

Workforce Race Equality Standard Action Plan 1st July 2020 – 30th June 2021

Background

This document was prepared to support the organisation to address the issues raised by the Workforce Race Equality Standard. It has taken the issues raised and set out how we will address and / or monitor them.

Action Plan

KEY (Change status)

- 1 Recommendation agreed but not yet actioned
- 2 Action in progress
- 3 Recommendation fully implemented
- 4 Recommendation never actioned (please state reasons)
- 5 Other (please provide supporting information)

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence
Aim: To increase awareness of issues faced by BAME staff in the trust						
1	Continuous promotion membership of BAME Staff Network and promote lived experiences.	Sep 2021	BAME staff network chair and Inclusion Lead		2	
2	Promotion through Onboarding of BAME staff network and develop buddy scheme	Jan 2021	Head of HR (E&W)		1	

3	Reverse mentoring scheme to be set up with directors and BAME staff	Jan 2021	Director of HR & OD and Head of Learning & OD		1	
4	Generate and analyse training reports for staff that access non-mandatory training (including the introduction of apprenticeships) who identify as Black and Minority Ethnic (BME) compared to White staff. This will act as a safeguard to ensuring development is encouraged at all levels, in line with both WRES and the Widening Participation Agenda, and the Trust's leadership model.	March 2021	Head of Learning and OD		2	
Aim: To increase the number of BAME people recruited to the trust to improve the proportion of BAME staff employed						

5	<p>Opportunities for promotion and development of internal BAME colleagues to be actively promoted by:</p> <ul style="list-style-type: none"> • Positive action for promotion of apprenticeship applications – increase number of applications from BAME backgrounds • Encourage applications for jobs and development opportunities from BME staff at all levels of the organisation e.g. through BAME network • Targeting training, development, and in particular leadership development to BAME colleagues e.g. through BAME network 	March 2021	<p>Head of Learning and OD</p> <p>Head of HR (Workforce Planning and Resourcing)</p>		2	
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6	<p>Increase BME staff numbers to represent community BAME levels by:</p> <ul style="list-style-type: none"> • reviewing the R&S training to include the subject of unconscious bias • Identifying areas of underrepresentation to target recruitment to posts; BAME participation on recruitment panels to be trialled for these areas. • Introduce wider recruitment initiatives outside NHS Jobs to attract a higher BME application rate through liason with multi-cultural groups in Wirral 	April 2021	<p>Head of HR (Wellbeing and Engagement) Head of HR (Workforce Planning and Resourcing) Inclusion Lead</p>		2	
7	<p>Commitment from the board to take positive action to increase diversity in future recruitment</p>	June 2021	<p>Director of HR & OD</p>		1	
<p>Aim: To improve the monitoring of the impact of trust policies on BAME staff</p>						

8	Development of trust/divisional Inclusion dashboards to include workforce KPIs e.g. numbers of discrimination ER cases and BME staff levels	March 2021	Inclusion Team Deputy Director of Operations Head of HR (Wellbeing and Engagement) Head of Business Intelligence	Task and Finish group to be re-established	2	
9	Involve the staff network in the Equality Impact Assessment process for relevant workforce policies	April 2021	Head of HR (Wellbeing and Engagement)		1	