

WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2018/2019

Action Plan to be tabled at Diversity and Inclusion Steering Group, Workforce and OD, Workforce Transformation Committee and BME Network.

No.	WRES Indicator	Metric	Actions	Delivery Timescale	Lead Responsibility
1.	Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce	Staff by Pay Banding Comparison (see Appendix 2)	Continue to engage with BME staff network and encourage participation in Coaching and Mentoring Programme to support the development of BME staff.	Ongoing	Director of Workforce and OD
			Explore opportunities to increase the number of BME staff who complete exit interviews.	December 2018	
2.	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	White: 0.22 BME: 0.16 Relative likelihood: 1.38	Review how the Trust can promote unconscious bias training to existing recruiting managers.	December 2018	Head of OD / Head of HR Services
			Explore with the BME Network the opportunity for providing coaching and informal support to BME staff during the preparation stage for an interview.	December 2018	
3.	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	White: 0.01 BME: 0.01 Relative likelihood: 0.94	Continue to monitor and support all staff as required.	Ongoing	Head of HR Advisory Service
4.	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	White: 0.73 BME: 0.74 Relative likelihood: 0.99	Explore options to enable staff to upload their own training and CPD undertaken outside of HEY247 to be captured on the HEY247 system.	December 2018	Head of Education and Development
5.	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White: 25.02% BME: 20.95%	Consider a renewed campaign to promote the Trust's zero tolerance approach to incidents of bullying, harassment or abuse of its staff.	December 2018	Director of Communications / Head of Security
6.	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in	White: 27.59% BME: 27.12%	Ensure the Culture and Wellbeing Committee explore the reasons for staff experiencing harassment, bullying or abuse	Ongoing	Chief Executive / Director of Workforce and OD

Appendix 3

No.	WRES Indicator	Metric	Actions	Delivery Timescale	Lead Responsibility
	last 12 months		from staff and develop appropriate action plans.		
7.	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	White: 89.6% BME: 80.6%	Continue to develop coaching strategies to support staff	Ongoing	Head of OD
			Reinforce with recruiting managers the principles of VBR.	Ongoing	
8.	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White: 5.32% BME: 11.04%	Continue to examine qualitative and quantitative data collected by SALS to determine trends and identify departments, roles or pay bandings where review and action is required.	Ongoing	Deputy Director Governance, Quality and Safety / Head of OD
			Consider integrating equality, diversity and inclusion in cultural briefings.	December 2018	
9.	Percentage difference between the organisations' Board voting membership and its overall workforce	White: 12.7% BME: -11.1%	Continue to ensure that the process for appointment of Executive and Non-Executive Director posts encourages applications from as diverse a pool of talent as possible and demonstrates the Trust's commitment to diversity and inclusion.	Ongoing	Chairman / Chief Executive