

## Workforce Race Equality Standard (WRES) Action Plan 2016-2017

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| <b>Programme :</b>          | <b>Equality, Diversity and Inclusion</b>                                  |
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## RAG status key

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|----------|---|
| <b>R</b> | Red: Immediate remedial action required to progress this action |
| <b>A</b> | Amber: Action required for successful delivery of this action   |
| <b>G</b> | Green: Action on target   |
| <b>B</b> | Blue: Completed action  |

| Action No | Requirement  | Timescale    | Lead   | Progress towards outcome   | Current status |
|-----------|--|--------------|--|--|----------------|
| 1         | Undertake all necessary actions to ensure the 2016 Staff Survey is available to all Trust staff, to increase the quality of survey data from staff.  | August 2016  | Assistant Director of Organisational Development     | Trust has committed to a full staff survey   |                |
| 2         | <u>WRES Indicator 2:</u><br>Review and report on systems and processes regarding short-listing / appointment data, and the reported increased likelihood of white staff being appointed than BME staff.                | October 2016 | Head of Workforce Intelligence                       | Review allotted  |                |
| 3         | <u>WRES Indicator 3:</u><br>Review, as a matter of priority, systems and process regarding the formal disciplinary process, and the reported increased likelihood of BME staff entering a formal disciplinary process. | October 2016 | Head of Workforce Intelligence                       | Review allotted, and should include a review of consistency of informal processes. |                |
| 4         | <u>WRES Indicator 4:</u><br>Undertake all necessary actions to generate bespoke training reports that identify training by staff who identify as Black and Minority Ethnic (BME)                                       | October 2016 | Deputy Director of Nursing                           | Review allotted  |                |
| 5         | <u>WRES Indicators 5, 6, 7 &amp; 8:</u><br>Trust to host a WRES Conference on 19 <sup>th</sup> October 2016, with key national speakers (including representative from the NHS England WRES Team).                     | October 2016 | Equality, Inclusion and Engagement Programme Manager | Conference booked and advertising commenced  |                |

| Action No | Requirement   | Timescale    | Lead   | Progress towards outcome  | Current status |
|-----------|---|--------------|--|---|----------------|
| 6         | <u>WRES Indicators 5, 6, 7 &amp; 8:</u><br>ULHT to launch BME Staff Equality Network  | October 2016 | Equality, Inclusion and Engagement Programme Manager | Planning for a BME Staff Equality Network commenced, utilising NHS Employer resources |                |
| 7         | <u>WRES Indicators 5, 6 &amp; 8:</u><br>Trust HR policies to be reviewed to ensure they are WRES compliant                                    | October 2016 | Head of Workforce Intelligence                       | Review allotted   |                |
| 8         | <u>WRES Indicator 9:</u><br>Forward plans discussed and developed with the CEO and Chairman in relation to developing a representative Board. | October 2016 | Equality, Inclusion and Engagement Programme Manager | Planning commenced with a view to commencing the Board Apprentice Programme.          |                |