Aims, Objectives and Goals

BCUHB is in complete support of the need for an Anti-racist Action Plan in Wales, and for part of that plan to have a specific focus on the health sector. Broadly, the five goals of the plan are the right ones based on the evidence of race inequality and institutional racism in the health sector, and, if achieved, provide a framework for measurable success in delivering the aims and objectives.

Arrangements for the monitoring of the plan are as yet unclear. As a Health Board we have developed specific actions aligned to the goals and defined outputs and impacts as defined in the plan.

Monitoring and Measures

Page 16 of the plan states “the consultation paper did not include specific performance indicators as we were testing the appetite for the particular actions before confirming details. So respondents were concerned that we were not being transparent about how we would monitor change, either quantitatively (with numbers and statistics) or qualitatively (e.g. through interviews, or people’s accounts of lived experience)”. Our Equality Team has not seen any further progress on this discussion and therefore remain unclear on the specific measures of success we need to demonstrate evidence for.

We are unaware of any further clarity being given from the Accountability Group to guide the initial implementation of our local plans.

Timescales

Some of the timescales/deadlines have passed and we are unaware of any arrangements to evidence whether our actions have been delivered. For example:

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.

The above action had an initial timescale of December 2022. We are unaware of being asked to provide any evidence through these processes of our development and delivery of local plans.

Similarly, the action below also has a deadline of December 2022 and the arrangements for monitoring completion are unclear:

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

Resources

It is unclear to us what the expectation is for us to be able to deliver some of the goals and actions within existing resources. We have particular concerns around the action:

Set a requirement for all NHS Staff, NHS Volunteers and students to complete redesigned anti-racist education programmes

There is a lack of clarity about what these anti-racist education programmes look like, what their aims and learning outcomes are to be, and who is to design or provide the training. If it is to be sourced by the individual NHS Wales organisations, how is a consistency in terms of quality and outcomes to be evidenced?

Staff Engagement

NHS Wales organisations have been required to ensure that staff networks for black and ethnic minority staff are set up and active. There have been a number of barriers identified in ensuring that staff, particularly clinical and nursing staff, are able to attend meetings and engage with these networks. Clarity on whether this constitutes a right on the part of the individual as part of their working arrangements is needed to ensure equality of access to these support networks. It would also be beneficial to understand how these networks are to be engaged in the ongoing monitoring of the success of the plan.