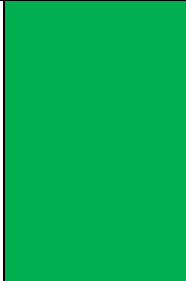
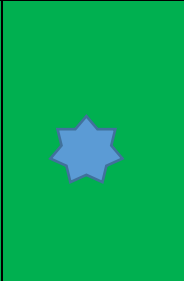

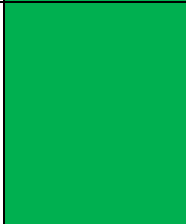
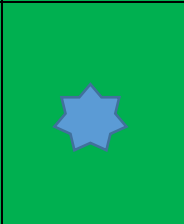
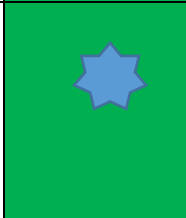







Workforce Race Equality Standard (WRES)

Action Plan 2018-2019

WRES Indicator	Action	Action Owner	Milestone Q3 2018-2019	Milestone Q4 2018-2019	Milestone Q1 2019-2020	Evidence
Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts.	Mandate new recruitment training for recruiting managers.	Martin Rayson				28.01.2019 – Manager recruitment training completion / status now included in TRAC  TRAC_Recruit_Manager_Training_Field_J
	Schedule, advertise and deliver programme of new recruitment training for managers for rest of 2018-2019.	Helen Nicholson				28.01.2019 – Recruitment training scheduled & advertised on intranet. http://ulhintranet/recruitment-and-selection
	As an act of positive action promote the new recruitment training for managers through the BAME staff network	Tim Couchman				11.09.18 – email TC to BAME network

	Undertake a root cause analysis of the Trust's recruitment data 2017-2018 by professional group and identify key areas for specific action.	Tim Couchman				28.01.2019 – Data received from Recruitment Team and analysis to be commenced. 18.03.2019 – new TRAC system functionality required clarification. This now obtained and detailed report being produced by Recruitment Team Leader.
	Undertake an audit of the recruitment data in the new TRAC system in December 2018 (once the system has been 'live' for six months) and develop actions from the audit	Karen Gates				28.01.2019 – Audit scheduled to be undertaken in February 2019. 18.03.2019 – new TRAC system functionality required clarification. This now obtained and detailed report being produced by Recruitment Team Leader.
Indicator 8: In the last 12 months have you personally experienced discrimination at work from any of the following? Manager / team leader of other colleagues	In partnership with the BAME staff network, develop an insight tool / questionnaire identifying and exploring areas of discrimination. This could include areas of fairness and equity in recruitment, promotion, acting up	Tim Couchman				28.01.2019 – BAME Staff Network Vice-Chair drafted an initial questionnaire to be presented to BAME Network at the February meeting. 18.03.2019 – following BAME Staff Network meeting further clarification required from Director of HR &OD regarding the scope of

	positions, training, allocation of shifts, annual leave, conduct and behaviours etc.					the questionnaire. TC emailed MR.
	Implement the insight tool / questionnaire and evaluate the responses.	Tim Couchman				18.03.2019 – questionnaire in draft.
	Develop actions, with active input from the BAME staff network, to respond proactively to the issues identified.	Tim Couchman				18.03.2019 – questionnaire in draft.

Actions for WRES indicator 3: “Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal investigation” will be developed and implemented as a longer term action plan and will be based on Tim Couchman, Equality, Diversity and Inclusion Lead’s WRES Expert assignment.

Key:

- Green – action on target
- Amber – action in development
- Red – action behind target



- Action delivered / delivery expected