

### Workforce Race Equality Standard Action Plan

Metric Number	Standard	2019 Data	2020 Data	Narrative	2020/21 Actions	Timescales
1	Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019			The 2020 data, drawn from the organisation's Electronic Staff Record illustrates that in comparison with 2019, there are slight improvements for non-clinical BAME staff above B6 and clinical staff in Bands 6-8a, however BAME members of staff are still under-represented at senior levels.	Introduce targeted marketing of employment opportunities to increase diversity.	Q4 January 2021
					Scope options relating to positive action and present to Strategic People Committee to approve for implementation.	Q4 March 2021
2	Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts.	1.48	0.83	The data demonstrates that white staff are still more likely than BAME to be appointed from shortlisting, although this likelihood has decreased in comparison with the 2019 data which illustrates a slight improvement.	Develop and launch Equality in Employment policy to cover practical guidance in relation to employing individuals with a range of protected characteristics.	Development in Q3 and launch in Q4 March 2021
					Continue development and delivery of EDI managers training to include case studies from own workforce.	Ongoing
					Include equality, diversity and inclusion responsibilities in all line manager Job Description templates.	Q4 March 2021
					Include equality, diversity and inclusion objective in all staff PDRs	Q4 March 2021
					Refresh recruiting managers training to increase inclusivity of	Q1 2021/2022

					selection processes and increase diversity	
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.	1.05	3.84	The 2020 data highlights that there has been an increase in the relative likelihood of BAME staff entering the formal disciplinary process in comparison with 2019, which equates to an increase of 5 individuals from 2019. It is important to note that the numbers overall have decreased from 40 in 2019 to 31 in 2020.	Development and launch of Civility, Kindness and Respect campaign across organisation.	Q4
					Review of Improving People Practices and Fair Processes for all report to inform operational actions	Q3 December 2020
					Senior HR review of cases in the data set. Outcomes and actions to be reported to SPC	Complete
					Senior HR review of cases relating to BAME staff	Q4
4	Relative likelihood of staff accessing non-mandatory training and CPD.	0.99	0.80	The data illustrates that there has been a slight improvement in comparison with 2019 for staff accessing non-mandatory training and CPD.	Develop inclusive talent management programme / framework.	Q4 by 31 <sup>st</sup> March 2021
					Promotion and implementation of BAME specific learning and development opportunities internally and externally.	In place and on-going.
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White: 21.2% BAME: 29.9%	White: 21.6% BAME: 25%	The data demonstrates that there has been an improvement in comparison with 2019. However, it is recognised that there is still a higher percentage of BAME staff experiencing harassment, bullying or abuse from the public in the last 12 months compared with white staff.	Work with the BAME Staff Network, Freedom to Speak Up Team and HR Team to enhance reporting of incidents	Ongoing
					Deep dive of existing data from staff survey, incidents, Freedom To Speak Up and grievances to understand patterns	Complete

					Targeted work via HR Team and OD Team in specific areas highlighted via the analysis	Q4
					Analysis of Staff Survey results from 2020 (available in January 2021) to ascertain any hotspot areas or staff groups.	Q4 January 2021
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White: 18.3% BAME: 22.4%	White: 19% BAME: 26%	The data demonstrates that there has been deterioration in comparison with 2019 in that more BAME staff are reporting experiencing harassment, bullying or abuse from staff in the last 12 months.	Development of EDI calendar to encourage a culture of inclusion.	Q3 October 2020
					Organisational participation in local community culture events such as Warrington Mela (dependent upon COVID-19 restrictions).	Q2 2021
					Investigate, and implement membership of Race Charter at Work.	Q1 2021/22
					Organisational sign-up to Social Partnership Forum's "Call to Action" in relation to bullying and harassment and embed into trust-wide civility, kindness and respect campaign.	Q1 2021/22
					Review the opportunities to collect equality monitoring data as part of Freedom to Speak up	Q3
					Undertake further review of Freedom to Speak up, incidents and HR cases	Q4
					Discuss equality, diversity and	Q3

					inclusion as part of the regular health and wellbeing conversations.	December 2020
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	White: 90.7% BAME: 76.1%	White: 91.4% BAME: 82.3%	The data shows that there has been a marked improvement in the percentage of BAME members of staff believing that the trust provides equal opportunities for career progression or promotion.	Promotion and implementation of BAME specific learning and development opportunities internally and externally.	In place and on-going
					Development and implementation of reverse mentoring programme.	Q1 2021/22
					Introduce targeted marketing of employment opportunities to increase diversity.	Q4 January 2021
8	In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues	White: 4.5% BAME: 12.3%	White: 4.50% BAME: 10.70%	The data demonstrates that there has been an improvement compared with the previous year however it is recognised that significantly more BAME members of staff report personally experiencing discrimination at work from a manager, team leader or other colleagues.	Increase BAME representation as Freedom To Speak Up Champions.	Q4 31 <sup>st</sup> March 2021
					Development of EDI Champion role.	Development Q4 / Launch Q1 2020/21
					Development, in partnership with the BAME Staff Network of line manager guidance for dealing with specific concerns from BAME members of staff.	Q4 February 2021
9	Percentage difference between the organisation's Board voting membership and its overall workforce. Note: Only voting members of the Board should be included	White: +3.7% BAME: -9.70%	White: +11.0% BAME: -9.9%	The data demonstrates that in comparison with 2019 there has been a slight deterioration in relation to BAME voting membership and the overall workforce. This is due to a change in the overall workforce, rather than any changes to Board composition.	Participation in the NHS Leadership Academy Shadow Board leadership programme.	Q4 March 2021
					Participation in bespoke EDI training for board members.	Ongoing

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