

## Workforce Race Equality Standard (WRES) Action Plan 2021 - 2022

WRES Indicators	How this will be achieved	What expected outcome will be	What evidence will support this	Who will lead this	Where this will be reported/ monitored to - ie Committee/ Group	Timescale	Update	RAG rating
1 & 2 Workforce Representation and Staff recruitment from shortlisting	Scope the possibility of diverse recruiting panels	Improvement in likelihood of BME staff being appointed from short listing	2021 WRES data results	Head of I&WB and Recruitment Lead	PEG	Jan 2022		Amber
1.1 & 2.1 Workforce Representation and Staff recruitment from shortlisting	Scope how we can embed the authority to intervene into the recruitment process	Improvement in likelihood of BME staff being appointed from short listing	2021 WRES data results and mid-point data	Deputy Director of Workforce and Recruitment Lead	PEG	Jan 2022		Amber
1.2 & 2. 2 Workforce Representation and Staff recruitment from shortlisting	Conduct another deep dive into past filled posts where BAME applicants were unsuccessful to look for any trends/biases	Improvement in likelihood of BME staff being appointed from short listing	Number of biases found, or trend noticed	Head of I&WB and Recruitment Lead	PEG	March 2022	It might be useful to scrutinise why BAME appointees who were successful. There could be useful info which could be used to improve success rate	Amber
1.3 & 2.3 Workforce Representation and Staff recruitment from shortlisting	Update recruitment guidance to propose introducing a mandatory EDI values -based question to be assessed in all	Improvement in likelihood of BME staff being appointed from short listing	Guidance completed	Head of I&WB and Recruitment Lead	PEG	Dec 2021		Amber

	applications and at all recruitment and selection interviews.							
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two-year rolling average of the current year and the previous year.	Improvement in alternatives such as informal resolution	Maintain low figures for all staff  Updated offer for resolution	Monitoring formal investigations	Head of I&WB  HRBP	PEG	Mar 2022	Only one BAME in the past 2 years but looking into disciplinary for white might prove useful too. i.e. could they have been handled differently?	Green
5. Staff experiencing harassment, bullying or abuse from patients, relatives or public	Explore public facing information targeting respect for staff and the consequences. Encouraging staff to report abuse and supporting them who have experienced it	Encourage a focus on respectful behaviours	Less staff experiencing harassment, bullying or abuse	Head of I&WB  Comms Lead	PEG	March 2022		Amber
6. Staff experiencing harassment, bullying or abuse from staff	Exploration of the Trust's current mediation process including encouraging mediators to gain more experience and refresh their	Encourage a focus on an informal resolution framework	Less staff experiencing harassment, bullying or abuse	Head of I&WB  'Creating a Positive Culture' Steering Group	PEG	April 2022	Very few requests made for mediation and very little opportunity for mediators to brush up on their skills as a result	Amber




	training and skills, more promotion of mediation and the benefits							
6.1 Staff experiencing harassment, bullying or abuse from staff	Collaboration with BAME staff network	BAME staff to have an addition vehicle to have a voice	Less staff experiencing harassment, bullying or abuse	Head of I&WB ED&I Engagement Officer	PEG	April 2022	First BAME network meeting to take place early Oct 2021	Amber
7. 1 Believe equal opportunities for career progression or promotion	Ensure mentorship and development plans are in place for aspirant BAME nurses and midwives.	Improvement on WRES indicators	Graduation of Trust's Aspiring Leader & Senior Leader participants on the 2021- 2022 ICS commissioned Inclusive Cultures Partnership Programme: Reciprocal Mentoring.  Completion of Train the trainer to be able to offer and run the ICS programme internally in subsequent years.	Head of I&WB L&OD Manager	PEG	Sept 2022  (on completion of the 12 months programme)		Amber
7. 2 Believe equal opportunities for career progression or promotion	More promotion of BAME people within the trust, publish success stories	People will see other people in promotions who look like them	More BAME people included in marketing and promotions	Head of I&WB Communications Lead	PEG	April 2022		Amber
7. 3 Believe equal opportunities for career progression or promotion	Video to be produced and marketed by an existing reciprocal mentoring	Greater sense of career progression opportunities	Video produced and presented on HUB	Head of I&WB Communications Lead	PEG	June 2022		Amber

	established relationship to highlight the advantages of the process to encourage more aspiring leader to take part							
7. 5 Believe equal opportunities for career progression or promotion	Consider longer term career development needs of Internationally educated nurses at Band 5 to ensure retention and further development of this group which has significantly increased in recent years	Improvement in WRES indicators and retention of staff	International nurses retained and career progression	Associate Director of Professions	PEG	June 2022  (in line with the Trust's appraisal window)		Amber
8. Staff experiencing discrimination at work from Manager/team leader or other colleagues	Updating Passport to Management training  FTSU Guardian support H&WB champions incorporating the FTSU Champion and Diversity champions role	Less discrimination at work and managers/team leaders awareness of what discrimination looks like	Sense check with FTSU Guardian and Champions	Head of I&WB  FTSU Guardian	PEG	May 2022		Amber
<b>Applies to Complete WRES</b>	<b>How this will be achieved</b>	<b>What expected outcome will be</b>	<b>What evidence will support this</b>	<b>Who will lead this</b>	<b>Where this will be reported/ monitored</b>	<b>Timescale</b>	<b>Update</b>	<b>RAG rating</b>

					to - ie Committee/ Group			
Apply relevant actions from anticipated NHS Employers strategy and action plan expected release in October	Learning taking from strategy and action plan and adopted as actions in this plan	This will contribute to improving disparities with the WRES indicators	WRES findings 2021-2022	Head of I&WB	PEG	November 2021		Amber
Create admin support post to assist with the work of the ED&I Engagement Officer	New post created, agreed and vacancy filled	Stronger communication and support of the ED&I agenda	Stronger visible presence of ED&I agenda in all digital comms and staff areas  Support to staff networks	Head of I&WB	PEG	Jan 2022	JD in process of consultation. Ready for Job panel to approve and grade	Amber
Apply for funding to create new post of Digital Comms Specialist to assist with the promotion of ED&I initiatives	Funding bid submitted for charities monies	Much stronger visible presence and communication of ED&I workstreams	Uptake of campaigns  WRES data  EDS2 data  Evaluation of effectiveness of the post	Head of I&WB	PEG	Nov 2021	Job profile and person spec in process of being written	Amber
Update on WRES progress to be a standing item on the PEG agenda	WRES permanently included on agenda	WRES action plan managed more effectively and updated regularly	Feedback to PEG	Head of I&WB	PEG	Nov 2021	Quarterly WRES progress report has been added to the PEG Forward Planner	Amber
Spotlight on BAME staff members in newsletter & HUB and digital comms	Canvassing for BAME participants and spread in media	BAME people will identify with people who look like them in the Trust and identify with their stories and have a greater sense	BAME staff network feedback  Improvement on WRES indicators	Head of I&WB/Digital Comms Specialist	PEG	Sept 2022		Amber

		of belonging	Pulse checks?					
Continue to look out for any emerging successful good practice from other organisations and implement this if possible	ED&I leads network attendance and sharing  NHS employers Diversity & Inclusion programme alumni partners status	Improvement on WRES data	WRES findings 2021-2022	Head of I&WB	PEG	April 2022		Amber
Develop new training package for managers	ED&I Engagement Officer developing new materials for managers	Managers will have a greater appreciation of barriers for BAME staff	Amount of training sessions held and evaluations from training	ED&I Engagement Officer	PEG	March 2022		

### KEY RAG Rating

 Complete	 On track for delivery	 Behind plan and action needed to bring back on target
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