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Bwrdd Iechyd Prifysgol
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Cardiff and Vale
University Health Board

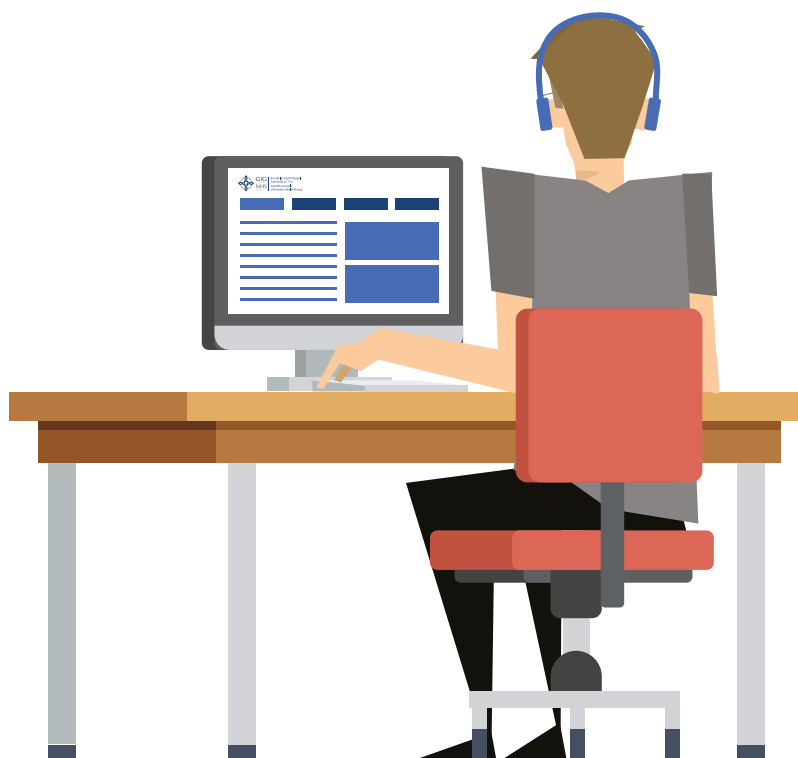
Cardiff & Vale University Health Board Annual Equality Report 2021-2022



This document is available in Welsh and on request in a range of accessible formats.
Please email EquityAnd.Inclusion@wales.nhs.uk

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Introduction & Background

The Cardiff & Vale UHB Annual Equality Report 2021-2022 provides an overview of the progress we have made in delivering our outcomes as set out in our [Strategic Equality Plan 2020-2024](#). To learn more about our work, we recommend reading the [Cardiff & Vale UHB Annual Report 2021-2022](#) and our [Integrated Medium Term Plan 2019-2022](#).

Cardiff & Vale UHB is responsible for the care of over 500,000 people living throughout Cardiff and the Vale of Glamorgan. In 2021/22 we employed 15,915 members of staff across the organisation.

Our work aims to support everyone to ensure that they are treated fairly and with respect, and we work within a number of different legislative requirements including the Human Rights Act 1998 and the Equality Act 2010. The Public Sector Equality Duty places a statutory Duty on Cardiff & Vale UHB to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not;
- Foster good relations between those who share a relevant protected characteristic and those who do not.

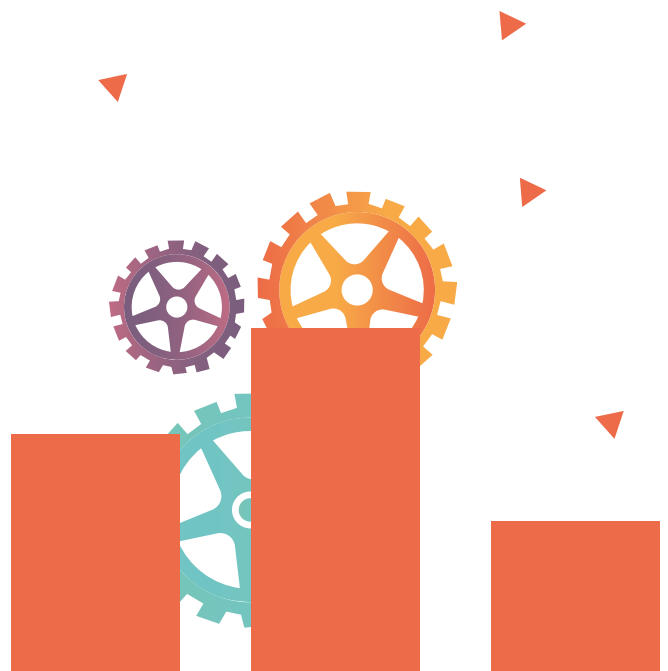
The Health Board aims to discharge this duty through delivering on our Strategic Equality Plan 2020-2024. Our Plan sets out our equality objectives to support the delivery of our strategic aims. Our Annual Report describes our work towards implementing the objectives during 2021/22. This includes highlighting achievements and identifying areas where

