Workforce Race Equality Standard (WRES)
Action Plan 2019 – 2020

This document has been prepared to support the organisation to address any gaps identified through the Workforce Race Equality Standard (WRES) Reporting process. These gaps are indicated within the WRES and therefore this document should be read in conjunction with this WRES Report 2019 http://www.whh.nhs.uk/page.asp?fldArea=1&fldMenu=4&fldSubMenu=4&fldKey=130

The following action plan will set out how we will address and/or monitor these gaps over the next year to ensure that we maintain and encourage equity between BME and White staff.

This action plan will be monitored and reviewed by the Equality and Diversity Sub-Committee.

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

	WRES Indicator	Summary	Action
1	**Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce**	Data drawn from ESR WRES dashboard. The information is presented as BME staff by band as a percentage of the overall workforce and also as the percentage in the band. Last year's figures are as percentage of the overall workforce figures only. BME staff are still under represented at senior levels within the Trust	Outcome 3.6 "Staff report positive experiences of their membership of the workforce" was assessed as part of this year's EDS2 assessment and there was some evidence which found that staff from a BME background had a different experience in the recruitment process to non BME background staff. The Trust's E,D&I strategy states that the Trust will create the condition for supportive environments which are free from discrimination, harassment, victimisation and bullying and one of the priorities for 2019/20 is to review our approach to attraction, retention and development to ensure that processes are fair, equitable and promote diversity. In addition, the strategy contains a pledge to support the leadership development of staff with a protected characteristic, across all levels in the organisation which will help to increase numbers of BME staff a more senior levels within the Trust. Development of staff networks is also planned for 2019/20.

2	**Relative likelihood of White staff being appointed from shortlisting compared to BME Staff across all posts**	White Staff are more likely than BME Staff to be appointed from shortlisting, however the difference in likelihood has since reduced since last year	As above. In addition, E,D&I training for managers has been designed and launched within the Trust and there is a programme of delivery for 2019/20.
3	**Relative likelihood of BME staff entering the formal disciplinary process compared to White staff (over two years)**	There has been an increase in the likelihood of BME staff entering in to disciplinary processes in the last year	Outcome 3.6 "Staff report positive experiences of their membership of the workforce" was assessed as part of this year's EDS2assessment, plus the Trust has analysed data from the 2018 Staff Survey to understand the differing experiences of BME staff. The Trust's E,D&I strategy states that the Trust will create the condition for supportive environments which are free from discrimination, harassment, victimisation and bullying and one of the priorities for 2019/20 is to promote a zero tolerance campaign and review current line manager training to ensure bias is eliminated from decision making in relation to People Practices. We are currently reviewing our disciplinary processes using the NHS 'A fair experience for all' tool-kit and will continue to develop and review our processes and practices in response to the NHS report 'Improving People Practices'.
4	**Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff**	There has been a reduction in the likelihood of BME staff accessing non-mandatory training and CPD in the last year to almost the identical level as white staff..	Outcome 3.6 "Staff report positive experiences of their membership of the workforce" was assessed as part of this year's EDS2 assessment. This indicator is linked to the Trust's E,D&I strategy which states that the Trust will create the condition for supportive environments which are free from discrimination, harassment, victimisation and bullying and that we will support the leadership development of staff with a protected characteristic, across all levels in the organisation. A priority for 2019/20 is to implement the Trust's Talent Management programme which will have specific focus on diversity issues. In addition we will be developing specific training and development for staff from BME background (subject to finding approval by the NW

