

NHS Wales Informatics Equality, Diversity & Inclusion Statement

NHS Wales Informatics Service (NWIS) is an inclusive and equal opportunities employer with a diverse workforce who bring a wealth of knowledge and expertise to the Organisation. Its 'Once for Wales' vision cannot be achieved without the commitment and experience of its staff.

Our Equality and Diversity Strategy was developed to ensure equality, diversity and inclusion remains at the forefront of our agenda to support our workforce and vision for improving patient care.

Public Sector Duty

Under the Equalities Act 2010 we have a public sector equality duty to:

- Have due regard of the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

Protected characteristics include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

We are committed to promoting and embedding a culture of equality, diversity and inclusion, ensuring all services and policies go through a rigorous equality impact assessment to avoid any detrimental effects on its workforce and patients with protected characteristics.

As part of our equality agenda we have commemorated events to promote diversity and inclusion within our organisation. We have a women's network to support and encourage female staff to develop and progress, and currently developing a Black, Asian, Minority Ethnic Network to influence new policies and change.

In 2017 NWIS was the first organisation in the UK to achieve the BS 76000 Valuing People and then in 2018 the first to have the BS 76005 Diversity and Inclusion Standard. The BS 76000 provides a framework for organisations to value people, for the mutual benefit of both parties. It is built around the premise that people are an organisation's biggest asset and should be treated as such – so the organisation gets the best out of its staff and employees get the most out of their working life. The BS76005 builds upon these principles to include embracing diversity, preventing discrimination and providing an inclusive working culture.

NWIS also achieved the Gold Corporate Health Standard in 2018 - a workplace award in Wales for our commitment to Health and Wellbeing. We have introduced several health and wellbeing initiatives for our staff, highlighting health awareness days and developing a support network of Mental Health First Aiders.

We are proud to be working in partnership with organisations to show our commitment to the equality and diversity agenda.