further work needs to be done. Our objectives were developed through engagement with patients, staff, partners, equality organisations, and other stakeholders in partnership with Wales' Public Body Equality Partnership.

The four outcomes set out in our Strategic Equality Plan 2020-2024 are:

1. People are and feel respected, this includes patients, carers and family members as well as staff and volunteers.
2. We communicate and engage with people in ways that meet their needs.
3. More people receive care and access services that meet their individual requirements, including those from socio-economic communities.
4. Gender and any other protected characteristic pay gaps are eliminated.

These outcomes are aligned to our [Shaping our Future Wellbeing Strategy](#), our [Integrated Medium Term Plan](#) and the [Well-being of Future Generations Act 2015](#).



Reflecting on 2021 – 2022...

In the following section, we reflect upon the work undertaken in Cardiff & Vale UHB to deliver the four outcomes set in our Strategic Equality Plan 2020-2024.

Outcome 1: People are and feel respected

Promoting Cardiff & Vale UHB as a great place to work

The People Resourcing Team

During 2021 – 2022, the newly established People Resourcing Team promoted the Health Board as a great place to work to our diverse communities. Some of the ways in which they achieved this are detailed below.

The work carried out by the team engaged with over 10,000 people within Cardiff and the Vale regarding the many job opportunities and career pathways available with the Health Board and planted the seeds for our future workforce. The Health Board obtained over 500 applications and enquiries as a result of our attendance at recruitment events, such as the Virtual Careers Fair held with Careers Wales, which had over 350 participants viewing and engaging with the Health Board's virtual booth. The team also attended two Career Transition Partnership recruitment events to promote employment within the NHS to the military personnel who are reaching the end of their time within the military. This focused on roles in the area of project management.

Adverts have been redesigned to include a more inclusive representation of the of the workforce to attract diverse talent.

A Work Experience Framework has been developed to reinvigorate and expand the wide variety of work placements within the Health Board to include Job Taster Sessions, Internships, and work experience placements for school and university students and the long term unemployed.

Stonewall's Workplace Equality Index 2022

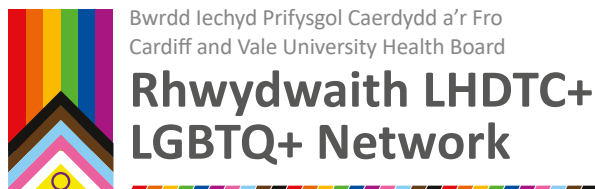
The Health Board participated in Stonewall's Workplace Equality Index 2022 to assess our LGBTQ+ inclusion as an organisation. The Workplace Equality Index is a national ranking of the most LGBTQ+ inclusive organisations both in the UK and globally. The Health Board were awarded the Gold Employer status and ranked as the 37th most LGBTQ+ inclusive employer by the charity. The Health Board ranked 10th in the index when considering Welsh employers and 3rd for health and social care organisations. The Health Board scored well for employee lifecycle and empowering individuals, with areas of focus for the forthcoming year being policies and benefits and increasing responses to the staff feedback questionnaire. This score has enabled us to promote the Health Board as an excellent place to work for members of the LGBTQ+ community and demonstrates our wider commitment to equality and inclusion.



Staff Networks

The Health Board's Access Ability Staff Network launched in January 2021 and supports disabled members of staff and volunteers living with a long-term health condition. Being at the beginning of their journey, the network has focused on awareness and engagement to encourage the attraction of new members.

