

## Workforce Race Equality Standard (WRES) Action Plan 2020 - 2021

| 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 | RAG rating |
|---|---|---|--|--------------------|---|-----------|------------|
| 1 & 2. Workforce Representation and Staff recruitment from shortlisting | Working Group to review and adopt quality improvement methodology used at STH and featured in national WRES case study for achieving improvements in indicator 2 – which included changes to interviewer training, candidate assessment and feedback form | Improvement in likelihood of BME staff being appointed from short listing | 2020 WRES data results                       | Recruitment Lead   | People & Engagement Group                                       | Sept 2021 | Amber      |
| 5. Staff experiencing harassment, bullying or abuse from                | Explore public facing information   | Encourage a focus on respectful   | Less staff experiencing harassment, bullying | EDI Lead<br>Comms  | People & Engagement   | Sept 2021 | Amber      |

|  |  |   |   |  |                           |           |       |
|--|--|---|---|--|---------------------------|-----------|-------|
| patients, relatives or public                                  | targeting respect for staff and the consequences. Encouraging staff to report abuse and supporting them who have experienced it  | behaviours  | or abuse  | Lead   | Group                     |           |       |
| 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 training and skills, more promotion of mediation and the benefits | Encourage a focus on an informal resolution framework | Less staff experiencing harassment, bullying or abuse | EDI Lead<br>'Creating a Positive Culture' Steering Group | People & Engagement Group | Sept 2021 | Amber |
| 7. Believe equal opportunities for career progression or       | BME staff targeted offer to Leadership   | Improvement in the percentage point difference in     | 2020 WRES Staff Survey Results                        | L&OD Lead<br>Line  | People & Engagement Group | Sept 2021 | Amber |

|                  |   |  |                    |   |                   |                   |              |
|------------------|---|--|--------------------|---|-------------------|-------------------|--------------|
| <p>promotion</p> | <p>development courses, mentoring &amp; coaching</p> <p>Approach BME nursing and midwifery colleagues to offer to undertake reverse mentoring</p> <p>Ensure mentorship and development plans are in place for aspirant BME nurses and midwives.</p> <p>More promotion of people of colour within the trust, publish success stories</p> | <p>the staff survey question score</p> |                    | <p>Managers</p> <p>Senior Nurse Team</p> <p>EDI Lead</p> <p>Senior Nurse Team</p> <p>Comms Lead</p> |                   |                   |              |
| <p>9. Board</p>  | <p>Proposal to create an</p>  | <p>Successful appointment into</p>     | <p>Appointment</p> | <p>Nominations</p>  | <p>Council of</p> | <p>April 2021</p> | <p>Amber</p> |

|                |  |              |           |           |           |  |  |
|----------------|--|--------------|-----------|-----------|-----------|--|--|
| representation | Associate NED position for applicants with experience of living or working within BME communities and groups | the position | commences | Committee | Governors |  |  |
|----------------|--|--------------|-----------|-----------|-----------|--|--|

**KEY RAG Rating**



Complete



On track for delivery



Behind plan and action needed to bring back on target