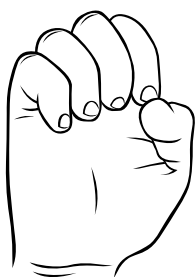
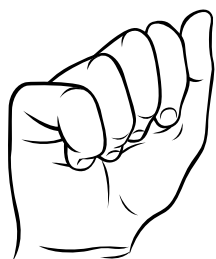
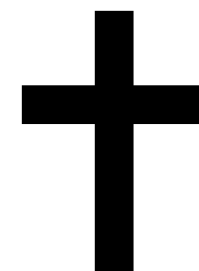
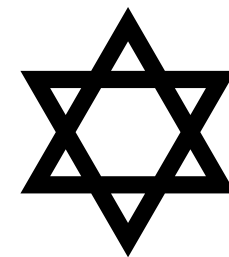
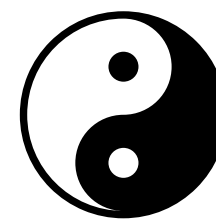
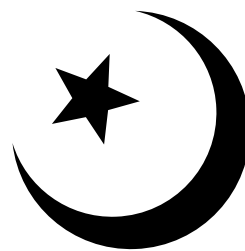


The Sustainability Steps Series

Helping our staff to make the Well-being of Future Generations Act a positive reality



Creating Inclusive Workplaces

Each and every one of us in Public Health Wales has a part to play in making the Well-being of Future Generations Act a reality, and in *‘being the change’* towards the Wales we want for our current and future generations. Our actions today are already impacting on tomorrow; let’s make sure it’s a *positive* impact!



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Introduction

The [Well-being of Future Generations Act](#) requires Public Health Wales, and 43 other public bodies in Wales, to:

- future-proof decisions
- work better with people, communities and each other
- help tackle and mitigate against problems such as poverty, health inequalities and climate change

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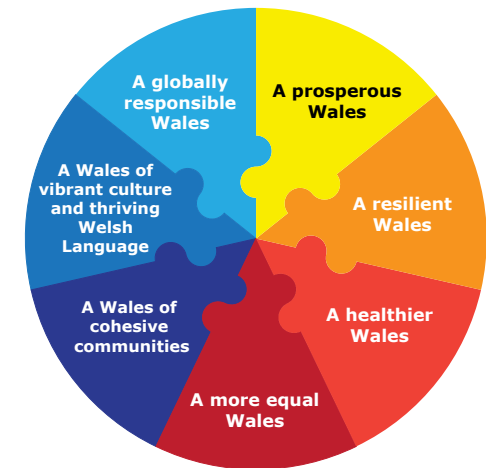
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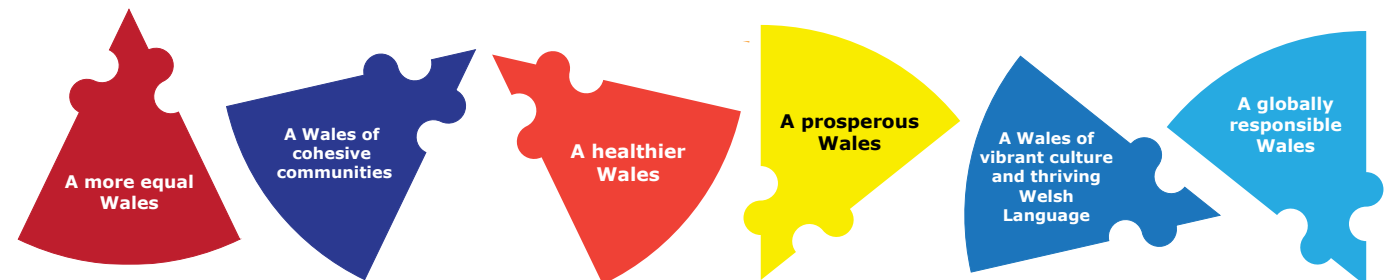
Contributing to Wales' well-being goals

The Act has introduced seven well-being goals for the outcomes which we want to see in Wales.

Public Health Wales must contribute to achieving all of these goals.



The sustainable steps for creating inclusive workplaces in this guide support Wales' well-being goals for...



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'Creating Inclusive Workplaces' highlights some of the practical ways in which we can contribute to Wales' well-being goals by helping to create 'a more equal Wales', which enables people to fulfil their potential no matter what their background or circumstances.

Some of these sustainable steps challenge us to think about how our working culture might impact on others, whilst some of the steps are about how we can maximise our positive impact and reduce inequalities.

- ▶ Support awareness-raising events for groups with protected characteristics, e.g. get involved in the 'It Makes Sense Sensory Loss Awareness' campaign (November), attend lunch and learn sessions with an equality theme, or organise a team event to celebrate International Days such as International Women's Day (8 March)
- ▶ When arranging meetings/events, make sure that the venue is accessible to everyone who wishes to attend. Guidance is available in the 'Be the Change' guide: ['Sustainability on the Agenda'](#)
- ▶ Ask delegates before events if they have access or dietary requirements to help you to plan
- ▶ Change your team's tea and coffee club to Fairtrade; have a look at this 'Be the Change' [poster](#) for further information
- ▶ Take an active role in an internal forum around equality or become an Equality Champion. Current network groups include a Carers' Group, 'Enfys' (for Lesbian, Gay, Bisexual and Transgender staff and allies), a Women's Group and a Disabled Staff Network. You can read more [here](#) and visit the Diversity and Inclusion [pages](#) on the Intranet, which also include information on Diversity and Inclusion Week
- ▶ If you work in a public-facing service, consider working with a third sector organisation who support under-represented groups (e.g. the RNIB) to complete a 'walk through' to see if there are any changes which you could make to improve the service-user experience



