

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

Programme :	Equality, Diversity and Inclusion
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RAG status key

R	Red: Immediate remedial action required to progress this action
A	Amber: Action required for successful delivery of this action
G	Green: Action on target
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	Head of Transformational Change & Engagement	Trust has committed to a full staff survey	

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2	<p><u>WRES Indicator 2:</u></p> <p>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.</p>	March 2017	Head of Workforce Intelligence	<p>Current recruitment training for managers to be revised by March 2017 to include more information regarding equality, diversity and inclusion and unconscious bias.</p> <p>The new TRAC system to be introduced into HR Recruitment in 2017/2018, will improve performance and the ability to report, analyse and respond to data more effectively.</p> <p>A new BAME Staff Equality Network to be commenced early 2017/2018 and will be a group to confirm and challenge the Trust's performance in relation to race equality, as well and provide the Trust with feedback in relation to staff experience.</p>	

Action No	Requirement	Timescale	Lead	Progress towards outcome	Current status
3	<p><u>WRES Indicator 3:</u></p> <p>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.</p>	March 2017	Head of Workforce Intelligence	<p>A new training programme for managers, in line with the Trust's values, to be commenced in early 2017/2018.</p> <p>The Trust's zero tolerance of bullying and harassment to be relaunched in early 2017.</p> <p>The Trust implemented the new NHS Whistleblowing policy and appointed a Freedom to Speak Up Guardian.</p> <p>A new BAME Staff Equality Network to be commenced early 2017/2018 and will be a group to confirm and challenge the Trust's performance in relation to race equality, as well and provide the Trust with feedback in relation to staff experience.</p>	

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4	<p><u>WRES Indicator 4:</u></p> <p>Undertake all necessary actions to generate bespoke training reports that identify training by staff who identify as Black and Minority Ethnic (BME)</p>	March 2017	Deputy Director of Nursing	<p>The current IT system does not permit for more detailed reporting in relation to staff training, beyond that which has currently been included in the WRES report.</p> <p>Managers to be requested to generate their own systems and processes in order to provide assurance that all staff have fair access to training and development.</p>	
5	<p><u>WRES Indicators 5, 6, 7 & 8:</u></p> <p>Trust to host a WRES Conference on 19th October 2016, with key national speakers (including representative from the NHS England WRES Team).</p>	October 2016	Equality, Diversity and Inclusion Lead	<p>Lincolnshire Race Equality Conference took place on the 19th October 2016 with ca 50 delegates from a range of NHS organisations and specialities in attendance. The event evaluated extremely positively and a commitment to future events was made.</p>	

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6	<p><u>WRES Indicators 5, 6, 7 & 8:</u></p> <p>ULHT to launch BAME Staff Equality Network</p>	April 2017	Equality, Diversity and Inclusion Lead	<p>Planning for a BAME Staff Equality Network commenced, utilising NHS Employer resources.</p> <p>Commitment across the NHS Provider organisations established for a county-wide approach to a BAME Staff Equality Network.</p> <p>Commitment from the Trust's Executive Team established for an Executive Sponsor for the BAME Staff Equality Network.</p> <p>Engagement with BAME Staff commenced regarding the establishment of the ULHT branch of the network and the role of Visible Leaders.</p>	
7	<p><u>WRES Indicators 5, 6 & 8:</u></p> <p>Trust HR policies to be reviewed to ensure they are WRES compliant</p>	April 2017	Head of Workforce Intelligence	<p>New and revised Equality Analysis documentation for the Trust implemented in 2016. Each Trust HR policy, upon revision / publication, will be underpinned by a robust Equality Analysis, which will ensure policies are WRES compliant.</p>	

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8	<u>WRES Indicator 9:</u> Forward plans discussed and developed with the CEO and Chairman in relation to developing a representative Board.	April 2017	Trust Secretary	Planning commenced with a view to commencing the Board Apprentice Programme.	