Workforce Race Equality Standard Action Plan 2016 – 2017.

ACTION	Due date	Progress toward outcome	Person Responsible	RAG
Identify which committee will act as the assurance committee for the Workforce Race Equality Standard	July 2016	Agreed in Trust Board meeting on 03/06/16 that the Trusts Putting People First Committee would oversee the WRES and ensure progress of associated action plan.	Director of Workforce and Marketing	completed
WRES action plan to be developed by members of the Trusts Diversity and Inclusion Committee with actions linked to issues identified in current years WRES response. Action plan to be monitored by this committee and quarterly reports sent to Trusts Putting People First Committee.	August 2016	Draft action plan completed, to go to relevant committees during September for agreement, final sign off by the Putting People First Committee. Actions will be monitored by the Diversity and Inclusion Committee, before being presented at the assurance committee (Putting People First Committee)	Members of the Diversity and Inclusion Committee	completed

Provide updates on the WRES and action plan progress to the following committees and groups: • Diversity and Inclusion Committee • Putting People First Committee • Partnership Forum • Joint Local Negotiating Committee • Council of Governors • Quarterly meetings with HealthWatch, Patient Experience and Quality Team	Ongoing	Ensure that updates are provided in time to be presented at all relevant meetings	Diversity and Inclusion Manager	Ongoing
Facilitate meetings directly with members of the BME workforce to hear first hand their experiences of the workplace in terms of the WRES key indicat6ors, to further raise awareness of the WRES and enable a better understanding around areas to improve.	December 2016	To be carried out during October 2016 , which is Black History Month. Carrying out these meetings during this month will be part of the awareness raising carried out in October	Diversity and Inclusion Manager/HR Advisors/L and D facilitator	Not started
Initiate engagement with staff across the Trust to understand why both	March 2017		Diversity and	Not started

BME staff and white staff are failing to report incidents of bullying, harassment or abuse from patients, relatives or the public formally and identify what training and/or support is needed for them to be confident in reporting such incidents.			Inclusion Manager/HR Advisors/Risk team	
Undertake further detailed data analysis to identify any specific areas in the Trust, job roles and pay bands where BME staff are poorly represented, in particular to investigate the declining number of BME staff above a Band 5 in both clinical and non clinical roles	March 2017		Workforce Information Manager/HR Business Partner/Diversity and Inclusion Manager	Not started
Encourage applications from underrepresented groups – ensure information is included in all job adverts to specifically encourage applications.	September 2017		Transactional HR staff/HR Business Partner	Not started
Ensure that national BME networks are notified of vacancies for roles at Band 8 and above	September 2017		Transactional HR staff/HR Business partner	Not started
Expand Diversity and Inclusion Training to include the WRES and the responsibilities of both the Trust and its employees around the WRES.	December 2016	Training booked for: - Council of governors - Trust Board	Diversity and Inclusion Manager	Ongoing

Ensure that staff at Pay Band 8 and above are aware of and encouraged to participate in any leadership/training courses specifically developed for BME staff	September 2016	Learning and development team to publicise and encourage/support BME staff at Band 8 and above to attend leadership/development programmes aimed specifically at BME staff The first opportunity can be found in the link below: http://www.leadershipacademy.nhs.uk/programmes/the-ready-now-programme/	Learning and Development Manager	Ongoing