

Workforce Race Equality Standard Action Plan 1st August 2024 – 31th July 2025

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 NHS People Plan and Promise and the Trusts Inclusion & Health Inequalities and People Strategies. 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

Part 1 – Actions for 2024/25

	Actions required	Action by date	Person responsible	Comments/action status	Change stage (see Key)	Evidence
1.	Introduce the cultural awareness training for recruiting managers <i>Part of PSDP</i>	30/09/2024	Head of HR (E&W) and Head of Equity, Diversity & Inclusion			
2.	Reduce NULL/unknown ethnicity status on ESR – active targeting to reduce this	31/12/2024	Head of HR (E&W)			

3.	Representatives of the network to be included as part of the Trust's bullying and harassment policy development, adapting a civility and respect approach	31/10/2024	HR policy lead and networks			
4.	Representatives of the network to be included as part of the Trust's review of the disciplinary policy	31/10/2024	HR policy lead and networks			
5.	Maintaining equal opportunities in relation to career progression for BME workforce – e.g scope for growth, mentoring/coaching opportunities	30/04/2025	HR and networks			
6.	Analysing incidents in relation to incidents of racial harassment reported by staff	30/09/2024	LSMS, Head of HR (E&W) and Head of Equity, Diversity & Inclusion			