

## Equality, Diversity & Inclusion Action Plan Workforce Race Equality July 2019

The Trust is committed to:

- Creating an environment in which people can feel valued; treating people fairly and with dignity and respect
- Embedding Trust values and behaviours that highlight treating others as we would wish to be treated ourselves

The Trust aims to ensure that principles of equality, diversity and inclusion are embedded throughout every part of the organisation and improve its status as an organisation that leads the promotion of equality, diversity and inclusion, challenges discrimination wherever it happens, and promotes equality in service delivery and employment.

To achieve our aims the Trust is committed to:

- Promoting equality of opportunity for all
- Promoting an inclusive environment in which all persons are treated with respect
- Fulfilling all of our legal obligations under the equality legislation
- Regarding all breaches of equal opportunities as misconduct which could lead to disciplinary proceedings
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This document outlines the identified risks/key focus areas from the 2019 Workforce Race Equality Standard (WRES) and the areas where further action is required.

The actions will be included on the overall Equality, Diversity and Inclusion action plan which records the outcomes of several equality schemes. The action plan reports on the progress against actions and is monitored by the Equality, Diversity and Inclusion Group which review on a quarterly basis, escalating any issues to the Transformation and People Committee.

Item	Evidence	Action(s)	Lead responsibility	Timescale for delivery	Updates/Progress
Lack of BAME representation across all levels	<b>WRES Indicator 1</b> <b>WRES Indicator 9</b>  BAME staff at Band 7 or above make us less than 1% of the overall workforce	Encourage participation of BAME staff in leadership development programmes e.g. Stepping Up, Ready Now programmes	HR Manager – Employment Relations and E&D Learning & Development department	June 2020	Survey Monkey undertaken to collate staff views and results analysed. Staff networks focus groups on-going throughout March – June 2019.
		Explore establishing a BAME staff network/other staff networks	HR Manager – Employment Relations and E&D	March 2020	
	Board voting profile white 100% BAME 0%	Ensure that the process for appointment of Executive and Non-Executive Director posts encourages applications from as diverse a pool of talent as possible to demonstrate the Trust’s commitment to diversity and inclusion	Board External Agencies	Where identified vacancies	

<p><b>Lack of BAME staff being appointed from shortlisting</b></p>	<p><b>WRES Indicator 2 ED&amp;I objective - To encourage the recruitment conversion and progression rates of BAME staff.</b></p> <p>White staff are 1.32 times more likely to be appointed from shortlisting compared to BAME staff</p>	<p>Make better use of technology and social media to reach and attract potential candidates to encourage applicants from underrepresented groups to apply. Make links with local community groups</p> <p>Monitoring of detailed analysis of ethnicity patterns in recruitment</p> <p>Review applications to determine reasons why BAME candidates were not appointed following interview</p>	<p>Recruitment Manager HR Manager - Employment Relations and E&amp;D</p> <p>Recruitment Manager</p> <p>Recruitment Manager</p>	<p>March 2020</p> <p>October 2019</p> <p>March 2020</p>	<p>Due to ED&amp;I group in September 2019</p>
<p><b>BAME staff more likely to be subjected to formal procedures under the disciplinary process</b></p>	<p><b>WRES Indicator 3</b></p> <p>BME staff are 1.01 times more likely than white staff to come under the disciplinary process</p>	<p>Undertake annual analysis of all disciplinary data to identify any trends or issues in relation to race.</p> <p>Regularly review all cases of potential disciplinary matters with managers providing rationale for decision making</p>	<p>HR Manager – Employment Relations and E&amp;D</p> <p>HR Managers</p>	<p>May 2020</p> <p>On-going</p>	

<b>BAME staff, experiencing harassment, bullying or abuse from staff in last 12 months</b>	<b>WRES Indicator 5</b> 32.26% of BAME staff experienced harassment, bullying or abuse from staff in last 12 months	Promotion of expected behaviours of staff		March 2020	Stand-alone policy produced and ratified. Promotion to commence in September 2019.
<b>High number of staff, in particular BAME staff, experiencing discrimination at work from the following - Manager/team leader or other colleagues</b>	<b>WRES Indicator 8</b> 10.30% of BAME staff experiencing discrimination	Undertake a communication campaign to staff regarding discrimination and unacceptable behaviours. Message to be reinforced via E&D training and promotion of new B&H policy.  Ensure reported cases of discrimination are dealt with in an effective and timely manner	HR Manager - Employment Relations and E&D Deputy HR Manager Human Resources Department	March 2020  On-going via E&D training	To be included in the promotion of the new B&H policy. Policy launch event taking place in September 2019.