

Equality Diversity and Inclusion WRES action plan

Objective	Narrative	Action	Timescale	Lead	RAG
Representation and progression of BAME staff	<p>The Trust has 3 workforce Equality Objectives 2017-2021. Action on which should help make a positive impact on WRES metric 1, 2 and 9. Actions in year 1 will focus on:</p> <ul style="list-style-type: none"> • Setting up appropriate baselines • Improving data quality • Explore support needs of divisions • Increase capacity of HRBM • Review widening participation activities • Review recruitment processes 	Complete Equality and Analysis for Widening Participation	Sep 17	Donna Yates	complete
		Complete Equality Analysis for recruitment	Sep 17	Paul Henshaw	complete
		Provide Divisional senior leaders with a Transformation Equality Assessment to support workforce planning	Oct 17	Jane Seddon	complete
		Embed Unconscious Bias training into HR management training programmes	Feb 18	Jane Seddon	On track
		Deliver a Board development session and agree actions for Equality Objective 3	Dec 17	Lenny St Jean	On track
Senior Leadership	The trust recognises that significant senior leadership (both internally and externally) will be required to drive WRES forward	Deliver a Board development session to identify Leadership requirements	Dec 17	Lenny St Jean	On track
		Identify mechanisms in GM HSCP which can support system leadership	Aug 17	Lenny St Jean	Complete
Formal disciplinary		Retrospective review of Formal disciplinary cases to inform appropriate further actions	Jan 18	Jane Seddon	On track
Staff experiencing bullying	Whilst the staff Engagement group is responsible for improving metrics from the National staff survey, the EDI steering group would like to understand how effectively BAME staff feel any reported incidents of bullying and abuse (from staff and patients) are dealt with.	Ask BAME network to consider once established	March 18	BAME network	Possible delay in establishing network

