

REPORT TO THE TRUST BOARD (PRIVATE)

TITLE	Workforce Race Equality Standard (WRES) Action Plan 2020-21 (DRAFT – Subject to Board Approval)
AUTHOR	Simon Howard, Equality, Diversity, Inclusion and Armed Forces Manager
EXECUTIVE SPONSOR	Louise Tibbert, Director of Workforce and OD
DATE OF MEETING	(DRAFT – Subject to Board Approval)
PRESENTED FOR	Approval

PURPOSE OF THE REPORT

Inform of the Trust’s work in relation to the Workforce Race Equality Standard with effect from 1st November 2020

EXECUTIVE SUMMARY

The Trust is required under the NHS England Workforce Race Equality Standard to submit an annual online report. The report summarises the Trust’s position in the previous financial year and provides a conclusion for the information.

Using the data submitted in the WRES Annual Report and actions from the previous year, the Trust is required to identify key areas of work and develop an action plan to resolve these areas.

This report lays out the actions to be taken by the Trust over the coming twelve months.

COMMITTEES/SUBGROUP WHERE THIS ITEM HAS BEEN CONSIDERED

People and Performance Committee – 23/10/2020
Hospital Management Committee – 23/10/2020



Outstanding
Health and Wellbeing



Outstanding
People



Outstanding
Patient Care



Outstanding
Leadership



Outstanding
Communications

RECOMMENDATIONS

1. Publish report

STRATEGIC GOALS THIS REPORT SUPPORTS *(Check all that apply)*

Delivering outstanding care and experience	<input type="checkbox"/>
Recruiting developing and retaining our workforce	<input checked="" type="checkbox"/>
Improving and developing our services and infrastructure	<input type="checkbox"/>
Working together with local health and social care providers	<input type="checkbox"/>
Delivering financial sustainability	<input type="checkbox"/>

STRATEGIC RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description

OTHER IMPLICATIONS OF THE PAPER

Legal/ Regulatory Relevance:	Equality and Human Rights Commission Care Quality Commission
NHS Constitution Delivery	The NHS provides a comprehensive service, available to all The NHS is accountable to the public, communities and patients that it serves
Freedom of Information Release	This report can be released under the Freedom of information Act 2000

Equality and Diversity Implications *(Check all that apply)*

Age	Gender	Ethnicity	Disability	Pregnancy/ Maternity	Marriage/ Civil Partnership	Religion/ Belief	Sexual Orientation	Gender Reassignment
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Additional comments</i>								

Red	Amber	Yellow	Green	Blue
Evidence in place demonstrates the action has not been/will not be met	Evidence demonstrates the action is/will be mostly met but not within timescales	Evidence demonstrates the action is/will be mostly met but not within timescales	Evidence demonstrates action implemented	Item completed and/or no further action.

ACTION PLAN LOG			
VERSION 1	OCTOBER 2020		

EQUALITY OBJECTIVE	SUB-OBJECTIVE	ACTION	LEAD	TARGET DATE	PROGRESS UPDATE AND RAG RATING
Improve awareness and understanding	Identify opportunities for representation at senior levels	Initiate Associate NED Programme	LT TG SH	31/12/20	
	Create an atmosphere within the organisation that is supportive of race and culture	Develop consistent communications plan for WRES subjects linked to Good to Outstanding	EA SH	31/10/20	
		Highlight and positively promote events linked to the races of staff within the Trust via a Diversity Calendar.	SH HZ EA FC	31/12/20	

		Develop Allyship programme to support managers to better understand the needs of an inclusive workplace	SH	31/12/20	
		Develop Champions Programme	SH	30/11/20	
	Reinforce Staff Network and evolve as necessary	Identify formal roles and recruit	SH TG	31/10/20	
	Identify consistent model of reporting identified issues	Simplify and Automate EqIA system to cover wider range of uses.	SH	31/10/20	
		Using new MS Forms system, overhaul staff/public facing tool to draw down identified issues.	SH	31/10/20	
To build a diverse and inclusive leadership	Compassionate and Inclusive Leadership as part of People Plan	Develop Allyship programme to support managers to better understand the needs of an inclusive workplace	SH	31/12/20	
		Expand Reverse Mentoring Programme to include a wider group of managers as mentees	SH	31/12/20	

