

Workforce Race Equality Standard (WRES) Action Plan



	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.</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>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.</p>	<p>Short term</p> <p>Medium term</p> <p>Medium</p> <p>Medium term</p>	<p>Matt Clarson</p> <p>Matt Clarson</p> <p>Matt Clarson</p> <p>Matt Clarkson</p>	<p>January 2019</p> <p>September 2018</p> <p>December 2018</p> <p>September 2018</p>

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2.	<p>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</p>	<p>Equal Pay Audit has now been completed and published on the SWFT web site. The data has been analysed and will be shared with staff side at the JNCC.</p>	Short Term	Ann Pope	June 2018
3.	<p>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).</p>	<p>The Head of HR 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.</p>	Ongoing	Helen Kenyon	On-going
4.	<p>Relative Likelihood of BME or disabled staff accessing non mandatory training and CPD compared to white staff</p>	<p>Mary Seacole training is monitored throughout the year and includes equality monitoring on the evaluation forms.</p>	Ongoing	Learning and development	On-going
	<p>EDS2 3.3 Training and development opportunities are taken up and positively evaluated by all staff</p>	<p>Local BAME Stepping Up programme commissioned. Will work with BAME staff to promote opportunities around this training.</p>	Medium Term	Learning and Development	September 2018
	<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>Equality and Diversity Training is currently being reviewed in terms of frequency of attendance and content with focus on the following;</p> <ul style="list-style-type: none"> • harassment and bullying • Communication • Disability (mental health) 	Medium term	Equality and Diversity lead and Learning and development lead	September 2018
5.	<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>Disability Staff network to analyse data and add any actions to their work plan.</p>	Medium term	Disability network	September 2018
		<p>BAME focus groups to be arranged to consult about staff survey outcomes.</p>	Medium term	Dan Pearce/ Maggie O'Rourke	September 2018

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	<p>EDS2 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source</p>	<p>Work towards establishing a local BAME Staff network</p> <p>Establish workforce disability network to support the implementation of the new Workforce Disability Standard.</p>	<p>Long term</p> <p>Ongoing</p>	<p>Dan Pearce/ Maggie O'Rourke</p> <p>Matt Clarson/Maggie O'Rourke</p>	<p>December 2018</p> <p>December 2018</p>
6.	<p>KF19: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.</p>	<p>12 Speak up and Wellbeing Champions to be recruited for each of the 12 site based teams in the community. Champions will reflect the diversity of the workforce.</p>	<p>Medium Term</p>	<p>Sue Pike/Maggie O'Rourke</p>	<p>November 2018</p>
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>Focus groups will be arranged to engage staff with disabilities and from the BAME group to identify any barriers to career progression</p> <p>Continue to review up take of flexible working practices</p>	<p>Medium Term</p> <p>Ongoing</p>	<p>Dan Pearce/ Maggie O'Rourke</p> <p>HR Operations</p>	<p>September 2018</p> <p>Ongoing</p>
8.	<p>Q17. In the last 12 months have you personally experienced discrimination at work from any of the following Manager/team leader or other colleagues.</p>	<p>Formally launch the Staff Disability network and recruit more members.</p>	<p>Short term.</p>	<p>Matt Clarson/Maggie O'Rourke/Staff Side</p>	<p>June 2018</p>

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9.	<p>.EDS2 4.1 Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations.</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.</p>	Annual	Director of HR and Equality and Diversity lead	Annual
	<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 are to be managed</p>	<p>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.</p>	Annual	Director of HR and functional leads	Annual