Rhwydwaith Anabledd Access Ability Network



Following a successful relaunch of the LGBTQ+ Network in early 2021, the network's committee continues to work towards increasing awareness of LGBTQ+ matters, with a focus on recruiting new members and expanding the network. The network supported the Health Board in promoting LGBTQ+ awareness events, including Pride Month and Trans Day of Remembrance. The network also contributed to the Stonewall Workplace Equality Index submission for 2022.



This year saw the launch of the OneVoice Staff Network, an employee group for colleagues from ethnic minority communities. The network aims to support the Health Board in becoming an anti-racist organisation and acts as a safe space for colleagues to share experiences. The One

Voice committee has started to establish roles and responsibilities, and is being supported by the Equity and Inclusion Team. The Health Board has launched a website page for the OneVoice Staff Network to support our recruitment efforts and to raise awareness of the network.

Visit to local mosques

The Executive Director of People & Culture, an Independent Member, and a member of the People Resourcing Team attended one of the local mosques in Cardiff to promote the NHS as an inclusive employer, explain the variety of opportunities and career pathways available in healthcare, and explain the submission process for applications.

The People Resourcing Team also attended a Recruitment Fayre held in another local mosque to engage with our diverse communities and promote the Health Board as an inclusive employer and a great place to work.



Inclusion Calendar 2022

At the beginning of 2022, the Health Board launched its first organisational 'Inclusion Calendar'. The document highlights key awareness dates relating to different characteristics and publicises our staff networks and other services available to staff within the Health Board, such as the Employee Wellbeing Service and our Chaplaincy team. The calendar encourages members of staff to connect with the Equity and Inclusion Team and other services.



Employment initiatives

DFN Project Search

The Health Board has developed a partnership approach with DFN Project Search. DFN Project Search is a one year, employment preparation programme that takes place entirely in the workplace. The programme helps to deliver the best employment outcomes for young adults with learning disabilities and/or autism from the Cardiff and Vale area who are studying with Special Education Needs providers. During 2021/22, the Health Board hosted seven interns, six of which went on to gain employment within the organisation, with the remaining individual choosing to return to further education.



"Working alongside Charlotte and training her has been a rewarding experience. Charlotte has been a hardworking and enthusiastic member of the housekeeping team and it has been an absolute pleasure to train Charlotte."

Gina Mather
Operational Services Manager

"It has been a real pleasure to be involved with Project Search and the team. The help that the interns have given in processing the returned medication has been invaluable and has saved us both time and money. I would recommend anyone to sign up for the project and become involved."

Ruth Holland
Senior Pharmacy Technician

KICKSTART

As a consequence of the pandemic and economic climate, many people found themselves without employment, with a high proportion of these individuals being within the 16-24 age group. In response, the government launched an innovative KICKSTART scheme in March 2021 which provided 16-24-year olds, who were in receipt of Universal Credit, a future of opportunity by creating high-quality, government-subsidised jobs across the UK. The scheme supported and enabled the employment of 160 young people throughout the Health Board on 6-month placements.

Overseas Nursing Programme

This programme has continued to support the Health Board's international nurses recruitment workstream with cohort sizes increasing to 28 nurses per month. A total of 245 nurses completed the programme and have joined the Health Board since the programme's inception.

Work with the Department of Work and Pensions

The People Resourcing Team worked closely with the Department of Work and Pensions to promote careers to the long-term unemployed. This led to a number of work placement taster sessions for them to experience the Health Board as an employee.

Apprenticeship Academy

The Apprenticeship Academy experienced a challenging time during the pandemic and recruited five Business Administration Apprentices during 2021/22. All apprentices were under the age of 25, supporting younger people to gain valuable in work experience whilst also gaining a qualification.

Apprenticeship Academy Case Study – Rhys Pepper, Business Administration Apprentice

To begin the journey, I think it is necessary to rewind to my mindset at 17 having a year left before sitting my A-levels. I didn't want to go to university and thought an apprenticeship would best benefit my future.



I started looking for an apprenticeship that would interest me on a day to day basis and where I could use my skill set both for my benefit and that of the community. Having looked at lots of apprenticeship vacancies I saw the role in the health board as being ideal. Caring for people, keep people well. A phrase we frequently hear in the health board. When considering apprenticeships, I thought what other job I could find that would better these ideals. This helped influence my decision as I had no firm idea on what career path I would follow.

