

**Workforce Race Equality Standard (WRES)
Action Plan 2019/2020**

APPENDIX 1

| Action | Lead | Timescales | Comments | RAG | | |
|--|---|---|---|--------|-------|---|
| | | | | Yellow | Green | |
| Metric 1 | Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff | | | | | |
| Metric 2 | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts | | | | | |
| Re-launch the My ESR app so staff are more easily able to access their records and change their equality monitoring information. | Lisa Earnshaw, Head of Workforce Information and Transactional Services | December 2019 | The App has previously been launched, a relaunch will be planned with information on its benefits and the ability to update equality monitoring information. Once this has been completed the RAG will be at green. | | X | |
| Develop a 'Myth Busting' guide about equality monitoring information | EDI Workstream | December 2019 | An amber rating will be achieved once the guide is in its development stage. | X | | |
| EDI Care Group Leads and managers to promote the benefits of self-declaration therefore supporting an inclusive culture | EDI Care Group Leads and Corporate Managers | On-going | Managers have previously carried this out. This action will be complete once it has been integrated into their EDI action plans and carried out. | | X | |
| Identify an Executive and Non-Executive sponsor for Race to support the BAME Staff Network and champion race equality issues | BAME Staff Network | October 2019 | Once confirmation has been received this action will have been achieved. | | X | |
| Send out information about the Leadership Academy's Stepping up Programme for the next intake and support staff who do and do not obtain a place | Virginia Golding Head of EDI | Online applications opened 9th July and will close when both cohorts are full | 04/07 Information circulated via daily email to all staff, and by group email to BAME Staff Network. One known person was not supported in applying so the Head of EDI is supporting them. | | | X |
| Ensure recruitment panels are racially diverse to ensure equality, diversity and | Care Group Leads, Corporate Managers, EDI Workstream and | March 2020 | A policy review will be required, investigation into the practicalities | X | | |

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| | inclusion | Head of EDI | | and recruitment and selection training for staff. Once this has been explored and a plan of action in place a RAG rating of amber will be achieved. | ■ ■ ■ |
| Metric 2 | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts | | | | |
| Metric 3 | Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process | | | | |
| Metric 4 | Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff | | | | |
| Metric 6 | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | | | | |
| Metric 7 | KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion | | | | |
| Metric 8 | Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team | | | | |
| | Unconscious bias training incorporated into management and leadership development programmes and EDI training. | Virginia Golding, Head of EDI and Sue Statter, Learning and Organisational Development Facilitator | January 2020 | An amber RAG rating will be achieved once it has been identified which management and leadership development programmes and EDI training UB needs to be integrated into. | ■ ■ ■ |
| Metric 3 | Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process. | | | | |
| | Conduct a 6 monthly review to identify any changes in figures | Carlene Holden, Head of Employee Relations | February 2020 | No BME staff have entered the disciplinary process during the reporting year so we just need to keep monitoring this. | ■ ■ ■ |
| | Implement the recommendations of the WRES Strategy A fair experience for all: Closing the ethnicity gap in rates of disciplinary action across the NHS Workforce | Virginia Golding, Head of EDI and the EDI Workstream | February – June 2020 | An amber RAG rating will be achieved once the strategy's recommendations have been explored, discussions held with the Head of Employee Relations and the desired action decided. | ■ ■ ■ |
| Metric 4 | Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff | | | | |

