

Workforce Race Equality Standard (WRES) and Workforce Disability Standard (WDES) Action Plan 2019

	WRES/WDES Indicator EDS2	Recommended action	Time Scale Short, medium or long term.	Responsible for Action	Completion Date
1.	<p>EDS2 3.1 Fair NHS recruitment and selection processes leading to a more representative workforce at all levels.</p> <p>Relative Likelihood of BME and Disabled staff being appointed from shortlisting compared to that of white staff being recruited from shortlisting across all posts.</p>	<p>Advance level recruitment and selection training is being rolled out which covers discrimination in relation to the 9 protected characteristics, with a focus on values and behaviours, as well as unconscious bias and how this can be avoided. 6 sessions will be run over the year. Well established in the Trust and advertised to all recruiting managers to attend.</p> <p>Independent review to be carried out by EqUIP on the recruitment</p> <ul style="list-style-type: none"> • Processes • Training for managers • Assessment centres <p>(Preliminary report due in July 2019.)</p> <p>Working towards the Third Tier of the Disability Standard for Competent Employer (Disability Confident Leader Status)</p> <p>Recruit more diverse representatives to interviewing panels. This will include BAME and staff and staff with disabilities. An emphasis on this is highlighted in the Advanced Recruitment and Selection training to ensure Recruiting Managers have more diverse interview panels. This will be highlighted to the BAME Network</p>	<p>On-going</p> <p>Medium term</p> <p>Medium term</p> <p>Medium term</p>	<p>Head of Employment Services</p> <p>Head of Employment Services</p> <p>Head of Employment Services</p> <p>Head of Employment Services</p>	<p>On Going</p> <p>September 2019</p> <p>August 2019</p> <p>December 2019</p>

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		and Workforce Disability Network to support the Trust in delivering more diverse interview panels.			
2.	EDS2 3.2 The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations	Equal Pay Audit are published, analysed and reported to board annually. The data has been analysed and will be shared with staff side.	Short Term	Equality Lead	June 2019
3.	Relative Likelihood of BME and disabled staff entering the formal disciplinary process, compared to that of White or able-bodied staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (based on a two year rolling period).	The Senior HR Manager continues to capture information on disciplinary, grievance, dignity at work and capability. This information is reported to the JNCC on a regular basis with a detailed analysis being provided. Annual actions are identified in annual report to board. Develop an action plan to implement the advisory group recommendations from the Improving Our People Practices paper	Ongoing Medium term	Senior HR Manager Senior HR Manager	On-going April 2020
4.	Relative Likelihood of BME or disabled staff accessing non mandatory training and CPD compared to white staff EDS2 3.3 Training and development opportunities are taken up and positively evaluated by all staff	Mary Seacole training is monitored throughout the year and includes equality monitoring on the evaluation forms. A second BAME Stepping Up programme has now been commissioned. The BAME network is working in partnership with the OD Lead to promote leadership programs to encourage and support BAME colleagues	Ongoing Medium Term	Head of OD Head of OD	On-going September 2019

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	<p>EDS2 4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination</p>	<p>to apply for leadership programs and to join the local network.</p> <p>Equality and Diversity to be incorporated into a management training program with a focus on the following;</p> <ul style="list-style-type: none"> • harassment and bullying • Communication • Disability (mental health) • Making reasonable adjustments • Health and Well-Being 	<p>Medium term</p>	<p>Head of OD</p>	<p>January 2020</p>
<p>5.</p>	<p>Actions 5,6,7 & 8 related to questions asked in the staff Survey KF18: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.</p> <p>EDS2 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source</p>	<p>Disability Staff network to analyse data and add any actions to their work plan.</p> <p>The local BAME group is now operating and the network has been fully consulted about staff survey outcomes. The Chief Executive is Champion to this group.</p> <p>The workforce Disability Network is supporting the implementation of the Workforce Disability Standard and they have been consulted about the outcomes of the staff survey. A number of actions have been identifies within a twelve month work plan.</p>	<p>Medium term</p> <p>Medium term Ongoing</p>	<p>Disability network</p> <p>BAME Network</p> <p>Equality Lead and OD Lead.</p> <p>Head of Recruitment and Equality Lead.</p>	<p>December 2019</p> <p>December 2019</p> <p>On-going</p> <p>On-going</p>

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6.	<p>KF19: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.</p>	<p>The Speak up and Wellbeing Champions are now well established in our place based teams. The Speak Up-Guardian has regular one to ones with the ambassadors to discuss any issues of concern. The ambassador's well-being role is supported through the Health and Wellbeing group in terms of national and local Public Health initiatives. They promote and lead wellbeing activities in their area.</p>	Medium Term	Speak Up Guardian and Organisational Development Lead.	November 2019
		<p>The Head OD undertook a local staff survey to identify issues relating to discrimination. The outcomes of the survey were presented to the Board, staff networks and the health and wellbeing group.as a result of the survey a number of actions have been identified including the development of a management induction programme which will be launched in the autumn.</p>	On-going	Head of OD	September 2019
7.	<p>KF27: Percentage believing that the Trust provides equal opportunities for career progression or promotion.</p> <p>EDS2 3.5 Flexible working options are available to all staff consistent with the needs of the service and the way people lead their live</p>	<p>The local workforce networks groups have been engaged to identify any potential barriers to career progression</p>	Medium Term	Head of OD	September 2019
		<p>Continue to promote and review the uptake of flexible working practices.</p>	Ongoing	HR Operations	Ongoing
8.	<p>Q17. In the last 12 months have you</p>	<p>There are monthly meetings of the Staff</p>	Short term.	Head of Employment	June 2019

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	<p>personally experienced discrimination at work from any of the following Manager/team leader or other colleagues.</p>	<p>Disability network which is now well established, with a growing membership.</p> <p>The main theme for this year has been in relation to hidden disabilities and making reasonable adjustments in the workplace. The network held a trust wide conference to highlight hidden disabilities and the importance of implementing reasonable adjustments. The conference was well attended and the feedback was very positive. As a result of the conference Senior managers have promoted the network and invite members of the network to attend their senior team meetings to discuss some of the barriers they face in the workplace.</p>		<p>Services and Equality lead.</p>	
9.	<p>EDS2 4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations.</p> <p>EDS2 4.2 Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks</p>	<p>There is an annual Board workshop which specifically covers Equality and Diversity in relation to the workforce and service users. The workshop is led by the Director of HR and the Equality and Diversity Lead for workforce initiatives; Including feedback from the BAME and Disability Networks.</p>	Annual	<p>Director of HR and Equality and Diversity lead</p>	Annual
		<p>The Director of Nursing presents patient stories and initiatives in relation to patient experience. Improving accessibility and removing barriers are key themes; including up-dates on the Accessible Information Standard and the British Deaf Association Pledges.</p>	Annual	<p>Director of Nursing and Service Leads</p>	Annual
		<p>The Chief Executive is the Champion for the local BAME network and has attended local network meetings.</p>	On-going	<p>Chief Executive</p>	On-going

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	are to be managed	Annual Equality and Diversity report provides information and data across the 9 protected characteristics in relation to workforce. It also provides supporting action plans that address any gaps in services or workforce activity.	On-going	Director of HR and Director of Nursing	On-going
		High level Equality Impact Analyses are presented as part of major service redesign proposals	On-going	Service Leads	On-going