

Workforce Race Equality Scheme (WRES) action plan for 2017-18

Action	Progress to date	Lead
Review of Trust appraisal process	The review has been completed to align appraisal with Trust values and behaviours and ACTUS the Online system has been implemented.	Leadership and management team
Review of the Dignity and Respect at Work Policy	This was implemented in June 2017. Since this date seven formal cases have been managed under this new policy.	HR best practice team
Roll-out of inclusive leadership	<ul style="list-style-type: none"> • Inclusive leadership forms a key part of the Trust leadership and development programme. To date, this financial year 43 colleagues have taken part in the programme. • We been successful in our bid for funding to run Inclusivity Training collaboratively with Royal Berkshire Trust and the ACS, this will take place in February and March 2018. 	Leadership and management team
Review of Recruitment processes	<ul style="list-style-type: none"> • We have added Values Based Recruitment section within the recruitment page on Swanlive • The Values Based Recruitment pack was introduced at the end of last financial year • In 2018 we will be offering a rolling programme of 'drop in' sessions. • We provide 1-to-1 and group recruitment & selection training, this includes short-listing based on merit. • Through our recruitment advertising we refer to our case studies which include staff from various different backgrounds • We will be working to identify suitable interview champions from a BME background during 2018 to provide additional support to departments in recruitment practices. 	Recruitment team Leadership and management team
<p>To drive forwards these actions and monitor and report internally, two groups are being established:</p> <ul style="list-style-type: none"> • Equality, Diversity and Inclusion Steering Group: An initial core group has been set up and has met twice. • Equality Diversity and Inclusion Network: An ED&I Network, initially focussing on Black, Asian and Minority Ethnic (BAME) staff will be set up to support the Trust in delivering actions from the Equality Standards, including the WRES. Participants will be invited from across the Trust with the expectation that they are able and willing to participate in Task and Finish groups with regard to specific deliverables on the relevant 		

action plans.