

## WRES ACTION PLAN 2016-17

| Workforce Indicators |  | Plan  | Action  | Timescale | Lead                                 | Assurance   | Grading |
|----------------------|--|---|---|-----------|--------------------------------------|---|---------|
| 1.                   | Percentage of BME 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. | Increase collection of ethnicity data             | Data cleansing & campaign to review and update personal data on ESR around all protected characteristics  | Dec 16    | R Higgins & L Herrick                | Up to data personal data on ESR – to do a data review in December 16 and compare to December 15 | Yellow  |
|                      |  | Reverse mentoring (for discussion and sign off)   | BME staff to mentor senior members of staff   | Dec16     | R Higgins                            | Structured mentoring sessions which can be fed back on identifying themes                       | Red     |
| 2.                   | Relative likelihood of BME staff being appointed from shortlisting across all posts  | Link Worker appointed FHL (from Polish Community) | Awareness sessions for local communities: <ul style="list-style-type: none"> <li>• Job fair</li> <li>• Use of NHS Jobs</li> <li>• Interview Skills</li> </ul> | March 17  | R Higgins<br>Link Worker<br>HR (TBC) | Assurance through NHS Jobs E&D data to be reviewed and compared                                 | Yellow  |
| 3.                   | Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary   | Collection of Ethnicity data                      | Collection of all protected characteristics data during the   | March 17  | HR team (TBC)                        | Analysis of data in April 17 to look for trends   | Yellow  |

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|  | investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year. |  | disciplinary process  |            |                                   |   |  |
| 4.   | Relative likelihood of staff accessing non-mandatory training and CPD  | Collection of Ethnicity data                             | Collection of all protected characteristics of staff accessing non-mandatory training & CPD | March 17   | Workforce team                    | Analysis of data in April 17 to look for trends |  |
| <b>National NHS Staff Survey findings</b>  |  |  |   |            |                                   |   |  |
| For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff. |  |  |   |            |                                   |   |  |
| 5.   | KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | Increase BME participation in NHS Staff survey           | Comms Campaign  | April 17   | Workforce & OD                    |   |  |
|  |  |  | Increase participation in BME Staff Network   | October 15 | R Higgins                         | Participation of BME Staff                      |  |
|  |  | Increase collection of Ethnicity data                    | Comms campaign  | April 17   | HR                                | Increase of disclosed data                      |  |
| 6.   | KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months                             | Increase BME participation in NHS Staff survey           |   | April 17   | Workforce & OD                    | Will show on Staff survey                       |  |
|  |  | Collection of Ethnicity data                             |   | April 17   | HR                                | Report  |  |
| 7.   | KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion                        | Increase BME/All staff participation in NHS Staff survey | Comms campaign  | April 17   | Workforce & OD                    | Will show on staff survey                       |  |
|  |  | Collection of Ethnicity data                             | Collection of all protected characteristics   | April 17   | Education & Workforce Development | Report  |  |

|   |   |  |   |          |   |   |  |
|---|---|--|---|----------|---|---|--|
| 8.  | Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues? | Increase BME participation in NHS Staff survey | Comms campaign  | April 17 | Workforce & OD                                      | Will show on staff survey                   |  |
|   |   | Collection of Ethnicity data                   |   | April 17 | HR Team   | Report                                      |  |
| <b>Boards</b>   |   |  |   |          |   |   |  |
| Does the Board meet the requirement on Board membership in 9? |   |  |   |          |   |   |  |
| 9.  | Percentage difference between the organisations' Board voting membership and its overall workforce  | BME Members on board                           | Collaborative working with ULHT & LPFT for BME Board apprentice programme Meeting set 24.8.16 | Dec 16   | Non-Exc Directors & E&D Leads from LCHS, LPFT, ULHT | Programme developed, Advertise, appointment |  |