Sustain or Improve reporting rates	Identify all routes of data input	Map routes and opportunity for receiving and inputting data to ESR	DDL SH TP	31/03/21	
	Data validation exercise	Hold supernumerary data validation exercise (repeated annually for validation)	DDL	31/03/21	
	Improve Understanding of Data	Correlate WRES data to staff experience	SH	31/07/21	
Train staff and Managers	Allyship Programme	Design Programme for Senior Managers	SH	31/12/20	
		Design Programme for New Managers	SH	31/12/20	
		Design Programme for Staff	SH	31/12/20	
	Induction Process	Review standard induction programme post Covid-19 pandemic to meet compassionate and inclusive leadership demands of People Plan	BA	31/07/21	
		Review the Trust, Junior doctor and local inductions to meet compassionate and inclusive leadership demands of People Plan	BA KR MWL	31/07/21	

		Design bespoke manager induction processes to meet compassionate and inclusive leadership demands of People Plan	BA	31/07/21	
Improve career progression	Data Analysis	Design system to continue to measure attendance by BAME staff on Trust Leadership training programmes.	BA SH	31/07/21	
	Talent Management	Design links to talent management programmes	OD Team	31/07/21	
	Post leadership training opportunities	Introduce STP wide programme to provide post-graduation leadership opportunities for those completing the Stepping Up Programme	SH STP Partners	31/03/20	
Improve recruitment and selection processes	Countering Bias	Widen Unconscious Bias training to include more staff	SH	31/07/21	
		Mandate Implicit Association Testing as part of induction	SH BA	31/12/20	
		Introduce mandatory diverse representation into recruitment panels	TP	31/12/20	

		Review of the Recruitment and Selection training programmes to include review of section on unconscious bias training.	TP	31/12/20	
		Introduce refresher training for recruiters which includes Implicit Association Testing and Unconscious Bias Training	SH TP	31/12/20	
		Audit recruitment panels to ensure representation is broadly achieved	SH TP	31/07/21	
		Undertake continuous audit of panellists to ensure diverse representation	SH TP	31/07/21	
Support managers and staff	Advice for managers on how to support and manage people from different backgrounds	Create information hub e.g. intranet portal	SH HZ	31/12/20	
		Introduce Cultural Ambassador's Programme	SH	31/12/20	
Ensure fair treatment at work	Introduce race-specific wellbeing support	Map against support currently being offered	SH EG	31/12/20	
	Fair to Refer	Expand FTR strategy and link to new programmes of service improvement such	KR SH	31/07/21	

		as Allyship and Reverse Mentoring			
--	--	-----------------------------------	--	--	--

WRES

INITIAL	NAME	TOTLE/ROLE
LT	Louise Tibbert	Chief People Officer
KR	Kanchan Rege	Chief Medical Officer
SH	Simon Howard	Equality, Diversity and Inclusion Lead
DMc	Denise McMurray	Deputy Director of Workforce and OD
MW	Eleanor Anderson	EDI Coms Lead
BA	Brian Aird	Assistant Director of Learning and Development
DDL	David De Lisle	Senior Workforce Information Analyst
NE	Natasha Emery	Staff Side Chair
TP	Tracy Priestman	Resourcing Manager
HRA	n/a	Human Resources Advisors
HRBP	n/a	Human Resources Business Partners
EM	Emma Morley	HR Business Partner
ND	Nikki Davis	Widening Participation Officer
SME	n/a	Subject Matter Expert with training responsibility
EG	Ellie Green	OD Practitioner and Wellbeing Lead
HZ	Hyacinta Zozulakova	Linguistics and Interpretation Service Coordinator and WNES Lead
ADOD	n/a	Assistant Director for Organisational Development
MWL	n/a	Medical Workforce Lead
FC	n/a	Faith Centre Team