

Workforce Race Equality Standard (WRES) Action Plan 2019-2020

WRES Indicator	Action taken / planned	Timescales for action and completion
<p>1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.</p>	<p>The Workforce Leads to develop targeted care group action plans to continue to increase the percentage of BAME staff, particularly band 8a above.</p> <p>Review 'make up' of interview panels, introduce an independent panel member from the BAME community particularly above band 8a. With a future target to expand this across all bands.</p> <p>Workforce leads in conjunction with medical workforce manager to review recruitment of medical workforce and implement plan for increasing BAME representation.</p> <p>Progress against the action plan to be reported by Workforce Leads via organisations performance assurance panels.</p>	<p>December 2020</p> <p>May 2020</p> <p>May 2020</p> <p>December 2020</p>
<p>2. Relative likelihood of staff being appointed from shortlisting across all posts</p>	<p>The Workforce lead / HRBP for culture to review shortlisting training for managers and review the shortlisting process to ensure appropriate levels of anonymity for candidates at shortlisting stage.</p>	<p>April 2020</p>

	<p>Target specific BAME press advertising YTH vacancies with a view to increasing the number of BAME applicants.</p> <p>Work with regional networks to benchmark and gather feedback on new ideas.</p> <p>Recruitment team to undertake a 'inclusive recruitment' workshop and feed learning in to recruitment policy and recruitment and selection training.</p> <p>Continually review existing recruitment processes to ensure they are reflective of an inclusive approach and appropriate for the roles the Trust are recruiting to.</p>	<p>Timescales under review with recruitment team</p> <p>Ongoing</p> <p>January 2020</p> <p>Ongoing</p>
<p>3. Relative likelihood of staff entering the formal disciplinary process</p>	<p>The HRBP's with the Care Group Managers to continue the roll out of the Just Culture principles.</p> <p>To continue the roll out of the updated person centred Trust disciplinary policy and procedure.</p> <p>HRBP and HR Advisors to undertake routine case reviews and target Care Group level learning as appropriate.</p>	<p>October 2019 and ongoing</p> <p>July 2019 and ongoing</p> <p>Ongoing</p>
<p>4. Relative likelihood of staff accessing non-mandatory training and</p>	<p>HRBP's to work with Care Group Managers to understand any possible barriers across both white and BAME staff to accessing training and</p>	<p>Ongoing</p>

CPD	development and action plan at directorate level within the Care Group.	
5. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	<p>Undertake a full review and of the patient 'Exclusion Policy' to ensure covers how the Trust supports staff experiencing harassment, bullying or abuse. In consultation with internal stakeholders and external bodies.</p> <p>Freedom to speak up guardian in conjunction with the ED&I Lead for Patients and Workforce Lead for Culture to review the role of the Fairness Champion and agree a development program.</p> <p>Review the staff survey findings and develop appropriate action plans.</p> <p>Review the Equality, Diversity and Inclusion section of Corporate Induction.</p>	<p>April 2020</p> <p>Timescale to be reviewed following appointment of Freedom to speak up guardian</p> <p>February 2020 and ongoing</p> <p>Completed 2019, but identified further review required - April 2020</p>

<p>6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p>	<p>Policy owner for B&H policy to undertake a review of it's effectiveness since its 2018 re-launch.</p> <p>HRBP's in consultation with Head of Employee Relations and Engagement to appropriate review allegations of B&H as they arise to ensure timely, proportionate and appropriate investigations are carried out.</p> <p>HRBP's and HR Advisors to continue roll out of Managing and Leading People Training with appropriate Care Group Managers.</p>	<p>April 2020</p> <p>Immediate and ongoing</p> <p>Immediate and ongoing</p>
<p>7. Percentage believing that the Trust provides equal opportunities for career progression or promotion</p>	<p>Workforce Lead / HRBP / HRA for Culture to develop a program of ED&I training across Care Groups.</p> <p>Workforce Lead/ HRBP/ HRA to interrogate data by specific group to target appropriate activity.</p> <p>Workforce Leads and HRBP's to work to ensure that care groups are aware of disparity with BAME staff and the need to release staff equitably for CPD opportunities.</p> <p>Develop a BAME staff network</p> <p>Develop listening exercises to understand the perceptions of YTH as an equal opportunities employer for career progression or promotion, asking</p>	<p>April 2020</p> <p>Action to be reviewed with Workforce information.</p> <p>Action to be reviewed with Workforce information.</p> <p>Action to be reviewed – link to role of Fairness Champions.</p> <p>Links to staff survey actions</p>

	<p>staff for ideas and develop Care Group Level action plans from the feedback received.</p> <p>Working in consultation with ODIL, to scope a mentoring scheme for BAME staff.</p>	<p>March 2020</p>
<p>8. Personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues</p>	<p>Workforce Lead HRBP /HRA for Culture to develop a program of ED&I / Unconscious bias training to be delivered across Care Groups.</p> <p>Review the staff survey findings and develop appropriate action plans</p>	<p>April 2020</p> <p>February 2020 and ongoing</p>
<p>9. Board Representation</p>	<p>To review every appointment as it arises and seek to ensure that we continue to strive to have a Board of Directors that reflects the diversity of the local population.</p> <p>To engage with local communities to understand the perceptions of YTH as an equal opportunities employer for career progression or promotion, highlighting the positive action we are taking to address inequality where it exists.</p> <p>Ensure that current board training remains up to date in Equality, Diversity and Inclusion, to ensure a supportive and inclusive environment for all.</p> <p>Ensure appropriate board membership representation</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

	<p>on patient and staff experience forums.</p> <p>As a vacancy arises, undertake a Non-Executive Director recruitment drive to encourage applications from BAME groups.</p>	<p>Ongoing</p>
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