

WDES Action Plan 23-24

Action	Suggested Owner	Are we currently meeting this?	Recommended plan to meet this deliverable at BHT	By when
Analyse data to understand pay gaps by protected characteristic and put in place an improvement plan. This will be tracked and monitored by NHS boards	Ass. Dir. HR	No. Pay gap data currently only analysed by gender.	ESR Team to disaggregate pay gap data race, disability and any other protected characteristics possible. This data will be presented with PSED 2024 which is published annually in October.	31 st October 2024
Implement an effective flexible working policy including advertising flexible working options on organisations' recruitment campaigns	Deputy Dir HR & Workforce	Flexible working policy currently in place at BHT and was last reviewed at the beginning of the COVID pandemic. BHT job adverts include flexible working options (e.g. full time, part time) but do not give examples of flexible working arrangements available such as compressed working week, annualised hours, term time only contracts.	Programme planned for 2023/24 to further improve working flexibly in line with legislation and best practice. This encompasses recruitment and full employee journey through to and including retirement flexible options. As a follow on from this work all related policies will also be reviewed.	31 st October 2024
Review data by protected characteristic on bullying, harassment, discrimination and violence. Reduction targets must be set and plans implemented to improve colleague experience year-on-year.	Deputy Dir OD & Inclusion	Data on bullying, harassment and discrimination currently disaggregated by ethnicity and disability status but not for other protected characteristics. Reduction targets not currently set. Work currently underway to partner with Thames Valley Police on managing incidents which meet criminal threshold.	Data analysis to be undertaken by protected characteristic to identify colleague communities most likely to be affected by B&H. Task and Finish group to be established. Use existing EDI data and colleague lived experience to set reduction targets and implement action plan, including targeting interventions in departments/areas/occupations with highest incidences. Reduction targets to be linked to performance frameworks across Trust (e.g. management appraisal objectives or division/department performance metrics).	31 st March 2024
Review disciplinary and employee relations processes. This may involve obtaining insights on themes and trends from trust solicitors. There should be assurances that all colleagues who enter into formal processes are treated with compassion, equity and fairness, irrespective of any protected characteristics. Where the data shows inconsistency in approach, immediate steps must be taken to improve this	Ass Dir HR	ER processes and policies already reviewed as part of WRES and restorative just culture work. Triage put in place some years ago. Parity of outcomes achieved for protected characteristics ethnicity and disability as per WRES & WDES standards.	No change required	January 2024