

### WRES Action Plan 2019 – 2021

Actions	By Who	Date to complete all actions	Measure	WRES outcome
To have a BAME representative on every recruitment panel, for positions at Band 8a and above	Head of Recruitment	31 Mar 20	75% of interview panels Nov, Dec 2019  100% of interview panels from January 2020	Equality of recruitment outcomes
Continue roll out of Recruitment Training, with the aim of maximising numbers trained.	Head of Recruitment	31 Mar 21  31 Mar 21	250 recruiting managers trained.  Improvement in WRES data, in relation to recruitment of BAME staff; with parity of outcomes from shortlisting to appointment	Equality of recruitment outcomes
Establish, review and maintain a Triage system for all Disciplinary Cases	E,D&I Lead, Senior HR Business Partner	31 Oct 19    31 Mar 21	100% of all cases to be triaged.    Improvement in WRES data, in relation to staff entering a formal disciplinary process with parity between BAME and white staff	Improvement in WRES Indicator 3 - BAME staff entering formal disciplinary process  Evidence of perceived fairness of disciplinary process as indicated by Staff Survey data
Learn from the lived experiences of staff to influence Trust policies and the subsequent implementation of policies.  Continue the programme of Reciprocal Mentoring in the Trust and grow this programme, putting in place appropriate steps to achieve this aim. Promote and celebrate at least three E,D&I related BAME events each year	Leadership projects lead, E,D&I Lead	31 Mar 21	30 relationships by March 2021	A reduction in the % of BAME staff involved in all formal HR processes  WRES Indicators 6 - bullying by managers 8 - harassment by service users  3% reduction in the percentage of BAME staff who have

				experienced harassment, bullying or abuse from patients, their relatives, members of the public, managers or colleagues in the preceding twelve months
Continue to deliver cultural awareness training for Medical and other staff	Medical Appraisal and Revalidation Manager	31 Mar 21	Evidence of 5 sessions being publicised.	A reduction in the % of BAME staff involved in formal HR processes
Workplace Shadowing Scheme – Enable staff at Band 6 and above to shadow Leaders in more senior roles to support career progression	E,D&I Lead, BAME Network Chair	31Mar 21	50 shadowing relationships in place	Increase in the percentage of BAME staff in senior roles (Band 7 and above) – target is parity at all bands with staff as a whole