

LWH Workforce Race Equality Standard Action Plan October 2023

Areas of concern/deterioration from data

- Likelihood of being appointed from interview (reduced from 46.15% to 31.64%)
- Board Director data (reduced from 3 to 2)
- Likelihood of entering formal disciplinary processes (deterioration)
- Number of staff experiencing harassment, bullying or abuse from other staff (increase from 21.5% to 31.2%)
- Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months (19.2%)
- Believe Trust provides equal opportunities for career progression (reduction to 46.8% from 52.3%)

Areas of improvement from data

- Total number of racially marginalised employees increased (9.54% to 10.3%)

Objective	Action/s	Timescales	Progress
Embed the principles and practices of Anti-Racism at Liverpool Women's Hospital	<ul style="list-style-type: none"> • Strategic aim to be one of UK's most inclusive employers embedded in LWH Corporate Objectives • Publish our Board Statement of Commitment to Anti Racism • Deliver Executive and senior leader Anti Racism training. • Roll out a visual communications campaign in patient facing areas • Board and senior leaders engaged in Diversity in Health and Care Partners Programme • Share regular resources and briefings on Anti Racism with organisation, Executive Directors undertaken specific reading. • Continue to devote one Senior Leadership Forum per annum to Anti Racism. • Develop a specific therapy offer for racial trauma with Staff Support Service 	September 2023	Completed – Anti racism training delivered in each leadership cohort, 64 participants attended to date.
		March 2024	In development
Develop a programme of ED&I training in addition to the online national ED&I	<ul style="list-style-type: none"> • Specialist training on transgender issues and ED&I to be delivered to front line reception staff and other key clinical staff. 	November 2023	Courses booked for 20 th and 27 th November

programme and roll out to every member of staff, with the priority being maternity, and other clinical areas.	<ul style="list-style-type: none"> Full roll out of training, developed in house and delivered by the EDI, L&D and OD team 	July 2023	Training commencing January 2024
<p>Increase diversity in leadership roles, particularly within Nursing/ Midwifery and AHP, understanding barriers to progression and offering bespoke support</p> <p>Moving closer to our aim of 25% of leaders (Band 7 or above) being from a racially minoritised background, by increasing to 13% in 2023/24</p>	<ul style="list-style-type: none"> Ongoing offer of career clinics with Deputy Chief Nurse and Deputy Chief People Officer Ring-fenced places on Leadership Course for racially minoritised N&M Bespoke pastoral support package for international N&M Coaches and Mentors offered to all. Diverse interview panels mandatory for 8a and above, to be extended to Band 7 and above for N&M roles. Submit a business case for a part time role for a nurse/ midwife from a racially minoritised background to lead cultural competency programme in N&M 	<p>Ongoing</p> <p>December 2023</p> <p>February 2024</p>	Clinics took place throughout Black History Month
Increase diversity of the workforce at all levels, specifically Increasing the number of employees from a racially marginalised background by 5%, moving to 13% in 2023/24	<ul style="list-style-type: none"> Introduce a positive action scheme for race with a guaranteed interview for candidates from a racially minoritised background who meet the essential criteria. Work in partnership with Patient Experience to ensure that every interaction with our local community also showcases the opportunities for both work and volunteering at LWH. 	<p>April 2023</p> <p>Ongoing</p>	<p>Scheme in place, evaluation needs to take place.</p> <p>Annual calendar of events developed</p>
<p>Ensure the 'Reach' Staff Network is embedded and is fulfilling 3 key purposes:</p> <ol style="list-style-type: none"> Peer support Feedback to Trust Board Opportunity to test out plans for anti-racism work and work together on projects and events 	<ul style="list-style-type: none"> Ongoing work to find a stable chair and support the group to become a cohesive and functioning entity. Link the Freedom to Speak up Guardian into the Group. 	Ongoing	
Conduct a Race Review by an external consultant to identify, understand and take action on issues of racism.	<ul style="list-style-type: none"> External consultant to be identified and TOR agreed 	February 2024	
Align the requirements of the NW Anti Racist Framework to current actions and achieve accreditation.	<ul style="list-style-type: none"> Achieve Bronze, Silver and Gold Status <p>Current areas requiring action for bronze</p> <ul style="list-style-type: none"> WRES data and workforce data disaggregated by ethnic groups to be presented at board meetings to ensure that racial disparities are monitored and addressed as a part of the business as usual Leaders at Band 8A and above must have a personal development plan goal agreed around equality, diversity and inclusion, and a 	<p>November 2023</p> <p>February 2024</p>	

	<p>process to report annually the percentage of these goals that have been met.</p> <p>Current areas requiring action for Silver</p> <ul style="list-style-type: none"> • An executive director must attend Black, Asian and Minority Ethnic staff network meetings at least four times a year <p>Current areas requiring action for Gold</p> <ul style="list-style-type: none"> • An organisation's board of directors diversity by ethnicity must match closely the diversity of the local population or at the minimum include one Black, Asian or Minority Ethnic member (which ever figure is higher). • An organisation must use an EDI performance dashboard that is presented quarterly to board and include performance against the racedisparity ratio, WRES, and other race specific targets as appropriate. • The organisation must be able to demonstrate two years of consecutive improvements against at least five WRES measures. • The organisation can evidence diverse representation within their disciplinary and grievance processes. • The organisation should bring together annually Black, Asian and Minority Ethnic staff to review EDI progress and any learning be built into the following year's plans 	<p>From 13 December 2023</p> <p>Ongoing based on turnover</p> <p>February 2024</p> <p>Ongoing</p> <p>From November 2023</p> <p>From April 2024</p>	
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