So far during my time as an apprentice I have spent four months at West Quay Surgery working through various areas, for example;

- *Being a receptionist on the desk dealing with the public face to face*
- *Dealing with patients whilst on the telephone*
- *The administration side of the general practice*
- *Accompanying nurses on home visits conducting the admin side of the flu vaccine program*

- And I also spent time shadowing the roles of the managers.
- Overall, I loved my time at West Quay, everyone helped push me forward to broaden my ability, and supported me in the process.

I have now started my second four-month placement with the primary care team where again I expect to have experience in various aspects of the role and a broader view of primary care. I am excited to fulfil the remainder of my apprenticeship, gaining valuable experience along the way.

How has this experience affected my future career plans? Well this is interesting because from the outset my intention has been to learn as much as I can and improve my skill set on a daily basis. This is still my aim. However, during these months I find myself leaning more towards the management side of the role and have discussed this with the practice manager at West Quay. He has agreed to help build my skills in the managerial role when I resume for my second four-month period at West Quay.

I feel at this stage it is far too early to decide on where my career path will lead and feel it is about making constant improvement and at the end of the apprenticeship deciding how my skill set could best benefit the organization whilst meeting my own needs.

Engaging with stakeholders

NHS Virtual Pride

Our Equity and Inclusion Team took part in NHS Virtual Pride 2021 with sessions being promoted throughout the Health Board.

Our participation included:

- Signing the 'Be A Better Ally Pledge' for Glitter Cymru.
- Chairing the 'Can You Hear Us' session with Deaf Pride Cymru.
- Dr Sophie Quinney, a Gender Specialist within our Welsh Gender Service, represented the Welsh Gender Service for the 'Trans Healthcare Session' alongside one of the founders of Trans Aid Cymru.

Equality Week 2021

During Equality Week, which took place between 10th – 14th May 2021, the Health Board worked in partnership with colleagues from across NHS Wales to facilitate a range of interactive workshops. The sessions raised awareness of equality related matters with the aim of creating more inclusive workplaces for colleagues and services for patients. Sessions covered topics including "banter" and harassment, autism, and race equality.



The Ethnic Minority and Cultural Awareness Team

In December 2021, with funding from the British Association of Critical Care Nurses (BACCN), the Specialist Services Clinical Board embarked on a project to improve cultural awareness and that of the lived experience those from ethnic minority communities. The work led to the establishing of the Ethnic Minority and Cultural Awareness Team (EMCA Team), which is comprised of a group of nurses who are focussed on helping to break down cultural barriers and build cultural connections. The team achieve this through raising awareness and providing education on the experiences of people from different ethnicities and cultural backgrounds we face in our line of work.



Through being culturally aware, the Health Board can build an appreciation for the values of others, their customs and beliefs, without judgement or prejudice. Through embracing cultural sensitivities and educating staff about cultural differences, the organisation worked to influence perceptions and interactions had with one another. Through finding common ground and discovering similarities, the Health Board sought to open up channels for respectful conversations and create a fairer workplace.

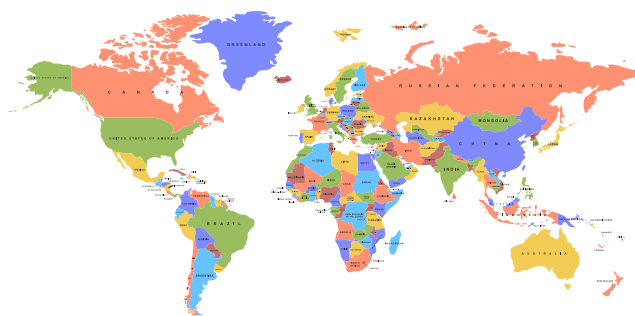
The EMCA Team seek to improve organisational understanding of cultural differences and through exploring the healthcare needs of our communities and aim to create a diverse Critical Care Unit which is inclusive and respectful.

The EMCA Team created a world map to represent the diverse countries that the staff originate from to recognise and celebrate the many backgrounds of our Critical Care workforce.

Cardiff Critical Care makes its mark on the World



This World Map is to represent the diverse countries our staff originate from, to recognise and celebrate the many backgrounds of our Critical Care workforce. As one team, we aim to provide safe, high quality services which are delivered with courtesy and respect to all our staff and patients.



