**DBTH WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2018**

**Key recommendations for 2018-19**

This year we will continue to focus upon improving the quality of our data to better inform our targeted actions, the development of wider and deeper engagement with our local community and raising the profile of the work around Diversity and Inclusion within DBTH. Diversity and Inclusion continues to be a consistent feature and focus within the Workforce and Education Committee and the Quality and Effectiveness Committee;

1. Recruitment and shortlisting

There has been a slight improvement in the gap between the recruitment of white staff v BME staff. We will continue to work with core recruitment to increase uptake of Unconscious Bias training for recruiting managers. We will proactively monitor and review our data to identify trends and success rates.

1. Data quality
There continues to be a need to improve the quality of the data held on ESR. It is our intention to cleanse the data we currently hold on ESR for existing staff and also ensure that at recruitment/appointment full data collection and capture is assured.

1. 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. There has been a sustained effort to proactively reach the local community through connecting with local job centres and working with local schools.
2. Workforce Race Equality Standard 2018
This plan can serve as the basis for our response to this year’s WRES report, as it is drawn from the same data.
3. Further analysis

We continue to actively engage with the Yorkshire & Humberside Equality & Diversity Regional Network, which allows us to benchmark ourselves against other organisations to share and implement good practice.

**DETAILED WORK PLAN – WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2018**

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| **Item** | **Description** | **Start date** | **End date** | **Owner** | **Commentary** |
| A. | **Recruitment and shortlisting** | Sept 2018 | Sept 2019 | JC/Recruitment Team | Increase uptake of Unconscious Bias training for recruiting managers |
| B. | **Data quality on ESR** | Sept 2018 | Sept 2019 | MB/MI Team | Data cleanse of ESR and assurance of data capture quality  |
| C. | **Outreach and External Engagement** | Sept 2018 | Ongoing  | JC/Recruitment Team | Continue to advertise and connect with local communities and align to recruitment cohort exercises |
| D. | **WRES 2018** | Sept 2018 | Sept 2019 | JCKB | Report to be published by 28/9/2018 |
| E. | **Further analysis** | Sept 2018 | Sept 2019 | JS/KB/Heads of Nursing | Benchmark with colleagues on Y&H Network.  |