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| | Engage with BAME staff to raise awareness of development opportunities available | Andrew Parker, Head of Learning and Development and Virginia Golding, Head of EDI | September 2019 | Data indicates we are doing well and that there is an increase since 2017/18. AP will be attending the BAME Staff Network | <table border="1"> <tr> <td style="background-color: red;"></td> <td style="background-color: yellow;"></td> <td style="background-color: green; text-align: center;">x</td> </tr> </table> | | | x | | | |
| | | x | | | | | | | | | |
| Metric 5 | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months Head of EDI to attend the Yorkshire and Humber Metric 5 group and implement learning. Conduct focus groups with BAME staff, managers and staff to learn about experiences and the current knowledge and understanding on how to deal with situations. | Virginia Golding, Head of EDI Virginia Golding, Head of EDI | Quarterly meetings commencing July 2019 January-April 2020 | First meeting took place 09/07/19. Next meeting is Oct 2019, will then establish what learning can be implemented in the Trust. Some care groups have previously conducted this work so the outcome will need to be shared with the Head of EDI to understand its impact. | <table border="1"> <tr> <td style="background-color: red;"></td> <td style="background-color: yellow;"></td> <td style="background-color: green; text-align: center;">x</td> </tr> </table> | | | x | | | |
| | | x | | | | | | | | | |
| Metric 6 | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months Where Care Groups and Corporate Services have identified this as a hot spot, analyse their data and submit an action plan addressing the findings. Acceptable behaviour at work incorporated into Equality, Diversity and | Virginia Golding, Head of EDI, EDI Workstream, Care Group Leads Robert McGuinness, Head of Patient Safety And Virginia Golding, Head of EDI Care Groups and Corporate Services and Carlene Holden, Head of Employee Relations Virginia Golding, Head of EDI, Carlene Holden, Head of | January-April 2020 On-going August 2019 January 2020 | The regional Metric 5 group will be looking at this as a collective, an amber RAG rating will be achieved once this training has been designed and the leaflet finalised. An amber RAG rating will be achieved once this has been set up. Liaise with Carleen to ascertain the response rate. An amber RAG rating will be achieved once this has been | <table border="1"> <tr> <td style="background-color: red; text-align: center;">x</td> <td style="background-color: yellow;"></td> <td style="background-color: green;"></td> </tr> <tr> <td style="background-color: red; text-align: center;">x</td> <td style="background-color: yellow;"></td> <td style="background-color: green;"></td> </tr> </table> | x | | | x | | |
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| Inclusion training for staff. Bullying and Harassment training incorporated into Freedom to Speak Up training for advocates to create Bullying and Harassment Officers | Employee Relations Jude Graham, FTSU Guardian | September 2019 | planned for. Training on 23/9/19 is fully subscribed and there is a waiting list for another cohort. | X |
| Metric 1 Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff | | | | |
| Metric 7 KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion | | | | |
| Engagement work with BAME staff to ascertain their experiences regarding equal opportunities, career progression and promotion. | Virginia Golding, Head of EDI, BAME Staff Network and the EDI Workstream | February 2020 | Also need to engage with staff who are not part of the BAME Staff Network. An amber RAG rating will be achieved once a plan has been drawn up on how to achieve these two actions. | X |
| Identify the need for targeted development programmes and implement solutions | | May 2020 | | X |
| Metric 8 Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team | | | | |
| Engagement work with BAME staff to discuss their experiences of discrimination, share the findings and examine practices | Virginia Golding, Head of EDI, BAME Staff Network and EDI Workstream | February 2020 | As above | X |
| Metric 1 Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff | | | | |
| Metric 7 KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion | | | | |
| Metric 9 Percentage difference between the organisations' Board voting membership and its overall workforce | | | | |

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| Board Development about EDI | Jude Graham, Deputy Director of Workforce and OD and Virginia Golding, Head of EDI | October 2019 | 31 October identified as the date | X |
| Building Leadership for Inclusion integrated into the Workforce Strategy | Rosie Johnson, Director of Workforce and OD and Jude Graham, Deputy Director of Workforce and OD | April 2020 | An amber RAG rating will be achieved once it has been identified how it will be integrated into the strategy. | X |
| Metrics All | 1 – 9 | | | |
| Implement a Reverse Mentoring programme to increase awareness about the experiences of BAME staff | Virginia Golding, Head of EDI | April 2020 | An amber RAG rating will be achieved once the programme has commenced. | X |