We are proud of our globally diverse workforce, so if you wish to be represented on this map, please speak to a member of the Ethnic Minority & Cultural Awareness Team.

Jasmine Ali, Clinical Development Nurse, 2022

● This magnetic dot indicates a Critical Care Staff Member originates from this country

Cardiff & Vale Youth Board

The Youth Board was formed in 2018, giving young people in the Cardiff and Vale area a voice and active involvement in key decision-making processes, change implementation and improving services across the Health Board.



Cardiff And Vale Health Youth Board
Bwrdd Iechyd Ieuenctid Caerdydd A'r Fro

The Youth Board is made up of young volunteers aged 13-25 from a range of backgrounds and communities across Cardiff and the Vale, each bringing their own experience, knowledge and valued opinions to the table for discussion.

The Youth Board is a representative group and has acted as a review for many of the Health Board's initiatives, including advising on emotional wellbeing, mental health, and website development.

Digital Stories

The Patient Experience Team uses Digital Stories to empower individuals to share their experiences of our care, we use these stories to highlight when things have gone well and where we can improve. The link below is for one of our digital stories relating to the accessibility of our services, this story was shown at a Board Meeting to highlight how important having an accessible service is to patients. [Click here to view the Digital stories.](#)

People are respected and free from abuse, harassment, bullying and violence

Safeguarding

Safeguarding people must be inclusive and encompasses everyone in society, including those with specific characteristics that could result in an individual being discriminated against, as per legislation within the Social Services and Wellbeing Act (2014). The Wales Safeguarding Procedures (2019) outline the legislative requirements for safeguarding practices. The Health Board are committed to ensuring people are treated with respect and without discrimination.

To ensure patients and employees are protected from abuse, work continues around maintaining safeguarding reporting mechanisms to provide support and advice to staff across the Health Board, ensuring that abuse is identified and staff are aware of their statutory duty to report concerns. This provides assurance that the diverse population across Cardiff and the Vale who are accessing services and interacting with healthcare staff are treated equally and safeguarded whilst respecting individual differences. The Health Board's Safeguarding Team continues to facilitate

safeguarding training which incorporates indicators of abuse and neglect.

Partnership working is at the core of safeguarding practice and the Health Board's Safeguarding Team have forged links with statutory partners, including South Wales Police and Local Authorities.

The Team has worked to ensure that staff are aware that safeguarding is everyone's responsibility and that everyone has a right to live free from abuse.

Training, support and development

Treat Me Fairly

Equality and diversity training is mandated in the Health Board with staff required to complete the 'Treat Me Fairly' eLearning module. As of 31st March 2022, 72.7% of the workforce completed the training.

Brain Awareness Week Talk

On 15th March 2022, Delsion delivered a session for Brain Awareness Week which covered cognitive function, brain fog, emotional issues linked to brain health, mental health and best practice

'First Steps to Trans Inclusion' session

The LGBTQ+ charity Stonewall delivered an awareness session on Friday 2nd July 2021 titled "First Steps to Trans Inclusion". The session introduced trans identities and how staff can support trans people inside and outside of the workplace.

Welsh Gender Service sessions

The Welsh Gender Service delivered educational sessions to Health Board staff throughout 2021 – 2022 to raise awareness of the lived experience of people from gender diverse communities and how to provide the best care for transgender patients.

Diverse Cymru training

The Mental Health Clinical Board commissioned Diverse Cymru to support 20 service areas to undertake the Black, Asian and Minority Ethnic Cultural Competence Certification Scheme, promoting cultural competence good practice in the workplace. The areas continue to work towards certification.

The Mental Health Clinical Board also created the first Head of Recovery College and Lived Experience Workforce position in Wales. This is a strategic post for a person with lived experience of mental health challenges at senior manager level to develop and deliver our Peer Workforce. Peer Workers are people who have lived experience of recovery and use their lived experience intentionally to inform, inspire, encourage and show service users that progress and recovery is possible.



Cardiff and Vale Recovery & Wellbeing College

The Mental Health Clinical Board employ a number of peer workers within the Recovery College. The role of the Peer Workers is to co-produce alongside health professionals' courses about mental health related issues for Recovery College students. College students can include staff, service users, carers, or supporters, and are free and accessible to all.

