

Anti-racist Wales

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

Organisation

Michelle Fowler, Equality, Diversity and Inclusion Manager, Velindre submitting response on behalf of Velindre University NHS Trust.

Aims

The aim is to create an organisational culture in which all members of staff are able to enjoy working free from discrimination and where ethnic background is a source of strength, not a barrier.

To ensure that anyone who interacts with our blood or cancer services can be confident that they will be treated without any form of discrimination related to their race or ethnic background.

To reduce differential outcomes for patients relating to their ethnic group and to ensure a wide cross-section of ethnic groups are actively engaged in being blood and bone marrow donors.

Resources

The Trust needs the Welsh Government to develop more in-depth training resources which we could implement at Velindre, first with the work force and then patients. These training resources should be the same for all the Health Boards and Trusts and they should be reviewed and further developed with feedback from individual minority groups relating to what they need from their Health Boards or Trust.

Data/Monitoring

We would benefit from specialist advice and guidance on using population data, such as interpreting the Census 2021, in relation to communities and groups within our remit. We need that benchmarking to properly understand our workforce and patient/user experience and to identify any barriers or discrimination.

Staff Engagement/Networking

As set out with the Anti Racist Wales plan we are required to ensure that our Trust has active networks set up for our black and minority staff. Whilst our networking is in progress, we are aware of potential barriers that would have prevented our staff from engaging actively in participating and feeding back to the trust, we need to make sure that any potential restrictions can be addressed under the terms of the plan, for instance not being able to attend a meeting due to working hours etc.

We've done the preparatory work with setting up the Chair and Independent Members objectives and devising our internal action plan. We have supported All Wales initiatives such as the Policy review and WRES however we are waiting for the outputs of those work streams to make further progress.