


Workforce Race Equality Standard Action Plan 2019/20

Agreed Action	Due date	Updates/Evidence	Person Responsible	RAG
Provide annual WRES related report to show ethnicity profile to the Putting People First Committee; report to provide a summary of WRES submission data	November 2019	Due to be included on the November 2019 PPF agenda WRES submission completed in line with deadline date	HRBP	In progress/on track
Introduce Equality Champions at the Trust	October 2019		EDI Advisor	
There is minimal BAME representation in non-clinical roles between Bands 6-9	December 2019	Career clinics to be reinstated and available to all staff – schedule to take place bi-monthly/quarterly dependant on attendance	EDI Advisor/HRBP/L&D Manager	
	June 2020	Reverse mentoring training to be scoped for inclusion at LWH by June 2020 and actively promoted with BAME staff	EDI Advisor/HRBP/L&D Manager	
Deliver unconscious bias training to all staff by 2021 and make it mandatory as part of the E&D training package	January 2021	Discussion held with MerseyCare on 09/09/19 to discuss materials for this training to enable it to be created/offered to staff. First session for managers scheduled to take place on 9 th December 2019	EDI Advisor/L&D Manager	In progress/on track

		 Culture Sensitivity including Unconscious		
<p>Monitor applications for employment within the Trust throughout the recruitment & selection process on a quarterly basis whilst seeking to;</p> <ul style="list-style-type: none"> - Increasing the number of applications from BAME candidates - Increasing the number of appointments of BAME staff with particular focus to non-clinical posts - Review staff survey responses to the 2019 staff survey in relation to equal opportunities available to BAME employees 	<p>June 2019 with quarterly review (next review due October 2019)</p>	<p>The number of BAME applicants to roles at the Trust has increased, specifically, 16% of applicants (324) have applied for a role since June 2019 and this evidences a continued trend from this population of applicants as the total number of applications since July 2018 is recorded as 1080 applicants. No appointments from the BAME applicant pool have been made since June 2019 and this is in comparison to 30 successful appointments since July 2018 equating to 9.25% of overall successful applicant pool.</p>	<p>EDI Advisor/HRBP</p>	<p>In progress/on track</p>
<p>Awareness for line managers about the meaning and prevention of bullying, harassment, abuse in local areas via HR 'Lunch & Learn' sessions and Trust-wide communications</p> <p>Hold future listening events on the subject of 'Fair and Just culture' incorporating issues relating to B&H</p>	<p>July 2020</p>	<p>ER data within HR evidences that caseload for such matters is low and therefore, this is deemed as a local engagement matter requiring support.</p> <p>WRES submission (2019) shows that staff detailing that they have experienced bullying, harassment or abuse from a colleague has increased by 7% to stand at 26%. Moreover, 8% of the BAME population report that they have been subjected to discrimination from their line manager or other colleague and this is also comparable to the previous year (9%).</p>	<p>HR Team</p>	