The Recovery College has also trained and developed the first Digital Peers in Wales who work with students to help them access online resources and support. For more information about the Recovery College visit the website at [Recovery College - Cardiff and Vale University Health Board \(nhs.wales\)](https://www.recoverycollege-nhs.uk/).

Inclusion Ambassadors (previously Equality Champions)

The Equity and Inclusion Team worked with senior staff to appoint Equality Champions for those with different characteristics, as well as the Welsh Language. Champions were established at Executive and Board level with a number of clinical boards also appointing to roles. The Equality Champion (now Inclusion Ambassador) role has initially focused on senior management, with the expectation that Champions raise awareness of the lived experience of others through self-education around their assigned characteristic. Doing so improves the understanding of the lived experiences of others, leading to more inclusive environments and decision making for our staff and service users.

The Clinical Diagnostics and Therapeutics Clinical Board arranged monthly Equality Champions meetings with each member of the Senior Management Team taking on the role of champion for a specific characteristic. A SharePoint site was developed for sharing content linked to the different Equality Champion role. Equality, diversity and inclusion is a standing agenda item on its Partnership Forum and Quality and Safety Sub-Committee agendas.



Outcome 2: We communicate and engage with people in ways that meet their needs

Accessible communication and information

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Information and Support Centres

All of the Health Board's Information and Support Centres maintain a stock of leaflets on a range of conditions in easy read, audio and large print format, where available. When information is not readily available in a visitor's preferred format or language, staff and volunteers are able to support by ordering information to be sent directly to the visitor, or printing off the information. However, this support does depend on the availability of such materials from the organisations themselves. The centres are also equipped with hearing loops which staff have been trained how to use.

Editorial Panel & Guidance

A guide for staff on how to make written information accessible has been developed and is available on our SharePoint pages for staff to use.

The Patient Experience Team also run a Volunteer Editorial Panel allowing teams to have any new leaflets/information that they are developing reviewed by members of the public to give their opinion on the accessibility of the layout and content.

Interpretation services

The Health Board continues to use the Wales Interpretation and Translation Service (WITS) to support patients and service users who require interpretation when accessing care. In the case of emergencies where WITS is not available, or where interpreters cannot be agreed, the Health Board has two online interpreting services available, one being Sign Live which supports with British Sign Language (BSL) interpretation.

Sign Live allows BSL Users to communicate with anyone, at any time, using the app to connect them to a qualified BSL Interpreter. A number of devices in the Health Board that have this app it can also be used via a computer, making it easily accessible. The Health Board also uses Language Line, which has the option of BSL and American Sign Language (ASL). Available within seconds at the touch of a button, Language Line's award-winning video interpreting is available in over 40 of the most requested languages.

Text messaging service

The Health Board established a text messaging service to remind patients and service users about their upcoming appointments. The service improved accessibility and helped to avoid missed appointments.

Maternity Services Dashboard

The Women and Children Clinical Board have created a dashboard in Maternity Services that includes a section on ethnicity and language, as the evidence has shown that both these individual aspects can have a negative impact to mortality and morbidity in maternity. Including this information as part of the dashboard enables the Clinical Board to better understand the needs of its patients and service users and ultimately improve their experience.

Welsh Language Standards

The organisation made good progress on the Welsh Language agenda, continuing to work on its compliance with Welsh Language Standards and the 'More than Just Words' strategy.



Under the banner of the “Meddwl Cymraeg – Think Welsh” campaign, the Health Board continues to highlight the importance of providing a Welsh Language service for patients and service users. ‘Iaith Gwaith’ badges were distributed to staff to help identify them as Welsh speakers, enabling patients and service users to receive care in their preferred language.

The Welsh Language Translation Unit supported the Health Board in its compliance with the Welsh Language Standards having translated over 1,000,000 words during 2021 – 2022. The Unit translates a range of documentation, including public facing documents to improve accessibility for Welsh speakers, posters, signs and leaflets.

The Equality Strategy and Welsh Language Standards Group provide a governance structure for organisational compliance with the Welsh Language Standards.

For further information on Cardiff and Vale UHB and the Welsh Language, please see our [Welsh Language Report 2021-2022](#).



Equality Health Impact Assessment (EHIA)

The Health Board continues to use EHIA as a tool to support the organisation with inclusive planning and decision making. EHIA ensure that anyone involved in looking at a change or development within the organisation considers the impact that it could have on people with different protected characteristics, from different socio-economic backgrounds, and the Welsh Language. The EHIA form provides a template to ensure that consideration has been given during the planning stage and also outlines any mitigations that may be needed to reduce negative impact.

