

## WORKFORCE RACE EQUALITY STANDARD ACTION PLAN 2024 – 25

<b>WRES indicators – 1, 2, 3, 5, 6, 8. Bank WRES 4a, 5a, 7a, 7b.</b> <b>People Promise Themes – We are Compassionate and Inclusive, We are Safe and Healthy</b> <b>NHS EDI High Impact Actions – 1, 2, 4, 6</b>			
Priority Area	Actions	Lead	Target / Measures
<b>APPOINTMENT FROM SHORTLISTING</b> Improve likelihood of BME staff being appointed from shortlisting relative to their white counterparts.	<ul style="list-style-type: none"> <li>Continue to implement and promote Inclusion Ambassador (IA) Program to support Interview panels (8a+). <i>(Ongoing)</i></li> <li>Develop additional resources (guidance documents, post interview survey) for IA's to be part of the full interview process (as well as protected time from substantive role.) <i>(January 2025)</i></li> <li>Increase number of IA's by 25% - Recruitment team to work with EMREN Network, marketing and communications to develop a recruitment campaign. <i>(August 2025)</i></li> </ul>	<i>Associate Director Resourcing</i>  <i>Marketing and Comms Leads</i>  <i>Equality Advisor</i>	<b>WRES Indicator 1:</b> Increase of BME Staff % in WRES 2025  <b>WRES Indicator 2:</b> Relative Likelihood at 1, Parity between BME staff and White counterparts
<b>FORMAL DISCIPLINARY PROCESS</b> Reduce number of BME Staff Members undergoing the Formal Disciplinary procedure.	<ul style="list-style-type: none"> <li>Continue to implement “Fair and Just Culture” in EPUT and adopt an informal resolution approach where possible. <i>(Ongoing)</i></li> <li>Hold cultural awareness sessions as well as targeting areas with high rates cultural challenges for staff. <i>(Ongoing)</i></li> <li>Triangulate reports (including ER, F2SU, DATIX and HRBP reports) to identify areas for action and improvement. <i>(April 2025)</i></li> </ul>	<i>Equality Advisor</i>  <i>Employee Relations</i>  <i>Director of Employee Experience</i>	<b>WRES Indicator 3:</b> Relative Likelihood at 1, Parity between BME staff and White counterparts
<b>BULLYING AND HARASSMENT FROM SERVICE USERS</b> Reduce reports of bullying and harassment from patients, carers and members of the public from BME Staff.	<ul style="list-style-type: none"> <li>Take learning from EPUT Pilot Programme to develop interventions for wider use in EPUT teams across the Trust. <i>(Ongoing)</i></li> <li>Progress actions related to the Sexual safety charter (in line with NHS England timeline). <i>(October 2024)</i></li> <li>Co-ordinate support visits to ‘hot spot’ areas to engage with staff as a result of repeat violent/racial and discriminatory abuse from staff/patients/carers or families (including Here for You, VAPR, Employee Experience, HRBP's and Senior Leaders) <i>(September 2024)</i>.</li> <li>Develop a new communication campaign to reduce abuse from patients/ visitors <i>(Winter 2024)</i></li> <li>Holding regular 'big conversations' with senior leaders and safe spaces for staff networks <i>(Winter 2024)</i></li> <li>Hold regular engagement and feedback sessions on HR processes <i>(October 2024)</i></li> <li>To implement a concerns panel to check and challenge whether referrals need to enter formal processes <i>(October 2024)</i></li> <li>Launch the new Equality Impact Assessment (EIA) digital form and guidance and improve competency around the process <i>(October 2024)</i></li> </ul>	<i>Director of Employee Experience</i>  <i>OD Team</i>  <i>Equality Advisor</i>	<b>WRES Indicator 5</b> Below 30% for BME Staff on WRES 2025  <b>Bank WRES Indicator 4a</b> Below 20% for BME Bank Staff on BWRES 2025  <b>Bank WRES Indicator 5a</b> Below 20% for BME Bank Staff on BWRES 2025

<b>WRES indicators – 1, 2, 3, 5, 6, 8. Bank WRES 4a, 5a, 7a, 7b.</b> <b>People Promise Themes – We are Compassionate and Inclusive, We are Safe and Healthy</b> <b>NHS EDI High Impact Actions – 1, 2, 4, 6</b>			
Priority Area	Actions	Lead	Target / Measures
<b>DISCRIMINATORY BEHAVIOUR</b> Reduce reports of discriminatory behaviour from managers, team leaders or other colleagues from BME Staff.	<ul style="list-style-type: none"> <li>Continue to implement and promote the Behavioural Framework in EPUT. (Ongoing).</li> <li>Develop bespoke Cultural Awareness and Safety for areas identified as having high levels of discriminatory behaviour (April 2025).</li> <li>Introduce a diversity dashboard to look at representation across different staff groups and to consider intersections such as ethnicity and gender together (April 2025).</li> </ul>	Director Employee Experience  OD Team  Equality Advisor	<b>WRES Indicator 6</b> Below 20% for BME Staff on WRES 2025  <b>WRES Indicator 8</b> Below 10% for BME Staff on WRES 2025  <b>Bank WRES Indicator 7a</b> Below 15% for BME Bank Staff on BWRES 2025  <b>Bank WRES Indicator 7b</b> Below 30% for BME Bank Staff on BWRES 2025