



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Cwm Taf Morgannwg
University Health Board



Freedom of Information Request: Our Reference CTMUHB_277_24

You asked:

Under the Freedom of Information Act, I would like to request the following information:

1. Have you implemented any EDI (equality, diversity and inclusion) policies/initiatives on race in your Health Board?

Following internal and external consultation, we have published Cwm Taf Morgannwg University Health Board's (CTMUHB) [Strategic Equality Plan \(SEP\)](#) for 2024-2028.

Having a Strategic Equality Plan is a legal duty for Public Bodies in Wales and the plan forms part of our **CTMUHB 2030: Our Health, Our Future Strategy**. The SEP is also a key part of our People Priorities and ambition to create the conditions for everyone to thrive in a compassionate, inclusive and just culture.

The objectives of the plan will ensure understanding and accountability for Equality, Diversity and Inclusion at CTMUHB. It is important that we embed EDI into everything we do. Valuing diversity and creating an inclusive environment allows us to build a workforce that better represents our communities, which in turn helps us to develop and deliver better services and will ultimately improve healthcare outcomes.

Below are our main achievements and progress against the Strategic Equality Plan (SEP) during the past 12 months:

- CTMUHB **Strategic Equality Plan (SEP) 24-28** completed consultation process, agreed at Board and published.
- 11 teams enrolled on the **Diverse Cymru Cultural Competency Programme**, aimed at addressing inequalities faced by Black, Asian, and Minority Ethnic communities. Working towards Silver accreditation for June 2025.
- **Equality Impact Assessment (EIA)** process revised to include Welsh Language Impact Assessment; finalized and socialised in January 2024. First Health Board in Wales.
- An **ED&I educational program** has been introduced to complement wider cultural change offering, aligning with the Welsh Government's Anti-Racist Wales Action Plan, LGBTQ+ Action Plan, and Gender Equality & Disability Action Plans.
- Program of work to support and grow our **Staff Network Infrastructure** underway through our Development Offer with further collaboration and intersectional working between networks.
- **Delivered the Hiraeth Campaign alongside Welsh Language Team**, raising awareness of Welsh culture and promoting new Welsh Tutoring capabilities within CTMUHB.

- WRES data submitted to HEIW - collated data from Learning & Development, Employee Relations, and Workforce, to form part of the work we are doing under SEP for **Anti-Racism** to address inequalities relating to Race. **WRES report due from HEIW due in June 2024.**

Here are a few of our aims and ambitions for EDI & Anti Racism for the coming year:

- Support the development of the Strategic Equality Operational Plan through the EDI Working Group
- Develop a data set for EDI and Culture Dashboards which will include the Workforce Race Equality Standards (WRES) and show progress and impact of Culture which includes EDI interventions.
- Continue to deliver the EDI Communication & Engagement Plan to support the development of awareness and education of EDI related topics within CTMUHB
- Design an internal Cultural Competency programme and deliver to wider services to ensure learning is embedded and changes are implemented

2. Have you received any complaints, either from staff or the general public, about these policies/initiatives?

We have no complaints recorded in relation to the above.

3. If so, please provide details of the total number of complaints you have received, reasons given for the complaint/s and any actions taken.

N/A.