

Complete/ Ongoing
In progress/partially complete
Incomplete / overdue

Workplace Race Equality Standard Action Plan 2018
Reviewed and Updated July 2018

No	WRES Indicator	Current Position	Objective	Action	Progress	Lead	Target/ Review Date	RAG rating
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.		To create and implement a Talent Management Strategy for all staff with specific reference to support for protected groups	To actively encourage staff from BME staff bands 1-9 to progress through the Talent strategy.	Talent Management / working collaboratively with South West Leadership Academy and ODSTP group to move forward.	Organisational Development Lead	Completed May 2018	Green
				All Talent Management Programmes to be equality monitored	Talent Management Approach has been written which is inclusive to all and focusses on everyone's strengths not those with top talent.	Organisational Development Lead	Completed May 2018	Green
			Develop programme to actively improve non-disclosure rates	Training for staff to raise awareness on importance of equality monitoring	New online training to be produced.	Diversity Officer	January 2019	Yellow
				Any issues shared/identified by Diversity Guardians to be properly investigated and appropriate action taken.	In the first instance a conversation will be had with the parties involved. DIG's will offer support to staff. Issues reported on guardian's website and the National Guardians Office will be informed of numbers of discrimination issues for the year.	Diversity Guardians	January 2018 Completed	Green
2	Relative likelihood of staff being appointed from shortlisting across all posts.	2017 – it was 0.85 more times likely that a white member of staff would be appointed than BME 2018 – it is 1.34 more times likely that a white member of staff would be appointed than BME The shortlisting numbers are quite different to last year which may be down to the reports in NHS jobs being much more accurate even though % are down they are down for all groups.	Take Positive Action to support under representative groups to apply to the trust	To utilise a number of mediums to advertise posts	Now part of the business for the trust. Utilising the Job centre and social media to recruit	Recruitment Lead	January 2018 Completed	Green
				Develop a Marketing Strategy which promotes and encourages representative groups to apply	Now a working practice	Recruitment Lead	January 2018 Complete	Green
				Develop and embed a Values-Based Recruitment Strategy based on unconscious bias platform	Now committed to providing weekly assessment centres with a view to develop further to support multi-disciplinary centres in the future	Recruitment Lead	July 2018 completed	Green
				Ensure all recruitment process/ paperwork are available in	This is available on request	Recruitment Lead	January 2018 Complete	Green

				accessible formats				
				Consider a number of methods of selection including assessment centres and working interviews.	Job centre and social media as well as NHS jobs utilised. Assessment centres being piloted	Recruitment Lead	January 2018 Complete	
			All vacancies (internal and external) are explicitly available to all groups irrespective of background	Review statement on NHS jobs for comment from EBF	Revised statement drafted and sent with EBF minutes March 2017- completed	Recruitment Lead	Completed Sept 17	
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.	2017- It was no more likely that BME staff would enter the disciplinary process compared to white staff. 2018 – It was no more likely for BME staff would enter the disciplinary than white staff	To ensure Reasonable Adjustments are considered and monitored consistently across the organisation	Update PDR training to ensure managers are equipped with the skills to support all staff with diverse/ additional needs	Updated PDR to Achievement Review. Training commencing Nov 17	Organisational Development Lead	Completed Nov 17	
				HR/Management practices (with particular reference to employee relations) need to support someone with diverse needs.	Reasonable adjustments are frequently made between managers and staff. Monitoring of this needs to be explored further with HR. Link in with HRA to progress.	Diversity Officer	November 2018	
				Trust-wide opportunity to monitor flexible working requests.	Flexible working options. A project looking at flexible working requests has begun lead by HR.	Director of Workforce/HR Manager	November 2018	
				Ensure all training packages are inclusive and reflect the needs of the organisation. Ensure adjustments are in place to enhance the learning of staff that require additional learning.	DM to talk to Education teams regarding existing programmes. Meeting in August. Emailed Jess Piper for a review of situation. December 17/ To be revisited.	Diversity Lead	December 2018	
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	2017(2016 s/s) – 22% White 28% BME 2018(2017 s/s) - 23% white 25% BME It is encouraging to note that the experiences with the public in the last 12 months has improved for BME staff. However, there is still work that can be continued in this area to ensure a more positive experience for all.	Patients and the public are aware of their responsibilities to respect our staff and behave in a way which does not discriminate.	Display posters of zero tolerance towards staff in public areas of the hospital and community sites detailing information on how to report.	New Posters have been designed and are ready to distribute across the trust	Diversity Lead	January 2018 completed	
				Develop information on the Trust website to advise the public of our position in relation to our zero tolerance approach to discrimination. Ensure that this information clearly outlines the behaviours we expect from the public and in return what they can expect from us		Diversity Lead	November 2018	
				Enlisting the support of the Governors to reinforce this message of zero tolerance		Director of Workforce	November 2018	

