

Thank you for reading this first Workforce Equality Standard (WES) newsletter. Building on the progress of the Workforce Race Equality Standard (WRES) since 2023, WES represents a shared commitment to create a Welsh health and care workforce where everyone feels safe and valued. We're pleased to share how we're working together to make it happen and invite you to be part of this change.

## UPDATE FROM ANTON EMMANUEL, WES STRATEGIC LEAD

"I'm proud of what we've achieved with WRES in Wales since 2023 and inspired by the commitment that makes Wales the first nation to deliver a comprehensive equality standard. The Workforce Equality Standard (WES) is a bold step toward a future where inclusion is at the heart of health and care. By providing clear, consistent data, the WES will give us the power to understand and shape a workforce where everyone belongs"



## WHAT'S HAPPENING?

We're working with NHS Wales and social care organisations to analyse workforce data across race, gender, disability, sexual orientation, age, religion, and other protected characteristics.

From January 2026, data collection will start for the first Workforce Equality Standard (WES) report. WES will give health and care employers the insights they need to tackle discrimination and close gaps in opportunity.

We're learning lessons from the health and care workforce WRES which was introduced in Wales in 2023, and has shown how organisations can use local workforce data to drive improvement and meet their ambitions to be fairer and more inclusive.

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*The data is a hook, but culture will change through conversations. We need to enable people to be open and honest to identify how we can improve"*

*Anna Bird - Assistant Director - Strategic Partnerships, Diversity and Inclusion at Hywel Dda UJB*

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## Highlights from Autumn 2025

**NHS Wales Welsh Partnership Forum** – Reviewed year two WRES national results with NHS Employers, Welsh Government and trade union colleagues. Shared examples of employers driving real change.

**ArWAP External Accountability Group** – Discussed how better workforce data is shaping processes within health and care organisations.

**Driving Forward Anti-Racist Leadership – A Symposium for Change** - Anton was joined by Sarah McCarty – CEO Social Care Wales, Angela Lewis – Director of Culture Change, Wales Ambulance Service University NHS Trust, Anna Bird Assistant Director - Strategic Partnerships, Diversity and Inclusion at Hywel Dda UHB to discuss how the WRES is a tool for data driven change.

**Find out more:**

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