

Staff Engagement / Improving Staff Experience: Our Inclusion Journey

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Diversity and Inclusion Manager

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GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Background

Setting the scene

- April 2017 Public Health Wales launched their Values:

“Working together, with trust and respect, to make a difference”

- Programme of work launched to underpin the values and bring them to life
- Staff feedback that they do not always feel valued, or understood
- Action required!

Setting Up Networks #1

Timeline

- Set up a network of “ Departmental Equality Champions”
- Signed up as Stonewall Diversity Champions – July 2017
- Submitted our first entry into the Stonewall Workplace Equality Index – September 2017
- Set up a the Enfys Network for LGBT+ Staff – September 2017, with an Allies Network shortly after

Setting Up Networks #2

And there's more!

- Women's Network launched May 2018
- BAME Staff Network set up May 2018
- Second Stonewall Workplace Equality Index Submission September 2018
- Carers Network launched October 2018
- Disability Network set up October 2018

Why?

Many benefits.....

Benefits to individuals:

- Personal development
- Support from others
- Chance to shape the organisation and effect change
- Feel more valued
- Enable better networking and joined up working

• Benefits to the organisation:

- Opportunity to consult with staff from under-represented groups to shape our work
- Improved performance and productivity
- Improved recruitment, attendance and retention
- Helps to push mainstream and embed diversity and inclusion
- Improved reputation as a good employer

Events and Support

Awareness raising at all levels!

- Diversity and Inclusion now a standing item on the People and Organisational Development Committee agenda
- Diversity and Inclusion Week
- Senior Staff Messages
- Organisation attended Pride events in Swansea and Cardiff – our CEO, Chair and a Director were involved too!



Diversity and Inclusion Week

What a week that was!



JOIN US IN OUR CELEBRATION OF DIVERSITY & INCLUSION
7th January to 11th January 2019

"BEING ME IN AN AUTHENTIC WORLD"
Monday 7th January 2019
12:00 to 13:00
CQ2, Room 6.1; Matrix House, Room 3; St David's Park, Room 43; Preswylfa, Small Meeting Room

Jacqui Gavin
Trans Role Model and leading activist

WOMEN IN SENIOR ROLES
PANEL DISCUSSION
Tuesday 8th January 2019
11:30 to 12:30
CQ2, Room 3.2; Matrix, Skynne; St David's Park, Room 43; Chrydilian House, Meeting room

Bryony Tofton
'I CAN'T HEAR YOU, THAT'S ALL!'
Tuesday 8th January 2019
14:00 to 15:00
CQ2, Room 6.1; Matrix House, Room 3; St David's Park, Room 43; Preswylfa, Small Meeting Room

TURNING LGBT INCLUSION INTO REALITY
Thursday 10th January 2019
11:30 to 12:30
CQ2, Room 6.1; Matrix House, Room 3; St David's Park, Room 43; Preswylfa, Small Meeting Room

Dr Justin Varney
Leading Consultant specialising in LGBT Health, Public Health England

ORGANISATION OF SANCTUARY LUNCH AND LEARN SESSION
Friday 11th January 2019
12:30 to 13:30
CQ2, Room 6.1; V/C on 88653450



Outcomes

Measuring Success

- Stonewall Results
- Staff Survey Results
- Staff Feedback
- Increase in declaration rates for protected characteristics

The Future

What's Planned.....

- Work placements Scheme for people with a Learning Disability/Autistic Spectrum Disorder
- Working towards achieving Disability Confident Leader (Level 3)
- Series of events to cover Hate Crime
- Attending Pride events in Swansea and Cardiff
- Diversity Targets identified to increase representation included in our Organisational Strategy