				Link with Devon and Cornwall Police to show our support to the HATE Campaign by signing their pledge. Display subsequent posters which give information of support networks.	Posters distributed for display in public facing areas.	Diversity Officer	17 August 2017 Completed	
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	<p>2017 (2016(S/S) – 22% white 17% BME 2018 (2017S/S) - 22% White 26% BME</p> <p>This data is disappointing considering last year's data gave us a significant reduction. A number of actions have been happening during the year and will continue.</p> <p>There are various routes that staff can access to gain support. Freedom to speak up advisors/acceptable behaviour advisors, union representatives, Health and Safety Managers, HR advisors. In addition we have an Employee Assistance Programme and offer coaching to everyone in all areas.</p> <p>Encouraging all managers to treat staff as individuals and promoting positive conversations.</p> <p>Including unconscious bias training in all induction and refresher training.</p>	To develop and embed a robust communication strategy to effectively engage and inform staff where they can gain support.	Ongoing promotion of ENGs. Create and maintain links with other networks		Diversity Officer	January 2019	
				Promote Freedom to speak up advisors/Acceptable Behaviour Advisors/ Coaching collective and the Employee Assistance Programme as accessible to all	Promote via leaflets/screen savers/training/HR colleagues	ALL		
				Celebrating campaign to promote diversity day (in EDHR week). Include development of 'The Things We Share' video		Network Groups	January 2019	
				Maintain and publish Diversity Calendar on ICON to raise profile of Inclusion issues	Add to Website	Diversity Officer	November 2018	
				Create a pledge for all Senior Sponsors to show their commitment to the inclusion agenda		Director of Workforce	November 2018	
				Communication and public relations campaign to raise awareness and consciousness of BME issues and support the elimination of all discrimination.	"New initiative celebrating difference day occurred in June 2018 and encouraged all staff to come together and experience different aspects of diversity.	Diversity Officer	Completed June 2018	
				Encouraging all managers to treat staff as individuals and promoting positive conversations.	Ensuring access to coaching skills and the coaching collective	Coaching Lead	December 2018	
					Include unconscious bias training in all induction and refresher training.	Already in place for some training. Need to revamp training	Diversity Officer	December 2018

				Use of senior executive team to promote Unconscious bias through a blog.	Encourage senior staff to communicate this.	Director of Workforce	November 2018	
				Promote coaching/unconscious bias/positive conversations throughout the year through our road shows.		Organisational Development Lead		
			Take a preventative Proactive approach.	Workforce/OD practioners delivering bespoke development and training approach in their areas of responsibility.		Organisational Development Lead		
			Improve/ update Information on support groups on the public website to promote the organisation as an inclusive employer	Draft webpage for the public website to promote D&I support groups	Under construction	Diversity Officer/Network Groups	December 2018	
				Zero tolerance posters to be issued to support and advise staff as a result of Tackling Discrimination Together Policy.	New posters designed and ready to be distributed throughout the trust.	Diversity Officer	November 2018	
				Ensure all incidents of discrimination both staff and service user are reported through datix and acted upon in a timely manner.		Diversity Officer/Diversity Guardians	17 August 2017 Completed	
				Escalate all staff incidents of Harassment, Bullying and Abuse from staff are dealt with through our Diversity and Inclusion Plan.		Diversity Officer	17 August 2017 Completed	
				Ongoing and meaningful engagement with the BME Forum to formulate future strategies.	No BME chair at moment but other options are being explored.(Community of Practice)	Diversity Officer	November 2018	
				BME Staff encouraged to join the Acceptable Behaviour Advisors as being representative of the trust and staff we serve.	ABAs under review /Recruitment of ABA in new year	Diversity Officer	November 2018	
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	2017(2016S/S) – 88% white 85% BME 2018(2017S/S) - 84% white 73% BME	Develop a mentoring scheme to support and harness the diverse talent of the workforce	Create a representative pool of mentors from all areas including BME staff and equip mentors with the skills to offer support to a diverse workforce		Organisational Development Lead	December 2018	
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	2017(2016S/S) - 5% White 12% BME 2018(2017S/S) - 7% White 17% BME A rise in both BME and white staff this year. Acceptable Behaviour Advisors/Freedom to speak up advisors	Develop a leadership strategy which has explicit reference to managing and leading a diverse workforce. Ensure leaders have the skills and knowledge to manage a diverse workforce and understand their responsibilities in setting a workplace culture.	BME network to liaise with management strategy lead to advise on issues relating to managing BME staff	Discuss with overseas lead a way forward. Engage with BME staff to understand what is needed.	Diversity Officer	November 2018	
				BME Network to advise on potential strategies that will assist BME mangers to fulfil their role effectively.		BME Lead	November 2018	

		and coaching conversations being advertised to everyone in any situation. Unacceptable behaviour being reported via the incident reporting system.		Existing Leadership and Management Programmes have explicit reference to WRES and managing diversity.	Liaise with BME Lead and have information readily available in Managers tool box regarding managing WRES and diversity.	Leadership Lead	November 2018	
				Update Diversity and Inclusion Policy		Diversity Officer	April 2017	
				All policies to be audited for non-biased and inclusive language. E.g. Pension policy explicitly reference same sex rights	Policies to be audited as and when they come up for renewal.	Diversity Guardian	November 2018	
				Ensure all policies which require an EQIA are compliant	Policies to be audited as and when they come up for renewal.	Diversity Officer	November 2018	
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	2017 white 6.1% BME -4.6% 2018 White 7.0% BME - -4.9%	Trust to visibly demonstrate senior buy-in for Inclusion agenda through the appointment of an Executive Sponsor	Identify a Diversity and Inclusion representative on the board to ensure that all groups are given a voice	Director of Workforce, HR & OD is the representative for D & I and chairs the Equality Business Forum	Director of Workforce	January 2018	
		Director of Workforce & Organisational Development is aware of the situation and will continue to ensure positive action in Board recruitment processes.		Leaders invited to attend ENGs (hear and seek support)	Members of the governors are encouraged to attend. Governor present at DAAG meetings.	Diversity Officer	January 2018	