

Workforce Race Equality Standard - Action Plan – July 2016

WRES Indicator	Action to be taken	Anticipated outcome	Timeframe for completion
Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members and senior medical staff) compared with the percentage of staff in the overall workforce.	Undertake a further Recruitment Marketplace event.	To raise awareness across the local community of York Teaching Hospital as a potential employer and to assist in our workforce reflecting the community we serve.	March 2017
Relative likelihood of staff being appointed from shortlisting across all posts.	Implementation of an electronic Applicant Tracking System.	Comprehensive records on shortlisting and appointment statistics to enable meaningful data analysis.	January 2017
Relative likelihood of staff entering the formal disciplinary process.	Review of cases broken down by each directorate.	This will identify any directorates that have a proportionately higher level of formal disciplinaries and enable appropriate intervention to address misconduct themes.	December 2016
Relative likelihood of staff accessing non-mandatory training and CPD.	Implementation of a Development Review policy to incorporate appraisal, performance management and talent management.	Incorporating the Performance Development Matrix with a Talent Management strategy will provide a consistent and more focused approach to staff development.	December 2016

<p>Percentage believing that the Trust provides equal opportunities for career progression or promotion.</p>	<p>Implementation of a Development Review policy to incorporate appraisal, performance management and talent management.</p>	<p>The Talent Management Register will create an open and transparent process.</p>	<p>December 2016</p>
<p>Board representation.</p>	<p>When Board opportunities arise, continue to link with executive recruitment agencies to widen the field of potential applicants.</p>	<p>An increased diversity of candidate than may otherwise be attracted.</p>	<p>Ongoing</p>

Indicator 1

Percentage of staff in each of the AfC bands 1-9 and VSM (including Executive Board members) compared with percentage of staff in the overall workforce.

Note: Organisations should undertake this calculation separately for non-clinical and clinical staff.

Table A

		Clinical Staff (%)	Non Clinical Staff (%)	Overall (%)			Clinical Staff (%)	Non Clinical Staff (%)	Overall (%)
BME	Band 1	0.0	2.7	2.7	White	2.3	92.7	95.0	
	Band 2	3.6	0.4	3.9		58.1	35.1	93.2	
	Band 3	1.0	1.3	2.3		45.2	50.2	95.4	
	Band 4	0.4	0.7	1.1		21.5	76.1	97.6	
	Band 5	11.3	0.4	11.7		77.6	8.1	85.7	
	Band 6	2.4	0.2	2.6		86.1	8.6	94.7	
	Band 7	1.2	0.5	1.7		77.2	18.9	96.1	
	Band 8	1.4	0.0	1.4		59.8	37.7	97.5	
	Band 9	0.0	0.0	0.0		0.0	100.00	100.00	
	VSM	0.0	0.0	0.0		11.8	88.2	100.00	
	BME as % of total workforce	6.3	0.6	6.9		60.4	30.2	90.6	