Vision | **Openness** | **Integrity** | **Compassion** | **Excellence**

NHS
Bolton
NHS Foundation Trust

Workforce Race Equality Standard 2023 Action Plan

	Indicator	Action	Lead	Timescale	Comments
1	**Percentage of staff in each of the Agenda for Change, VSM and Medical & Dental staff**	Continue to work with the community voices involvement network with local race and cultural community groups to co-design solutions and achieve the Trusts EDI plan ambitions.	EDI Team	April 2023	
		Showcase the diversity of our workforce and celebrate BAME role models in our promotional and recruitment material, to demonstrate our commitment to being an inclusive employer	Rachel Carter	Ongoing	
		Continue with the tailored support given to the overseas nursing programme. To explore input from BAME Staff network.	Victoria-Fletcher-Simms / Blandina Mutambirwa	June 23	
		Continued focus on increasing BAME representation in senior leadership positions through promotion of local, regional and national positive action program's.	Lisa Rigby/ EDI Team	Ongoing	
		Monitor the divisional and Trust wide recruitment figures on a regular basis	Paul Henshaw	Ongoing	
		Review the current process and content of Sample EDI Interview questions	Paul Henshaw	Sept 23	
		Continue to undertake OD interventions at team level, organisational level and individual level.	Jake Mairs	Ongoing	

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		Explore feasibility of implementing the regional anti-racist framework	EDI Team/ Blandina Mutambirwa	Sept 23	
		Launch campaign to increase self-declaration rates in ESR	David Mulligan / Rachel Carter	March 23	
2	Relative likelihood of white applicants being appointed from shortlisting compared to BME applicants	Implement an inclusive recruitment framework to ensure policies, procedures and practice are updated, to attract diversity into the trust.	Paul Henshaw / Blandina Mutambirwa	June 23	
		Recruitment team to communicate importance of ensuring diverse recruitment panels are consistently applied	Paul Henshaw	June 23	
		Arrange inclusive recruitment training for hiring Managers.	Paul Henshaw	Nov 23	
3	Relative likelihood of staff entering the formal disciplinary process	Review existing e-learning EDI module.	Lisa Rigby	June 23	
		Embed EDI considerations into refreshed mandated inclusive leadership programme.	Lisa Rigby	June 23	
		Develop joint approach and process with Human Resources, Freedom To Speak Up Guardian, Unions and BAME Staff Network, to analyse staff concerns and implement effective interventions.	EDI Team	May 23	
		Promote access to coaching ensuring a diverse portfolio of coaches are available to select from.	Lisa Rigby	March 23	
4		Promote access to Reciprocal mentoring programme	Lisa Rigby	June 23	

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	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	Weave EDI into the fabb conversation toolkit.	Lisa Rigby	June 23	
5	**Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months**	Review and refresh zero tolerance communication materials to reduce bullying, harassment and abuse from patients and the public.	Blandina Mutambirwa/ Rachel Carter	April 2023	
6	**Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months**	Review and explore rolling out the Trust focus on civility and respect. Embed themes such as macroaggressions and bias.	Jake Mairs	Aug 23	
		Recruit additional FTSU Champions, expanding the team to reflect the diversity of the workforce.	Tracey Garde	Ongoing	
		Explore other confidential systems and processes for reporting discrimination	EDI Team	Sept 23	

	Indicator	Action	Lead	Timescale	Comments
		Establish and link Executive Sponsors for each of the Trust's Networks	Jake Mairs	Mar 23	
		Consistent and ongoing celebration of colleagues from Black Asian & Minority Ethnic backgrounds and zero tolerance of abuse – not just as part of awareness days, but within case studies, recruitment advertising etc.	Blandina Mutambirwa / Rachel Carter	Ongoing	
		Continue to undertake OD interventions at team, organisational and individual level.	Jake Mairs	Ongoing	
7	**Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion**	Build on the success of our BAME leadership development pilot programme, by analysing findings of the initial evaluation and delivering further cohorts and mainstreaming the offer.	Lisa Rigby	June 23	
8	**Percentage of staff personally experienced discrimination at work from manager/team leader or other colleague**	Raise awareness through the diversity events calendar of the Trusts commitment to zero tolerance of discrimination and individual responsibility of Ally ship	EDI Team / Rachel Carter	Mar 23	
9	**Percentage of board members**	Resourcing Team to conduct a review of the values based recruitment process for executive appointments	Paul Henshaw	Nov 23	

Indicator	Action	Lead	Timescale	Comments
by ethnicity compared to BME workforce				
	Launch Cohort 2 of the Reciprocal Mentoring Programme with organisational leaders	Lisa Rigby	June 23	