

Workforce Race Equality Standard (WRES) Action Plan 2019 - 2020

Aims/ Targets/ Objectives	How this will be achieved	What expected outcome will be	What evidence will support this	Who will lead this	Timescales this will be achieved within	Where this will be reported/ monitored to - ie Committee/ Group	Timescale	RAG rating
Fair NHS recruitment and selection processes lead to a more representative workforce at all levels (EDS2 Outcome 3.1)	To obtain and review interview guidance materials on unconscious bias	To introduce new guidance into the recruitment packs for managers	Revised R&S interview guidance packs for managers	Colin Brotherston-Barnett ED&I Lead	2 months	People and Engagement Group	August 2019	Amber
Fair NHS recruitment	To continue to engage with	Wide promotions and publicity of	BME applicant uptake of	Theresa Rastall, Head of	On -going	People and Engagement	March 2020	Amber

and selection processes lead to a more representative workforce at all levels (EDS2 Outcome 3.1)	local schools, colleges and community BME forums to promote apprenticeships and careers in the NHS	apprenticeships and careers in the NHS	apprenticeships and jobs	Learning & Development Colin Brotherson-Barnett, ED&I Lead		Group		
When at work, staff are free from abuse, harassment, bullying and violence from any source (EDS2 Outcome 3.4)	To continue to promote and offer BME staff engagement events with the Chief Executive and Jt Assoc Director of HR & OD to encourage dialogue to really understand the issues and how we can work together to seek solutions. Also gather the staffs' feedback on how the	Feedback meeting(s) have taken place with BME staff	Action notes from feedback meetings	Richard Jenkins, Chief Executive Emma Lavery, Jt Assoc Director of HR & OD	3 months	People and Engagement Group	September 2019	Amber

	BME staff network should be structured to help get this off the ground							
When at work, staff are free from abuse, harassment, bullying and violence from any source (EDS2 Outcome 3.4)	Refresh the branding and promotion of the Diversity Champions role to help sign post and offer support to staff in need. Also to help bring about the desired organisational culture of respect and inclusion. Assign Lead Champions in each CBU and encourage BME champions from all staff groups.	Diversity Champions across the Trust have been appointed and their role widely publicised in Trust communications and promotions	List of names and biographies of new Diversity Champions evident across the Trust	Colin Brotherston-Barnett ED&I Lead Comms Team	2 months	People and Engagement Group	August 2019	Amber
When at work, staff are free	Provide schedule of	Training Schedule for	Diversity Champions	Colin Brotherson-	2 months	People and Engagement	August	Amber

from abuse, harassment, bullying and violence from any source (EDS2 Outcome 3.4)	training and development sessions for new Diversity Champions	Diversity Champions has been produced	Training Schedule	Barnett, ED&I Lead		Group	2019	
Fair NHS recruitment and selection processes lead to a more representative workforce at all levels (EDS2 Outcome 3.1)	To embed diversity and inclusion images and messages within the Trust branding and communications	Trust branding and communications helps attract and retain a more diverse workforce	Diverse and inclusive Trust branding	Colin Brotherson-Barnett, ED&I Lead Comms Team	3 months	People and Engagement Group	Sept 2019	Amber
Staff report positive experiences of their membership of the workforce (EDS2 Outcome 3.6) Middle	Undertake Survey Monkey to gather further information on the experiences and treatment of BME staff, given the significant fluctuation in responses to	Further information obtained and analysis undertaken of BME staffs' experiences and treatment at work	Survey Monkey results	Colin Brotherson-Barnett, ED&I Lead	3 months	People and Engagement Group	Sept 2019	Amber

managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination (EDS2 Outcome 4.3)	the national staff survey questions, to inform our future actions							
Boards and senior leaders routinely demonstrate their commitment to promote equality within and beyond their organisations (EDS2 Outcome 4.1)	Each Board member to set equality objectives based on the Trust's strategic equality aims: To support the Trust in embedding equality of opportunity To support the	Equality objectives set for each Board member	Individual equality objectives incorporated into Board members' annual appraisal and performance objectives	Steve Ned, Joint Director of Workforce	12 months	People and Engagement Group	April 2020	Amber

	<p>Trust and the wider community in addressing health inequalities</p> <p>To support the NHS and the wider system in creating an NHS that has eliminated the wide disparities in health outcomes, that is fair, inclusive and based upon values of the NHS Constitution</p>							
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KEY RAG Rating				
	Complete		On track for delivery	 Behind plan and action needed to bring back on target