Further information on the EHIA toolkit can be found on our website:

[EHIA toolkit - Cardiff and Vale University Health Board](#)



Outcome 3: More people receive care and access services that meet their individual requirements

Accessible communication and information

Clinical Service Plan

Early in 2021, the Health Board engaged with the local community on the principles informing our outline Clinical Services Plan. People were able to engage online via a number of online public meetings that were facilitated with South Glamorgan Community Health Council. The outcome of this engagement helped shape our high-level clinical services plan which was approved by our Board.



Efforts to reduce health inequities

A guide for staff on how to make written Addressing inequity is at the heart of the work of the Health Board, and included in the vision of our Shaping Our Future Wellbeing strategy which is that “a person’s chance of leading a healthy life is the same wherever they live and whoever they are”. This strategy articulates a clear

goal to reduce health inequalities, and addressing inequality/inequity is also a clear commitment of both Cardiff and Vale of Glamorgan Public Sector Boards’ Well-being Plans 2018-23.

To further emphasise the importance of tackling inequity to the organisations, ‘Exacerbation of Health Inequalities in Cardiff and the Vale of Glamorgan’ was included as one of the top ten risks within the Health Board’s organisational risk register in July 2021. As a result, actions and controls to mitigate this risk are monitored bi-monthly via the Board Assurance Framework.

Annual Report of the Director of Public Health 2020 – ‘Let’s leave no one behind in Cardiff and the Vale of Glamorgan’

In September 2021, the Health Board’s Executive Director of Public Health published their Annual Report for 2020. In this important document, they focussed on how the populations of Cardiff and the Vale of Glamorgan could emerge positively from the COVID-19 pandemic, with a spotlight on prevention and addressing inequities. The report describes the impact of the pandemic on our population, demonstrating how it has exposed and exacerbated the inequalities and inequities that were already present in our communities. It advocates that a collective partnership approach, working truly alongside our local communities and drawing on the learning from the pandemic, is required to halt and reverse this trend, ensuring that we ‘level up’ in the process. The report recognises the huge amount of work already undertaken by partner organisations in addressing inequity, but identifies priority areas for attention and sets out a vision for future partnership working that will enable the region to recover stronger and more fairly. Acknowledging that tackling inequity is complex and involves addressing the wider

determinants of health over time, the report advocates an 'Amplifying Prevention' approach which identifies collective actions that could begin immediately, starting to address the inequities made worse by the pandemic. The topics identified for focussed attention were Childhood Immunisation, Bowel Screening, Move More, Eat Well and Air Quality. This proposal gained support from the Health Board and partner organisations for implementation in 2022/23.

Please find a link to the report below:
Annual Report of the [Director of Public Health 2020 - 'Let's leave no one behind in Cardiff and the Vale of Glamorgan'](#)

Inequalities in health are gaps in health status between different groups, for example those who live in different areas, or of different ethnicity or socioeconomic status; such differences can be caused by a variety of factors, not all of which are possible to change e.g. inherited characteristics or geographical location. However, health inequity is a difference in health that is unnecessary, avoidable, unfair or unjust; such differences are amenable to action and is therefore the term used predominantly in this report.



Other Key Actions

Other key actions which contributed to the work to reduce health inequity 2021/22 include:

- Each of the strategic programmes within Shaping our Future Well Being Strategy considered how our work can further tackle inequalities in health.
- Our Shaping our Future Public Health strategic programme had a focused arena of work aimed at tackling areas of inequalities. We worked closely with the two local authorities and other partners, through our PSBs and RPB partnerships to accelerate action in our local organisations and communities, particularly in relation to healthy weight, immunisation and screening. This includes building on local engagement with our ethnic minority communities during the Covid-19 pandemic. This focused work was articulated in 'Cardiff and Vale Local Public Health Plan 2022-25' within the UHB three-year plan, and will be further strengthened in 2022/23 by the development of a strategic framework for tackling inequalities.
- The Youth Justice Board began implementing the recommendations of the detailed local Public Injecting & Youth Justice Health Needs Assessments in Cardiff.
- Cardiff PSB and Cardiff and Vale Substance Misuse Area Planning Board began implementing the recommendations of its Needle Exchange programme review to tackle health inequality as part of COVID-19 substance misuse recovery work.
- Our Suicide and Self-Harm Prevention Strategy (2021 – 2024) was published in November 2021, and sets out how local organisations will work together to reduce suicide and self-harm over the next three years; this includes action to address inequalities (Cardiff and Vale of Glamorgan Suicide and Self Harm

Prevention Strategy, 2021-24 - Cardiff and Vale University Health Board (nhs.wales)).

