

Complete/ Ongoing
In progress/partially complete
Incomplete / overdue

Workplace Race Equality Standard Action Plan (w)2019
Reviewed and Updated August 2019

No	WRES Indicator	Current Position	Action
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 . In order to support a meaningful strategy a talent diagnostic tool is being piloted in 2019-2020.
2	Relative Likelihood of staff being appointed from shortlisting across all posts	2018 – It was 1.34 times more likely that a white member of staff would be appointed than BME staff 2019- It was 0.76 more likely that a white member of staff would be appointed than BME	Continue to take positive action to support under representative groups to apply to the trust. Continue to advertise in a variety ways to attract a diverse a range of applicants. Incorporate unconscious bias training within recruitment training for managers and explore reasonable adjustments.
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.	2018 – It was no more likely for BME staff would enter the disciplinary than white staff 2019-It was no more likely for BME staff to enter the disciplinary than white staff.	To ensure Reasonable Adjustments and flexible working requests are considered and monitored consistently across the organisation for all staff. Ensure all management practices have information available to support all staff with a range of diverse needs.

Ensure all training packages are inclusive and reflect the needs of the organisation. Ensure adjustments are in place to enhance the

4	Relative likelihood of BME staff accessing non-mandatory training and CPD compared to white staff	2018 0.92% 2019 0.80%	learning of staff that require additional support. Continue to promote Stepping Up programme a national initiative for BME staff entering or considering leadership to our BME staff.
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	2018 - 23% white 25% BME 2019 22% White 26% BME	Patients and the public are aware of their responsibilities to respect our staff and behave in a way which does not discriminate. Continue to publicise the Trust commitment to a Zero tolerance of abuse against staff both on the wards and on our website. Support staff if they are involved in any incidents.
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	2018 - 22% White 26% BME 2019 - 23% white 24% BME	To develop and embed a robust communication strategy to effectively engage and inform staff where they can gain support. 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. Encouraging conversations regarding acceptable behaviour issues to occur. Including unconscious bias training in all induction and refresher training and recruitment training. Introduce new policy around acceptable behaviour and new training for all staff Introduce extra champions who staff can approach for advice Produce information for all staff at Induction and Mandatory training where they can go for assistance. Advertise the Equality Network Groups BME/LGTB+/DAAG/DEFF more widely. Improve/ update Information on support groups on the public website to continue to promote the organisation as an inclusive employer
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	2018 - 84% white 73% BME 2019 - 86% White 77% BME	Develop a Talent diagnostic scheme to support, inform and harness the diverse talent of the workforce.
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	2018 - 7% White 17% BME 2019 - 7% White 17% BME	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.
9	Percentage difference between the organisations' Board voting membership and	2018 White 7.0% BME - -4.9% 2019 White 7.2%	Continue to ensure positive action in Board Recruitment processes.

	its overall workforce.	BME -5.7%	
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