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- ▶ If your team has an away-day / half-day, arrange for it to involve some volunteering, e.g. by painting or doing DIY at a local refuge, sorting donations for a homelessness organisation, or supporting a foodbank. You can find opportunities on the 'Volunteering Wales' [website](#)
- ▶ Make sure you complete 'Treat Me Fairly' and the complementary equality-related e-learning modules on [ESR](#)
- ▶ Some forms of flexible working can contribute towards a more inclusive workplace, e.g. home-working and job shares. Please see the flexible working [pages](#) on the Intranet for further details
- ▶ When buying goods and services for the organisation, source suppliers which have strong policies on equality
- ▶ View Public Health Wales' Intranet [pages](#) on protecting and supporting mental well-being
- ▶ Access (general) financial advice, including saving and budgeting tools, buying a home calculator, and baby costs calculator on Public Health Wales' Intranet [pages](#)
- ▶ Support third sector organisations by joining the 'Pennies from Heaven' [scheme](#)



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You can access these e-modules through your NHS [Electronic Staff Record](#).

000 NHS Treat Me Fairly (Equality) Level 1 – This module forms part of NHS Wales' 'Statutory and Mandatory' training, and can be accessed from: My Learning / E-Learning Enrolments

There are three additional e-modules which can be accessed from: My Learning / Course Catalogue. In the search engine, look for:

- **000 NHS Wales Sensory Loss**

This module takes you through many of the issues and barriers faced by people with sensory loss when accessing healthcare. It sets out how to make sure people with sensory loss are supported in a way that is appropriate for them. The content is from a collaboration with Action on Hearing Loss, Cymru and RNIB, Cymru.

- **000 NHS Wales Romani and Traveller Healthcare**

This e-learning resource aims to develop the confidence and capability of staff to deliver culturally sensitive healthcare that meets the needs of the Romani and Traveller communities. The content is from a collaboration between Public Health Wales and the Romani Cultural and Arts Company.

- **000 NHS Wales - Trans Healthcare in Wales**

As health staff, we have a responsibility to ensure that all our patients are treated with dignity and respect. Trans, non-binary and gender diverse people often face considerable ignorance, prejudice and discrimination in their daily lives, which can impact on their general health and well-being. Informed and appropriate healthcare can make a significant improvement to their health outcomes. This module aims to address these issues and support the delivery of care for Trans patients. The content is from a collaboration with Unique Transgender Network and GIRES.

For further help you can view this guide on '[Accessing E-Learning Via the Electronic Staff Record](#)'

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'Enfys' Network

The network enables LGBT+ staff and allies to come together to share information and support. By signalling a LGBT+ presence within Public Health Wales, it ensures we maintain a comfortable, respectful, diverse and fully inclusive environment in which we can all reach our full potential without fear of discrimination.

The network meets formally four times a year, usually around lunchtime in No. 2 Capital Quarter and via video-conferencing across Wales, to discuss network progress and business.

We work with other staff networks to collaborate on areas such as gender, race and disability. We encourage and welcome suggestions for future network dates and would value your input to help shape the future of the group. We warmly welcome all LGBT+ colleagues to the network.

With thanks to Richard Thomas for contributing this summary.



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'We Care' Carers' Network

The Public Health Wales (We Care) Carers Network has been created to:

- Provide support
- Share knowledge and experience
- Assist in shaping organisational policy and procedures so that the needs of carers are represented
- Alleviate the sense of isolation

The group is for employees with caring responsibilities, with a welcome to staff members wishing to support colleagues who are carers.

We were introduced to each other by a colleague who knew we were both caring for a parent who had Dementia. Right from the beginning, we have found it so valuable to have someone to chat to who understands what we are going through, have a listening ear that can give you their experience of a certain situation, and empathise with you particularly on the 'down' days.

With thanks to Claire Ellis and Jan Mellowship (co-creators of the network) for contributing this summary.



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The Well-being of Future Generations (Wales) Act 2015 uses a broader definition of equality than the Equality Act 2010 - how can we ensure that everyone has the opportunity to thrive, no matter what their background or socio-economic status?

The report by the Equality and Human Rights Commission, ['Is Wales Fairer? \(2018\)'](#), demonstrates that certain inequalities are widening, especially for people affected by poverty.

For example:

- There is an eight year life-expectancy gap between men in the least and most deprived areas of Wales (82.5 years to 73.6 years)
- The employment rate for non-disabled people (73.4%) is more than twice that of disabled people (34.6%)
- Alongside the gender pay-gap, race and disability pay-gaps persist
- 70% of mothers reported having had a negative or discriminatory experience during pregnancy, maternity leave or on their return from maternity leave

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Want to learn more?

This '*be the change*' guide is part of the '*sustainable steps series*', to help staff think about the five ways of working and contribute to Wales' well-being goals.



If you would like further information, including suggesting ideas or asking for advice, please contact the Health and Sustainability Hub: publichealth.sustainability@wales.nhs.uk



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We would like you to share your individual actions towards Wales' well-being goals. You can join the conversation in the [Public Health Wales Staff Facebook group](#) or on Twitter using the hashtags #PHWWFG, #BetheChangeWales or e-mail the Health and Sustainability Hub: publichealth.sustainability@wales.nhs.uk.

We would also like to hear from colleagues interested in helping to develop further '*be the change*' guides.

