

**Workforce Race Equality Standard
Action Plan and Outcomes Summary
1st July 2018 – 30th June 2019**

Background

This document has been prepared to support the organisation to address the issues raised by the Workforce Race Equality Standard. It has taken the issues raised and set out how we will address and / or monitor them.

The key element of the work will be to conduct focus groups to gain the narrative to the statistics we are currently working from.

No	Action	Dates	Lead
1	Promote FTSU to BME staff.	April 2018 – March 2019	FTSU Guardian/Director of Nursing and Quality Improvement
2	Generate and analyse training reports for staff in bands 1-4 that access non-mandatory training (including the introduction of apprenticeships) who identify as Black and Minority Ethnic (BME) compared to White staff. This will act as a safeguard to ensuring development is encouraged at all levels, in line with both WRES and the Widening Participation Agenda, and the Trust's leadership model.	Bi-yearly July 2018 (WRES)/ January 2019	E&D Manager Head of Education

No	Action	Dates	Lead
3	<p>Advertise opportunities to BME staff working in bands 5-7 to access the 'Stepping up' Programme and Edward Jenner.</p> <p>Higher level leadership courses such as 'Ready Now' to be promoted for BME staff in bands 7 and above.</p>	As places become available from NHS North West Leadership Academy until March 2019.	<p>E&D Manager</p> <p>Head of Education</p>
4	Provide briefing on the WRES and action plan progress to the <u>Board</u> , Executive Leadership Team and the Senior Leadership Team to help ensure their information and engagement at 6 month intervals.	<p>September 2018</p> <p>March 2019</p>	<p>E&D Manager</p> <p>Director of HR & OD</p>
5	Facilitate bespoke focus group with BME Staff to obtain their perspective as a Trust employee and link this to themes identified in the annual NHS Staff Survey and NHS England first Equality and Diversity Council <i>2015 Data and Analysis Report for NHS Trusts</i> .	5 th July 2018	E&D Manager
6	Community Equality Panel to identify any interested parties/community groups to join the Panel to help	March 2019	E&D Manager

No	Action	Dates	Lead
	give perspective to WRES data		
7	Increase BME staff numbers by reviewing the applicant selection training to include the subject of unconscious bias	June 2019	E&D Manager Head of HR (Engagement and Wellbeing)
8	Introduce wider recruitment initiatives outside NHS Jobs to attract a higher BME application rate	Meeting and strategy to be set September 2018	Senior Recruitment Adviser
9	Share good practice with organisations outside the NHS with regards to recruitment initiatives for BME applicants	Meeting and strategy to be set September 2018	Senior Recruitment Adviser
10	Encourage more <u>Increase</u> BME take up of the staff survey for 2018 in order to provide a larger range of indicative data	Survey Launch September 2018	Head of HR (Engagement and Wellbeing)
11	Promote policies and functions to support staff from bullying and harassment from patients, relatives and the public via communication media including emphasis of the zero tolerance campaign. OH and HR to continue to support staff health and wellbeing agendas.	June 2019	Head of HR (Engagement and Wellbeing)

Recommendations

- That the action plan is approved by the Board, the CEP and implemented across the organisation.
- The action plan will be monitored by the CEP and reports received by Board via the Chair of CEP
- This action plan should be made available on the Trusts Website for public access and sent to the CCG and NHS England as per our obligations under the standard.

Sophie Hunter
Equality & Diversity Manager
July 2018