

Actions Required	Status	Responsibility	Time Scale (in months)	Source: RACE CODE / NHS EDI Plan	Please provide a full detailed update on what is happening to achieve this. With date of entry	Evidence
Relative likelihood of people being appointed from shortlisting across all posts	In Progress	Chief People Officer	Oct-24	NHS EDI Improvement plan High Impact Action 2.	31/07/23. The Trust WRES & WDES data for 2023 has been presented at TEG, People Committee and Board in July 2023. Continuing work on inclusive recruitment practices identified as an action in the People Strategy delivery plan	WRES & WDES Data and NHS Annual WRES & WDES Summary report Report for 202/23.
Year-on-year improvement in race and disability representation leading to parity over the life of the plan. In 2021/22 the percentage of people from a BAME background in leadership roles at Band 8 and above or medical / dental consultant was 20%. Our goal is to have 25% of people from a BAME background in leadership roles at Band 8 and above and medical leadership roles at the end of 2024/2025. With annual milestones of 22% in 2022 / 23% in 2023 and 25% in 2024/25.	In Progress	Chief People Officer, Medical Director, Chief Nurse	Apr-25	NHS EDI Improvement plan High Impact Action 2.	This will be measured though the numbers of people in these leadership positions as reported in the WRES data and ESR. BAME individuals at band 8+ or medical/dental consultant. 20% 2019 167 BAME / 725 total = 23%. 2020 171 BAME / 696 total = 25%. 2021 184 BAME / 902 total = 20%. 2022 194 BAME / 530 = 37% (2022 figures are estimates. Not validated by NHSE yet.)	WRES WDES Data
Diversity in shortlisted candidates	In Progress	Chief People Officer and Executive team	Oct-24	NHS EDI Improvement plan High Impact Action 2.	October 2023 Update: Data from our 2022 WRES data submission in July 2023. Specifically, 637 out of 2338 white candidates were appointed from shortlisting (27.2% of white candidates) compared to 142 out of 523 BME candidates (27.2% of BME candidates).	WRES & WRES Data