**DBTH WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2017**

**Key recommendations for 2017-18**

(Source: Paper to DBTH Board, July 2017)

The recommendations focus on improving the quality of our data so that we can better target action; raising awareness across DBTH; and encouraging greater engagement with the local community.

1. Recruitment and shortlisting

Initially review current arrangements with particular focus on comparative success rates through the recruitment process. Consider introducing a reporting regime, where recruiting managers submit short report on the process to Director of POD. This has proved influential in other Trusts in making recruiting managers ‘think twice’ and reflecting on any unconscious bias.

1. Data quality  
   In common with other areas, immediate action is needed to improve data held on ESR. This might include a data cleanse or updating questionnaire. We also need to reinforce the importance of full data collection at recruitment/appointment.
2. Outreach and External Engagement  
   Our overall ethnicity data masks the failure to reflect the local community amongst our lower pay bands. That is typically the level at which hospitals draw local people into the workforce. We should look carefully at the planning for the next rounds of cohort recruitment (for Service Assistants and Healthcare Assistants) and ensure we are targeting local ethnic minority groups.
3. Workforce Race Equality Standard 2017  
   This plan can serve as the basis for our response to this year’s WRES report, as it is drawn from the same data.
4. Further analysis

Conduct benchmarking through the Yorkshire & Humberside Equality & Diversity Regional Network to further investigate disparity in success rates. Also review relative success rates for senior nursing vacancies.

**DETAILED WORK PLAN - ETHNICITY**

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| **Item** | **Description** | **Start date** | **End date** | **Owner** | **Commentary** |
| A. | **Recruitment and shortlisting** | July 2017 | Sept 2017 | JS/Recruitment Team | Review processes. Develop reporting regime |
| B. | **Data quality on ESR** | July 2017 | Dec 2017 | MB/MI Team | Data cleanse or survey, or use of ESS/MSS |
| C. | **Outreach and External Engagement** | July 2017 | tbc | JS/Recruitment Team | Research local groups. Align to cohort exercises |
| D. | **WRES 2017** | July 2017 | Aug 2017 | JS/KB | Data collected; report to be published by 1 August |
| E. | **Further analysis** | July 2017 | Dec 2017 | JS/KB/  Heads of Nursing | Benchmark with colleagues on Y&H Network. Research feeder grades/success rates for senior nursing posts. |