			The process for collecting this data will also be reviewed to identify whether further qualitative data can be obtained to inform actions going forward.
5	**KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**	There has been a significant increase in the percentage of BME staff reporting bullying. harassment and abuse from patients, relatives and public in the last year. However, it is recognised that nationally there has been an increase in hate crime as a result of the political climate and this may have had an influence. In addition, the Trust has undertaken work on its safety culture which is demonstrated in SOS results and this may have increased reporting of these incidents amongst BME staff. Further analysis of data is required to understand this further.	Outcome 3.6 "Staff report positive experiences of their membership of the workforce" was assessed as part of this year's EDS2 assessment and assessment of SOS has taken place by protected characteristic. BME focus groups have taken place to explore the experiences of BME staff in more detail and a strategy priority for 2019/20 is to establish a BME staff network and celebrate different cultures through participation in events such as Black History Month.
6	**KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months**	There has been a decrease in the number of staff experiencing harassment, bullying and abuse from both BME and white staff in the last 12 months however there are still higher number of BME staff experiencing this.	Outcome 3.6 "Staff report positive experiences of their membership of the workforce" was assessed as part of this year's EDS2 assessment and assessment of SOS has taken place by protected characteristic. This has identified difference in experience for staff from a BME background. The Trust's E,D&I strategy states that the Trust will create the condition for supportive environments which are free from discrimination, harassment, victimisation and bullying and one of the priorities for 2019/20 is to promote a zero tolerance campaign and the continuing roll out of the reviewed current line manager training. Furthermore, development of diversity champions, BME freedom to speak up champions and network groups are a large focus of the E,D&I Strategy to ensure that BME staff are raising concerns should they feel this is necessary. guidance for managers on how to deal with concerns also falls under our strategy.

			In addition, the Trust E,D&I strategy states that we will actively promote positive relations between staff who have a protected characteristic and those who do not, with 2019/20 priorities being development of a diversity calendar, promotion of national celebrations and increasing our community presence at community events such as MELA events.
7	KF 21. Percentage believing that the Trust provides equal opportunities for career progression or promotion	There is a significant difference in the number of BME staff believing that the Trust provides equal opportunities in career progression. This has not significantly changed since last year.	Outcome 3.6 "Staff report positive experiences of their membership of the workforce" was assessed as part of this year's EDS2 assessment and feedback at BME focus groups supports the data that BME staff do not feel that have equal access to career progression.

The Trust's E,D&I Strategy states that we will support the leadership development of staff with a protected characteristic, across all levels in the organisation. Priorities for 2019/20 are implementation of the Talent Management programme, development of BME training programmes (subject to funding), continuing roll out of E,D&I line manager training and a review of recruitment practices.

In addition, another priority for 2019/20 is to develop E,D&I champions which will support staff who wish to raise concerns should they need to, development of BME staff network groups which will allow staff to have extra support on relationship development throughout the Trust, cross organisational learning and the potential for informal mentoring. |
| 8 | Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues | The number of BME staff reporting experiencing discrimination in the last year from managers has significantly increased since last year. | Outcome 3.6 "Staff report positive experiences of their membership of the workforce" was assessed as part of this year's EDS2 assessment and assessment of SOS has taken place by protected characteristic. This has identified difference in experience for staff from a BME background.

The Trust's E,D&I strategy states that the Trust will create the condition for supportive environments which are free from discrimination, harassment, victimisation and bullying and one of the priorities for 2019/20 is to promote a zero tolerance campaign and the continuing |

			roll out of the reviewed current line manager training and the review of our people practices in line with the 'Fair experience for all' and the 'Improving People Practices' reports. Furthermore, development of diversity champions, BME freedom to speak up champions and network groups are a large focus of the E,D&I Strategy to ensure that BME staff are raising concerns should they feel this is necessary. guidance for managers on how to deal with concerns also falls under our strategy. In addition, the Trust E,D&I strategy states that we will actively promote positive relations between staff who have a protected characteristic and those who do not, with 2019/20 priorities being development of a diversity calendar, promotion of national celebrations and increasing our community presence at community events such as MELA events.
9	**Percentage of the Board who identify as BME compared to White Staff.**	There has only been a minor change in the figures since last year**.**	Trust has agreed with NHS Leadership Academy to participate in a Shadow Board development programme and this will have a focus on E,D &I. The plans for participation in this programme will be developed during 2019/20.

Should you have any questions regarding the WRES Action Plan, or require this document in a different format, then please contact the Equality and Diversity Specialist for the Trust: Kirby Hussain on Kirby.hussain@nhs.net