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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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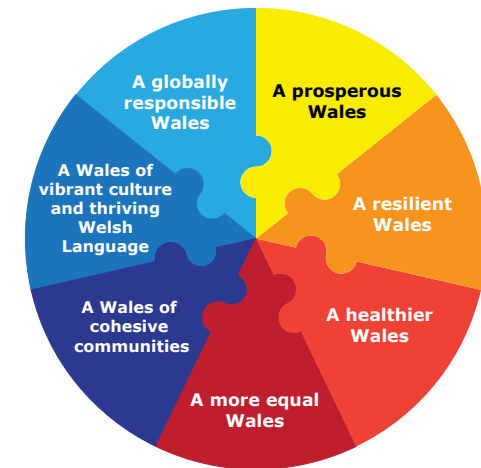
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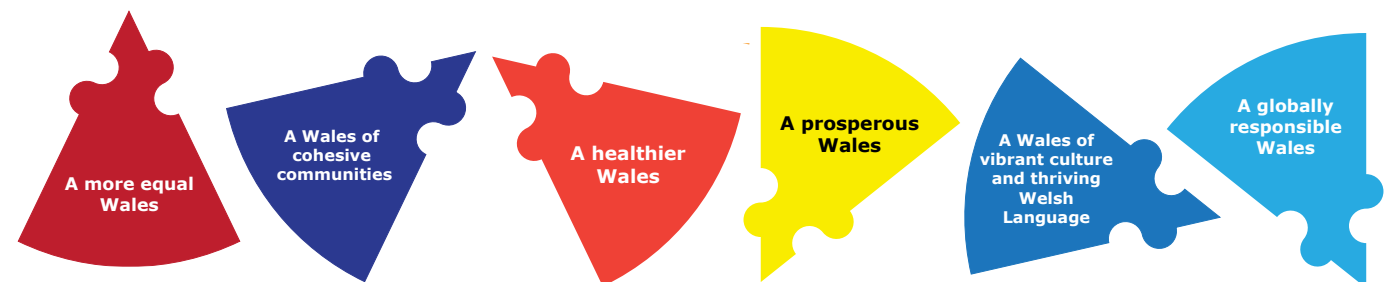
# Contributing to Wales' well-being goals

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...



# Sustainable steps

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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 [Be the Change: 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](#)
- ▶ Find out about your organisations diversity and inclusion policies and any support groups, or set one up. Become an Equality Champion. Your organisation will have Diversity and Inclusion pages on the Intranet, or in a staff handbook. Take part in Diversity and Inclusion Week [National Inclusion Week - Inclusive Employers Inclusion and Diversity](#)
- ▶ 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](#)
- ▶ Complete your organisations equality-related training courses
- ▶ Some forms of flexible working can contribute towards a more inclusive workplace, e.g. home-working and job shares. Investigate your organisations flexible working policies
- ▶ When buying goods and services for the organisation, source suppliers which have strong policies on equality
- ▶ check your organisations resources to support mental wellbeing
- ▶ Access general financial advice on saving and budgeting tools, buying a home calculator, and baby costs calculator to help you save and plan. Your organisation may have this advice available
- ▶ make donations to charity for example by joining the Pennies from Heaven scheme with your employer [Sign up | Pennies from Heaven](#)



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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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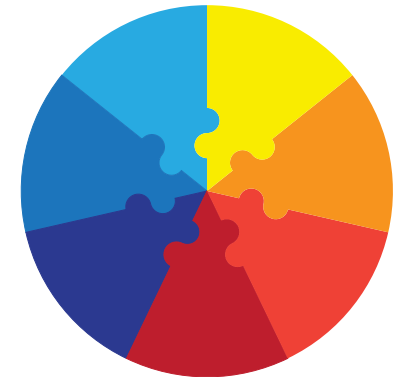
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## Want to learn more?

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](mailto:publichealth.sustainability@wales.nhs.uk)



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## Join the conversation

We would like you to share your individual actions towards Wales' well-being goals. You can join the conversation on Twitter using the hashtags #PHWWFG, #BetheChangeWales or e-mail the Health and Sustainability Hub: [publichealth.sustainability@wales.nhs.uk](mailto:publichealth.sustainability@wales.nhs.uk). We would also like to hear from colleagues interested in helping to develop further '*be the change*' guides.

