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

Ref 1.	Issue	WRES data we have 4.5% of staff with ethnicity unknown			
	What is already in place?	We have seen an improvement in the staff ethnicity data from 4.5% of staff records had ethnicity data missing in (2018) to 3.5% in 2019. Roll out of ESR manager self-service will continue to facilitate improvements as staff can own and update their equality data.			
	Actions	Update	By Who	Action Due Date	Measure
	Communicate with staff to about WRES. Explain why it is important that ethnicity data is declared. Encourage employees to ensure their data is up to date (WRES).	Ongoing communication and training	EDI Lead and ESR Team	ESR Self-service starts 1st October 2019	A 5% improvement in recorded BAME status
	Explore the need for Staff Networks and whether there is an appetite for a staff lead network.	The EDI group to take a lead role in creating a space for BAME colleagues to share their views and experiences.	EDI Group	Next meeting October	Staff Network in place
	EDI training for staff	Ongoing promotion of training for managers	Leadership and HR Team	Ongoing	Increase in numbers trained from ESR record
2.	Issue	**There has been a significant deterioration in the likelihood of BME staff being appointed from shortlisting (2.44 from 1.06)**			
	What is already in place?	Unconscious bias training for managers, EDI Soundbites, Develop leadership programme, Masterclass series.			
	Actions	Update	By Who	Action Due Date	Measure
	Recruitment and HR to conduct a deep dive into the recruitment data	New TRAC recruitment system and centralised recruitment will help to address this	Senior Recruitment	December 2019	Review taken place and

			Team		actions agreed
	Promote Unconscious bias training for managers and the sharing of positive stories from BAME colleagues	Training already in place but needs more active promotion and uptake	Leadership team	Ongoing	Increase in numbers trained from ESR record
	Attraction and recruitment of BAME colleagues through reaching into community groups and networks and widening participation agenda	Work on widening participation and recruitment fairs	Recruitment and TED	Ongoing	Recruitment data and number of events
	Improve recruiting managers awareness of employing people from BAME backgrounds	Unconscious bias training EDI training	Recruitment and Leadership Team	Ongoing	Increase in numbers trained from ESR record
3.	Issue	35% BME staff experienced bullying, harassment and abuse in 2019 whereas in 2018 it was 29%. This represents a worsening position.			
	What is already in place?	Bullying and harassment strategy, New Freedom to Speak Up Guardian in post. EDI policy. Fair treatment for all policy. Violence and aggression policy. Equality and Diversity included in Induction and soundbites. Work on creating an open culture and staff engagement through Leadership development programmes.			
	Actions	**Update**	**By Who**	**Action Due Date**	**Measure**
	A 'Speaking Up' campaign to be launched and promoted with communications and staff side. Creation of Freedom to Speak up Forum and development of the role of Fairness Champions	Explore the data held by staff side P&OD and FTSU to establish why there is a difference in reporting and to understand the relationship between certain staff groups such as medics. Encourage BAME representation on the FTSU forum	FTSU, Leadership and Comms	December 2019	Campaign Launch
	Deep dive to explore staff survey data to identify areas of concern	Staff survey launches October 2019	Leadership Team	December 2019	Summary report presented
	Appraisal training for managers. Embed	Key theme in Leadership development	Leadership	December 2019	Increase in

	speaking up as a theme within the leadership development programmes	programmes	Team		numbers trained from ESR record
4.	Issue	The likelihood of BME staff being in a formal disciplinary process is 0.74 as compared to white staff – this is almost within the 'normal' range of 0.8-1.25			
	What is already in place?	Training for managers on conduct and capability and discipline and grievance Equality and Diversity included in Induction and soundbites.			
	Actions	**Update**	**By Who**	**Action Due Date**	**Measure**
	Deliver training for managers on conduct and capability and discipline and grievance	Training already in place but needs more active promotion and uptake	HR Team	Ongoing	Increase in numbers trained from ESR record
5.	Issue	76% of BME staff believe that the Trust provides equal opportunities for career progression or promotion compared to 86% of white staff			
	What is already in place?	Leadership development training, one to one coaching, development opportunities highlighted in internal communications and Buzz			
	Actions	**Update**	**By Who**	**Action Due Date**	**Measure**
	Deliver a bespoke BAME programme to develop our talent	'Moving forward' BAME Talent Programme to launch Q4 2019/20	Leadership Team	March 2020	Numbers on programme
	Deliver a Talent Conversations Soundbite for managers	Trial session happening in October then further roll our across DBTH	Leadership Team	October 2019	Numbers trained from ESR record