

Workforce Race Equality Standard Action Plan 1st August 2021 – 31th July 2022

Background

This document was prepared to support the organisation to address the issues raised by the Workforce Race Equality Standard but also incorporates the actions identified as part of the Model Employer Goals and the Race Disparity Ratio. It has taken the issues raised and set out how we will address and / or monitor them. It is split into two parts the actions for year one and part two details the longer term actions from the aforementioned action plans.

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)

Part 1 – Actions for 2021/22

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence	In Model Employer Plan	In Race Disparity Ratio Plan
Aim: To increase awareness of issues faced by BAME staff in the trust								
1	Promotion through Onboarding of BAME staff network Develop a buddy scheme for new employees	December 2021	Head of HR (E&W)	<i>Carried over action from 2020/21 plan</i>			No	No

2	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.	July 2022	Head of Learning and OD	<i>Carried over action from 2020/21 plan</i>			No	No
Aim: To increase the number of BAME people recruited to the trust to improve the proportion of BAME staff employed								

3	<p>Create 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 		<p>Head of Learning and OD</p> <p>Head of HR (Workforce Planning and Resourcing)</p>	<p><i>Carried over action from 2020/21 plan</i></p>			Yes	Yes
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4	<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 	June 2022	Head of HR (Wellbeing and Engagement) Head of HR (Workforce Planning and Resourcing) Inclusion Lead	<i>Carried over action from 2020/21 plan</i>			Yes	Yes
5	<p>Undertake review of selection and assessment methods for roles and encourage wider usage for key roles i.e. Practical assessments Clinical scenarios</p> <p>Values-based recruitment review</p>	June 2022 June 2023	Heads of HR				Yes	

6	To improve the ratio of appointed candidates from BAME backgrounds in band 8 by using targeted recruitment and positive action for all band 8 posts e.g. guarantee of interview for BAME candidates meeting essential criteria, inclusion of standard questions on EDI contribution.	June 2022					Yes	Yes
7	All directors to have an objective linked to inclusion including requirement to comply with previous action and seek.	June 2022	CEO and Chair				Yes	
8	Inclusion representatives to be trained and included in interviews for roles in identified areas of low representation with power to challenge process and decisions	June 2022	Heads of HR				Yes	Yes
9	To review reverse mentoring programme and publicise outcomes	Dec 2021	Head of Learning and OD				Yes	
10	To develop lived experiences stories and use as part of communication campaign to raise awareness of BAME issues and support allyship	June 2022	Head of Inclusion				Yes	

11	As part of wider Inclusion promotion and awareness campaign internally workforce diversity information and programme of actions. Include race disparity ratio	June 2022	Head of Inclusion and Head of HR				Yes	Yes
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Part 2 – Longer Term actions contained within the Model Employer Action Plan and Race Disparity Ratio Plan

Model Employer Diversity Action Plan								
	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence	In Model Employer Plan	In Race Disparity Ratio Plan
Ensure executive senior managers own the agenda, as part of culture changes in organisations, with improvements in ethnic minority representation and other under-represented groups as part of objectives and appraisal.								
1	Introduce the LJMU racial awareness training for recruiting managers pilot (Band 7+) on cultural competence	June 2023					Yes	

Organise talent panels to:

- create a 'database' of individuals by system who are eligible for promotion and development opportunities such as stretch and acting up assignments, which must be advertised to all staff
- agree positive action approaches to filling roles for under-represented groups
- set transparent minimum criteria for candidate selection into talent pools.

2	To use divisional data to show ratio of BAME staff to identify services with low levels of diversity in comparison to trust workforce, and target recruitment for posts by taking positive action and monitoring shortlisted/appointed candidates	June 2023					Yes	Yes
3	To develop an Inclusion Talent Pool with ICS colleagues and set transparent minimum criteria ensuring that race and other protected characteristics are considered	June 2025					Yes	Yes

Race Disparity Ratio Action Plan

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence	In Model Employer Plan	In Race Disparity Ratio Plan
Staff Development								
4	To develop and implement career conversations for all staff –actively encourage and monitor take up by staff from BAME backgrounds and disability	June 2023					No	Yes
5	Increase promotion of NHS wide programmes and NW Leadership academy programmes e.g. “Stepping up” subject to availability of suitable programmes	June 2023					No	Yes