

Dear

ATISN 27131 – Anti-Racism in NHS Wales

Thank you for your request to the Welsh Government for information under the Freedom of Information Act (2000) received on 23 June 2026 relating to national progress data on anti-racism in NHS Wales (ARWAP, 2022–2030) and interest in how progress is being measured against Anti-racist Wales Action Plan (ArWAP) commitments and how accountability is ensured across NHS bodies.

You requested the following:

- 1. National data on racial inequalities affecting the NHS Wales workforce (including recruitment, progression, disciplinary processes, and differential attainment where available)*
- 2. Details of actions taken under ARWAP to address racism within NHS Wales*
- 3. Information on monitoring frameworks, milestones, and reporting mechanisms used to track progress*
- 4. Evidence of impact or outcomes achieved between 2022 and 2026*
- 5. Any relevant reports, datasets, or evaluation findings*

In a separate letter dated 11 June 2026, you also requested information on:

- 6. the state of racism in NHS Wales, in both care delivery and the workforce*
- 7. What ArWAP groups know about the state of racism in the NHS*
- 8. If the Race Disparity Evidence Unit has any lived experience group work on this topic.*

Response

1. National data on racial inequalities affecting the NHS Wales workforce can be found in the national [Workforce Race Equality Standard reports](#).
2. Details of actions taken under ARWAP to address racism within NHS Wales can be found in the health section of the [ArWAP Progress Update](#). This addresses your query in point 6. Regarding point 7, regular updates are provided on ArWAP progress within health to the ArWAP External Accountability Group.
3. Information on monitoring frameworks, milestones, and reporting mechanisms used to track progress: [The Anti-racist Wales Action Plan: Impact Measurement Framework](#) is outlined [here](#), with a further technical document available [here](#).
4. Evidence of impact or outcomes achieved between 2022 and 2026 is included in the progress update provided in point 2.
5. Any relevant reports, datasets, or evaluation findings: [The ArWAP Interactive Dashboard](#) brings together the latest indicator data for the Anti-racist Wales Action Plan.

At an organisational level NHS Wales organisations are required to publish annual progress and respond to the inequalities identified through their WRES data, ensuring continuous improvement and accountability via the Strategic Equality Plan (SEP) approach. The annual SEP assurance process assesses how patient and workforce data, analytics and lived experience influence organisational planning and decision-making and feeds into the NHS

Wales planning and performance cycle. This provides assurance that organisations are progressing action to meet duties under Public Sector Equality Duty.

Information may be available from the Local Health Boards, and you may wish to contact them directly for the information you are seeking. You can find contact details for all the Local Health Boards [here](#).

Point 8 - Race Disparity Evidence Unit

The Race Disparity Evidence Unit has not directly undertaken lived experience group work relating to racism in NHS Wales. The Unit's role is to support and advise Welsh Government teams on the effective and ethical use of race disparity evidence, including how lived experience can be gathered and used to inform policy and practice.

The development of the Workforce Race Equality Standard (WRES) was a key commitment within the ArWAP. It was developed by Welsh Government in social partnership and collaboratively through the national WRES steering group, which included senior executives, trade unions, and ethnic minority staff from across the sectors. The WRES is a key data source within the National measurement framework for health and social care, and informs actions then taken by Health and social care organisations.

Next Steps

The request you sent me contains personal information about you - for example, your name and address. The Welsh Government will be the data processor for this information and, in accordance with the General Data Protection Regulation, it will be processed in order to fulfil our public task and meet our legal obligations under the Act to provide you with a response.

We will only use this personal information to deal with your request and any matters which arise as a result of it. We will keep your personal information and all other information relating to your request for three years from the date on which your request is finally closed. Your personal information will then be disposed of securely.

Under data protection legislation, you have the right:

- to be informed of the personal data we hold about you and to access it
- to require us to rectify inaccuracies in that data
- to (in certain circumstances) object to or restrict processing
- for (in certain circumstances) your data to be 'erased'
- to (in certain circumstances) data portability
- to lodge a complaint with the Information Commissioner's Office (ICO) who is our independent regulator for data protection

For further information about the information which the Welsh Government holds and its use, or if you wish to exercise your rights under the GDPR, please see contact details below:

Data Protection Officer
Welsh Government
Cathays Park
CARDIFF
CF10 3NQ

Email: DataProtectionOfficer@gov.wales

If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:
Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or Email: Freedom.ofinformation@gov.wales

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:
Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process

Yours sincerely,