- The multi-agency approach to Seldom Heard Voices, which targets initiatives towards areas of deprivation during the pandemic e.g. walk in vaccine clinics, continued as we move through recovery.
- Representatives from the University Health Board participated in the work of Cardiff Council's Race equality Taskforce between July 2020 and March 2022, contributing to the final report (published March 2022) and committing the organisation to a set of ongoing actions within it, including improving data quality and effective engagement with ethnic minority communities (see theme 4, pages 62 – 69) [Cabinet 10 March 2022 Race Equality Task force.pdf \(moderngov.co.uk\)](#)

Ethnic Minority Engagement Co-ordinator

Throughout the course of the pandemic, local partner organisations have worked together to develop and deliver Test, Trace and Protect (TTP) services, the aim of which was to minimise risks to the local population from COVID-19 infection. As part of this response, the Regional Operational TTP Board established an ethnic minority work stream to identify how best to engage with ethnic minority communities, and support the delivery of public health messages, the work of TTP and the mass vaccination programme. The outcome was the formation of a highly successful Ethnic Minority Subgroup, where key partners from the local community co-produced an effective communications and engagement programme with TTP partner organisations.

A full report of this work can be found here: [Test Trace Protect supporting ethnic minority communities \(office.com\)](#)

In order to create a legacy from this work, build upon the relationships developed during the pandemic, and on the recommendation of the Race Equality Task Force, a dedicated post was created with the intention of moving from COVID-19 specific engagement work to incorporate areas where we have evidence of lower take up of preventative services. An Engagement Coordinator (Ethnic Minority/Health), funded through Cardiff and Vale University Health Board with Prevention and Early Years' monies, was appointed in August 2021 and hosted within the Policy, Partnerships and Community Engagement team of Cardiff Council. The initial focus of the work for 2021/22 was to increase uptake of childhood immunisations and bowel screening.

Healthy, Aspiring, Prosperous and Inclusive Project (HAPI) Project

The Healthy, Aspiring, Prosperous and Inclusive (HAPI) Project launched on 12th May 2021 in Cardiff and the Vale of Glamorgan. The project is led by Newydd Housing and focuses on the most disadvantaged communities. It is funded through Welsh Government Prevention and Early Years funding in collaboration with Cardiff and Vale UHB. The key vision is for people to move more and eat well. The priorities are aligned to our [Move More, Eat Well Plan](#), our partnership plan across Cardiff and Vale of Glamorgan. Newydd Housing have collaborated with others to promote and deliver activities such as Get Fit Wales, Get Cooking and Move and Munch.

Conclusion and Vision 2022 – 2023

The Health Board has made good progress in taking forward its Strategic Equality Plan 2020 – 2022 objectives during the 2021/22 period. The introduction of two new staff networks has supported the organisation in celebrating the diversity of its workforce and better understanding the lived experience of all its people. The work undertaken by the People Resource Team has been invaluable in promoting the Health Board as a great place to work and is helping us in taking meaningful steps to improve the diversity and inclusivity of our workforce.

During 2021/22 the Health Board worked with our community partners to shape our services and we will continue to do so going forward, understanding the importance of having diverse voices in developing strategies and processes that are inclusive.

Cardiff and Vale University Health Board intends to use the 2022-2023 period to meet its Strategic Equality Plan objectives by:

- Developing an Inclusion Ambassador programme (formerly Equality Champions).
- Progressing the Anti-racist Wales Action Plan.
- Improving its data collection processes, for patients and staff.
- Continuing to engage with community partners, including when developing strategy and promoting the organisation as an inclusive employer.
- Continuing the development of its staff networks.
- Increasing the use of the Welsh language throughout the Health Board.
- Working to reduce the Gender Pay Gap.

